To: BOARD OF GOVERNORS

From: Jane Ngobia, Vice President of Inclusive Communities

DATE: October 7, 2020

 SUBJECT: Sheridan EDI Commitments and Updates

Please select the appropriate box below:

Information

1. EXECUTIVE SUMMARY:

We will take this opportunity to present the progress updates of the EDI commitments that made for the 2020/21 academic year align with the Strategi Plan, and the initiatives and actions that carried out by Inclusive Communities team to fulfil the team Year2 objectives.

2. BACKGROUND AND CONTEXT

The unprecedented pandemic has not only changed our way of living, working, teaching and learning, but also caused more issues and increased anxiety/concerns around equity, diversity and inclusion. The Inclusive Community team has experienced (and will keep facing) the increasing challenges to address the EDI issues within Sheridan community in the past months. To keep track the progress, we committed to provide quarterly updates to the Board in the areas of the initiatives and actions taken to solve the issues and next step plans for creating a real healthy and equally community environment.

3. KEY CONSIDERATIONS/POINTS

The detailed report incorporated the progress update as well as the strategies, resources and timeline of each initiative that demonstrated the full picture of the working progress around:
-   Foundations for Equitable Practice training
-   Equitable Hiring Process
-   Scholar program to promote the recruitment and enrolment of Black and Indigenous applicants
-   Sheridan EDI Council
-   Additional commitment to Black Sheridan
-   Employee Diversity Self-Identification Census Report
-   Inclusive Communities team action updates

a) STRATEGIC PLAN ALIGNMENT

Please mark 'x" to show alignment with Sheridan's four areas of impact and/or empowering enablers in the strategic plan.

AREAS OF IMPACT ('x' where applicable)			
Exceptional teaching, research and creativity	Boundless opportunity	Agility and potential	Reciprocal work-learn relationships
			X

EMPOWERING ENABLERS ('x' where applicable)				
Inclusion and equity	People-centric technology	Flourishing workforce	Health and creative communities	Fiscal and environmental sustainability
X				

b) EQUITY DIVERSITY AND INCLUSION ALIGNMENT

Please mark 'x" to show alignment with the key elements of Equity, Diversity and Inclusion measurable inclusions and equity interventions.

KEY ELEMENTS ('x' where applicable)					
Diversity in internal Sheridan community	Diversity in Brampton, Mississauga and Oakville	Intercultural competencies	Universal design practices	Integration of Indigenous Learning and Support	Strengthen holistic internationalization
X	X				

4. SUPPORTING MATERIALS

A summary of Sheridan EDI Commitments and Updates will be presented to the Board and the full EDI update document is kept on file with the Secretary to the Board.

5. NEXT STEPS

More progress updates will be provided on Dec 9th BOG meeting.

Sheridan EDI Commitments & Updates

Spring/Summer Term 2020

We would like to acknowledge that the land on which we gather has been and still is the traditional territory of several Indigenous nations, including the Anishinaabe, the Haudenosaunee Confederacy, the Wendat, the Métis, and the Mississaugas of the Credit First Nation. Since time immemorial, numerous Indigenous nations and Indigenous peoples have lived and passed through this territory.

We recognize this territory is covered by the Dish with One Spoon treaty and the Two Row Wampum treaty, which emphasize the importance of joint stewardship, peace, and respectful relationships.

Sheridan College affirms it is our collective responsibility to honour and respect those who have gone before us, those who are here, and those who have yet to come. We are grateful for the opportunity to be learning, working and living on this land.

Contents

Sheridan's Commitments

1. We will ensure every employee at Sheridan receives unconscious bias, anti-oppression and anti-racism training. We are committed to examining barriers in our culture, policies, practices, curriculum, pedagogy, and interpersonal relationships.

Inclusive Communities Contact	Units Responsible	Timeline
Director, Research EDI Initiatives	Inclusive Communities	Launch on August 24, to be completed within 30 days of receiving the instructional email by all employees

Strategies

Creation of online mandatory training course, *Foundations for Equitable Practice* (Human Rights 101, Unconscious Bias, and Anti-Oppression & Anti-Racism) and merge into SLATE with new employee mandatory training to give all employees the tools to become mindful of biases and stereotypes, learn to model inclusive behaviour, and empower everyone to be active allies in the fight against racism. Training is delivered online, asynchronously using SLATE. Total time commitment is 2.5-3 hours with each module taking approximately 40-60 minutes to complete.

2. Over the next two academic years, in the Faculty of Animation, Arts and Design, we will hire 6 professors who self-identify as Black or Indigenous. We will disrupt our normal hiring processes, which are built on a legacy of racial bias that must be upended.

