

**Introduction:**

Fostering a culture of inclusion continues to be a shared responsibility at Sheridan. Our community is on a journey towards inclusion and, as expected the members are at different locations within the continuum. Like any other process of change, some are frustrated by the pace. Some are fiercely demanding a faster pace; some find the pace overwhelming and yet some do not agree that there is a need for change never mind the urgency for one. This situation calls for empathetic leadership that is guided by our commitment to a focused, principled, and intentional inclusion that is unwavering in spite of ongoing challenges. We recognize fostering a culture of inclusion in an institution as complex as Sheridan is an intricate multilayered endeavour that calls for multidimensional solutions. It is against this background that I provide the Board with an update of the initiatives that collectively lead to a more inclusive Sheridan where everyone brings their full potential knowing that they will be valued.

As always, I will provide highlights of comprehensive institutional wide initiatives that different parts of our community members have contributed. There is more work being undertaken at faculties, program unit and department levels that will be reported in upcoming regular updates.

**Commitment #1**

*Human rights, unconscious bias, anti-oppression, and anti-racism training.*

	Jan. 2022	March 24, 2022
Employees Completed (to date)	3,315	3,534 (+219)
Employees Enrolled	192	116

- CEI created a student version of this EDI training, with module 1 available as of March 28, and the remaining 3 modules to be released subsequently

**Commitment #2**

*Intentional disruption of normal hiring processes by hiring of 6 professors who self-identify as Black or Indigenous over 2 years period.*

- Applications for the four Faculty of Animation, Arts and Design (FAAD) designated hires are reviewed daily to identify candidates for the short list, while working with HR and Centre for Equity & Inclusion (CEI).
- Timelines: Short-List Applicants, April 18; Offer to Candidate, June 17

**Commitment #3**

*Launch a scholarship program to promote the recruitment and enrolment of Black and Indigenous applicants.*

Sheridan Funded	Funding Source	Total Amount	Number of Students
Black Students Bursary	Tuition Set-Aside	\$ 51,500.00	206
Sheridan Indigenous Bursary	Tuition Set-Aside	\$ 28,500.00	19
<b>Grand Total</b>		<b>\$ 80,000.00</b>	<b>225</b>

**Commitment #4**

*Facilitate skill and interest development related to our disciplinary strengths such as engineering, music theatre, and animation at the primary school level, regardless of economic status or race.*

- Youth Amplified programming are ongoing:

Programming	Participants
Big Brothers Big Sisters of Peel: <a href="#">BIGS on Campus</a> Group Mentoring Program	7 Sheridan student mentors & 10 youth as mentees
Big Brothers Big Sisters of Peel: Black Youth Mentorship Program	4 mentors & 8 mentees
Big Brothers Big Sisters of <a href="#">Halton and Hamilton</a> pilot	2 Sheridan student mentors & 7 youth mentees
Home Suite Hope	20 staff mentors & 22 student mentees
Ontario Education Championship Team for Youth in Extended Society Care event	26 youth
ECLYPSE Youth Centre's Post-Secondary Education Readiness Series	20 youth
Black Youth Student Success Initiative info. session	35 students

**Commitment #5**

*Accountability and Sheridan community engagement to continue to inform Sheridan's future actions and assess the efficacy of our change agenda.*

- EDI Advisory Council:** terms of reference revision complete, meeting planned for April 2022
- BoG Updates:** ongoing
- Employee Resource Groups:** launch in progress, with applications due April 15, 2022
- The Office of Inclusive Communities is in the process of completing benchmarking conversations across Sheridan to better understand how and where and Equity, Diversity and Inclusion resides across Sheridan

**Commitment #6**

*Ensure active and consistent recognition of the Black community, that is not limited to the annual celebration of Black History Month.*

- Sheridan is supporting the Onyx Initiative to establish more equitable career opportunities for Black students and recent graduates by providing access to mentorship and training, paid internships, and work opportunities within their chosen fields.
- In recognition of Black History Month 2022, the theme of Sheridan's observance was *Imagining Futures*. Student leaders, faculty and staff organized celebrations of Black culture and art, conversations on Black leadership and career development, and critical discussions around this theme. The committee hosted 11 events that were student, faculty and community led. Over 400 students, staff and community members were engaged with over the course of February.

### **Commitment #7**

*Support the wellness of Sheridan's Black students. Have additional Black counsellors available to students.*

- Anti-Oppressive practice for Student Affairs practitioners is ongoing; 53 of 118 staff have partially completed the training with more than 15% having fully completed it.
- The Anti-Racist collaborative conversation continues with two staff groups who meet once a month to discuss BIPOC issues as either a person of colour or a white person. The conversation unpacks white privilege and how we use our knowledge to serve the student body and our community.

### **Commitment #8**

*Commit to holding faculty, staff, and students accountable for their actions.*

- Regarding complaint resolution, through 2021-22:
  - CEI provided consultation and guidance to hundreds of students, faculty, and employees for the resolution of concerns and complaints. Most were resolved through early resolution strategies.
  - CEI conducted over 10 formal resolutions (investigations) under the Policies.
  - CEI continues to support a series of initiatives in FAAD to apply the recommendations of three equity assessments administered by CEI within FAAD's learning and work environment

Cherie Robertson,  
Director, Human Rights & Equity Initiatives  
*Acting on behalf of*  
Jane Ngobia,  
VP of Inclusive Communities