

Equity, Diversity and Inclusion Action Plan Consultation 2018

Introduction

In November 2017, Lakehead University committed to Universities Canada's Seven Principles of Equity, Diversity and Inclusion. These principles include the development of an institutional wide action plan in consultation with students, faculty, staff and administrators, and particularly with individuals from under-represented groups¹. In realization of that commitment the President's Taskforce on Equity, Diversity and Inclusion are holding consultations throughout the month of November with the University Community to determine what are the important EDI considerations upon which Lakehead's Action Plan should focus.

EDI at Lakehead to date

Although the 7 Principles of EDI are a new creation, Lakehead's achievements in EDI have been a work in progress since the creation of the University. Structures such as the Ogimaawin-Aboriginal Governance Council, Student Accessibility Services, and the Office of Human Rights and Equity as well as University policies and strategies are a few examples of the University's on-going commitment to EDI. The creation of the President's Taskforce on EDI to lead the development of a five year action plan aligns well with Lakehead's EDI trajectory.

Members of the Taskforce represent major departments, student and staff leadership and diversity across the University. They have done some preliminary work gathering both current best practices as well as gaps that remain to formulate some broad objectives and desired outcomes in four areas:

- 1) Students
- 2) Staff and Faculty
- 3) Community and External Partnerships
- 4) Institutional Accountability.

¹ Under-represented groups include those identified in the federal Employment Equity Act – women, visible minorities, Aboriginal peoples, and persons with disabilities – as well as, but not limited to, LGBTQ2 and non-binary people and men in female-dominated disciplines.

These areas are further divided into several sub-themes to ensure that the action plan speaks to the full depth and breadth of Lakehead University operations. As well there are some cross-cutting issues that each area has also considered, such as organizational culture and EDI services.

The taskforce is now seeking your input on the attached planning document that will frame the focus of a 5 year EDI action plan for Lakehead University. We ask that you consider the following questions as you review the planning document:

- 1) Are there specific areas or sub-areas missing that require an EDI focus?
- 2) Are there additional objectives or outcomes that should be considered?
- 3) a. Is the action plan proposing objectives or outcomes that are already in place?
- 3) b. Is their scope for expanding or improving the current practice?
- 4) Are there any equity-seeking groups that have not been considered?

Institutional Accountability

Area	Objective	Outcome	
1. Data Collection	<ul style="list-style-type: none"> • To collect baseline information on “indicators” for faculty—who inhabits which roles (ie diversity profile vs academic hierarachy) • To collect baseline information for administrative roles (diversity profiles and employment bands) • To conduct a climate survey to faculty, staff, students and admin that includes self-identification • To introduce an overarching self-identification process for faculty, staff and students • To measure and track the diversity of governing body membership, such as the Board of Governors (including internal, external, students, faculty, etc.) 	<ul style="list-style-type: none"> • Increased understanding of needs in recruiting, retaining and promoting across all demographic categories • Baseline collected of climate around EDI for identifying policy gaps and promising practices • Increased understanding of diversity needs around governance tables • Data-driven decisions made to transform the institution 	
2.Culture Change & COMMUNICATION	<ul style="list-style-type: none"> • To promote EDI undertakings across Campus • To train and share information on policies, practices and procedures relating to EDI goals • To provide a clear University statement with actionable commitments on EDI • To develop strategies and processes for transparent communication to faculty, staff, and students. • To develop staff and faculty compositions to be more 	<ul style="list-style-type: none"> • An Informed community; Information is shared across units, Faculties, and employee ranks, fairly and equitably. • A shared culture that respects and understands the importance of EDI • Staff and faculty are more diverse. • A demonstrated commitment to EDI process • Reconciliation is made at individual and institutional levels • Faculty deans and chairs work toward more equitable distribution of labor. 	

	<p>reflective of communities we serve</p> <ul style="list-style-type: none"> • To undertake a climate study to understand where this campus is in terms of personal and institutional responsibility for reconciliation. • To support current and increase staffing of EDI personnel to manage initiatives and work with all departments • To strengthen reconciliation work across all units. 		
3. Training & Education	<ul style="list-style-type: none"> • To provide ongoing EDI training and education to all governance participants and University community members • To provide EDI training for all academic and administrative committees 	<ul style="list-style-type: none"> • A culture that fosters an EDI lens at the governance tables and throughout the University community • A culture that fosters an EDI lens for all processes. 	
4. POLICY	<ul style="list-style-type: none"> • To establish a policy governance framework with regular policy review periods, including EDI reviews and determination of policy gaps • To examine governance practices and procedures through an EDI lens • To ensure human rights and other legislative compliance with all EDI policy 	<ul style="list-style-type: none"> • An EDI guiding document in place for all, as part of regular operations • Demonstrated committed institution • The policies and procedures required to facilitate an equitable, diverse and inclusive environment/culture will be identified, updated and established • Lakehead is aligned with nationwide promising practices • Inclusion is fostered and accommodation practices and processes are consistent. 	

<p>5. Mechanisms to support ongoing collaboration/coordination towards EDI goals</p>	<ul style="list-style-type: none"> • To garner support for EDI through the Elders Council, Ogimaawin- Aboriginal Governance Council (O-AGC), Board, Senate, Alumni Association, Lakehead University Student Union, Executive Team, Senior Management Team, Unions, Non-union staff, community members • To centralize roll out events that support EDI • To show commitment to EDI in budget; need line items demonstrating commitment: positions, project funding, clear priorities • To consider institutional restructuring around units who operationalize EDI commitments 	<ul style="list-style-type: none"> • Greater event participation and higher levels of support and understanding of EDI • Funding for EDI initiatives accessible to all units with collaborative projects • Strengthened centralized unit on EDI 	
<p>6. PLANNING, MONITORING & REPORTING</p>	<ul style="list-style-type: none"> • To regularly monitor and evaluate EDI initiatives • To robustly collect data and plan for monitoring that is centralized and comparative. 	<ul style="list-style-type: none"> • Greater reporting transparency across university • Good, usable data that is collected by those not implicated by the information. 	