Inclusive Communities Contact	Units Responsible	Timeline	Resources
Director, Centre for Equity and Inclusion	HR, FAAD, General Counsel	Within the next 2 academic years	With support from CEI

Strategies
- Establishment of Special Program (under Section 14 of the *Ontario Human Rights Code*) to address discrimination and centre disadvantaged groups with preferential language in postings
- FAAD to advertise positions with appropriate language used in postings after legal clearance and scan of language other institutions use to inform their postings
- HR to advertise on specific sites to attract BIPOC candidates using search techniques
- Search firm KBRS being used to hire for the position of Dean of FAAD
- The Talent Acquisition Team has received approval for two (2) FAAD faculty positions and have prepared postings for designated BIPOC hires. These postings are pending

a communication announcing the Special Program at Sheridan which allows exclusively targeting BIPOC candidates.

- In preparation for the postings research is underway to improve BIPOC sourcing strategies via LinkedIn and other partnerships with diversity specific organizations such as Black Business Professionals Association and the Black Professionals in Tech Network. We have subscribed to diverse job boards such as Equitek, Canada's foremost National Diversity Outreach Strategy.
- Work is underway in the Talent Acquisition portfolio to ensure equity, diversity and inclusion (EDI) are fully integrated into new and existing processes and procedures. Research on EDI best practices will be embedded at every stage of the hiring process (e.g. inclusive language in postings, diverse hiring committee objectives, etc.).

Statement in use for current postings: *Sheridan is deeply committed to promoting diversity, advancing equity and fostering a culture of inclusion. Therefore, we invite applications from marginalized and equity-seeking groups, particularly members of BIPOC communities. Persons with a disability may contact the Human Resources department to request accommodation at any stage of the recruitment process.*

3. To facilitate access to our programming, we will launch a scholarship program to promote the recruitment and enrolment of Black and Indigenous applicants.

Inclusive Communities Contact	Units Responsible	Timeline	Resources
Director, Research EDI Initiatives	Office of the Registrar (OTR)	Launch for Fall 2020, a comprehensive strategy for the longer term is in development	Link to further details: http://myotr.sheridancollege.ca/myfinances.html

Strategies
- Office of the Registrar setting funds aside to be allocated to underrepresented students in the short-term with the inclusion of a self-identification question on the general bursary application
- Identified funds will support Black and Indigenous students with financial bursaries to help off-set the costs of their Sheridan education. Bursaries will be awarded based on financial need to students enrolled in a diploma or degree program on a full-time basis upon completion of the General Online Awards Application.

4. We will work with our community partners to 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.

Strategies	Inclusive Communities Contact	Units Responsible	Timeline	Resources
No updates currently available		External Relations with relevant Faculties		

5. Sheridan's Equity, Diversity and Inclusion Advisory Council-- which includes faculty, staff and student members who identify as BIPOC and racialized -- will continue to inform Sheridan's future actions and assess the efficacy of our change agenda. Their perspectives are fundamental to creating meaningful change.

Inclusive Communities Contact	Units Responsible	Timeline
Vice President, Inclusive Communities	Inclusive Communities	Sept 2020

Strategies
Membership of EDI Council to be updated to better reflect diverse perspectives of the Sheridan community.

6. We will continue to report our progress to our Board of Governors (whose meeting minutes are public) on a quarterly basis.

Inclusive Communities Contact	Units Responsible	Timeline
EDI Projects Coordinator	Inclusive Communities	Update reports towards the end of each academic term

Strategies
Update reports created for Board pertaining to everything from an EDI perspective that Sheridan has accomplished.

Additional Commitments to Black Sheridan

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

Inclusive Communities Contact	Units Responsible	Timeline
Intake Coordinator, Centre for Equity and Inclusion	CEI (Social Change Ambassadors Program), Student Affairs	Starting in Fall/ Winter 2020

Strategies:
Hosting of student success roundtable to dialogue about student supports for Black students, and to discuss the recognition and commemoration of days of significance throughout the calendar year.

2. Have additional Black counsellors available to students.

Inclusive Communities Contact	Units Responsible	Timeline	Resources
Intake Coordinator, Centre for Equity and Inclusion	Student Affairs, CEI, Black Students Association	**Initial meeting**: Aug. 6 **Planning meeting**: Aug. 27 **Forum**: Sept 30	Development of guide by Student Affairs for supporting students in distress

Strategies:
- Community forum planned for late September to dialogue with Black Sheridan about wellness initiatives and commitments to Black students.
- Topics include Awareness of services, Barriers to access, and Ideal Service Delivery
- information will be presented about the challenges experienced by Black students, the resources that are currently available, and steps that are being taken by Student Affairs going forward, to enhance their wellness supports and services.
- This forum will be dedicated to actively listening to the concerns and suggestions of Black students, in an effort to take action to better support Sheridan's Black students' personal and academic flourishing and success.

Student Affairs and Communications:
- An EDI mental health communication strategy is in progress to highlight the diversity of the counselling team, focussing on their diversity of practice, experiences, counselling approaches etc.
- The goal is to emphasize the counselling team's expertise in providing developmental and solution-focused counseling in higher education, from a culturally responsive, anti-oppressive lens
- Student Affairs is also committed to undergoing further training and development in this area.

Student Affairs:
Explore other wellness avenues, including enhanced communication of external resources, peer support groups, collaboration with other Sheridan units, etc.

3. Publish diversity census results.

Strategies	Inclusive Communities Contact	Units Responsible	Timeline
Employee Diversity Self-Identification Census Report published on the Inclusive Communities website	Director, Research EDI Initiatives	Inclusive Communities, HR	Announcement sent Monday, August 31st through Insider, followed by report posted online on September 2nd
Employee Diversity Self-Identification Census Town Hall: to share the census results with the Sheridan community, discuss key findings and answer questions		Inclusive Communities, HR	Forum scheduled for September 28
Development of student survey to replace the outgoing Key Performance Indicator student satisfaction survey, which will mirror the wording and questions from the employee census. The survey will include both self-identification questions and questions related to equity, diversity and inclusion (i.e. how important it is to students that Sheridan values and promotes EDI, to what extent does Sheridan actually value and promote EDI, etc.)		Institutional Research	Survey to be fielded every year in February. Pilot launched Summer 2020

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

Strategies	Inclusive Communities Contact	Units Responsible	Timeline
Carry out investigations into allegations against employees that, if substantiated, amount to violations of Sheridan's Discrimination and Harassment Policy, and Sexual Violence Policy	Director, Centre for Equity and Inclusion	CEI	Ongoing

Additional Inclusive Communities Updates

- Sheridan has joined the Black North Initiative aimed at dismantling systemic racism with the signing of the Black North Initiative CEO Pledge, which commits signatories to specific actions and targets designed to dismantle systemic anti-Black racism and create opportunities for underrepresented members of its community.
- Sheridan has signed on to Luminary: 2020 Charter Partner's Planning Initiative to advance Indigenous innovation, economic transformation, employment and wellbeing

Centre for Equity and Inclusion

Strategies	Units Responsible	Timeline
Bachelor of Film and Television (BFTV) Equity Assessment – conduct a climate review with an EDI lens	CEI	Completed August 2020
Faculty of Animation, Arts, and Design (FAAD) Equity Assessment – conduct a climate review with an EDI lens	CEI	Fall 2020

Centre for Indigenous Learning and Support

Strategies	Units Responsible	Timeline
Creation of Indigenous Education Learning Series: Looking Forward, Looking Back	CILS	Ongoing
Sheridan's Land Acknowledgement: Redesign and resource materials.	CILS, Marketing (web)	Fall 2020
Indigenous Education Council: Bridging relationship to Indigenous community	CILS	Ongoing

Conduct an environmental scan of Indigenous Education strategies to redevelop CILS Indigenous Action Plan into a broader Strategy to address Sheridan's commitments to College and Institutes Canada's Indigenous Education Protocol and Truth and Reconciliation Commission Calls to Action.	CILS + Indigenous Education Council	Nov 2020

Research Equity, Diversity, Inclusion Initiatives

Strategies	Units Responsible	Timeline	Resources
Creation of Research EDI Action Plan/Road Map	Research EDI Advisory Committee / Self-Assessment Team (REDIAC/SAT) + Research EDI	Ongoing	NSERC EDI Capacity Building Grant
Ongoing completion of Dimensions Application	REDIAC/SAT + Research EDI	TBD: December 2021	
Develop a Train- the -Trainer Model for delivery of Unconscious Bias Training. Create an online module and training workshops for academic administrators, staff and faculty.	Research EDI + Unconscious Bias Training Working Group	Foundations of Equitable Practice online required training course completed August 24th	NSERC EDI Capacity Building Grant
Develop a faculty research mentorship pilot program that builds capacity in Scholarship, Research and Creative Activities (SRCA) through mentorship networks, training and educational development	Research EDI + FRMP (faculty research mentorship pilot) Working Group	Pilot Relaunch Spring 2021	SRCA time & NSERC EDI Capacity Building Grant
Create an EDI data collection strategy to capture the diversity of employee populations	Inclusive Communities & Human Resources	Census launched April 6th. Report launched Sept.	

Strategies	Units Responsible	Timeline	Resources
		2nd. Virtual Town Hall Sept. 28th	
Create and utilize a Research EDI Communications Plan that increases awareness of research EDI initiatives and elevates the profile of Sheridan research	Research EDI + Research Communications	Ongoing	NSERC EDI Capacity Building Grant

Centre for Global Education and Internationalization

Strategies	Units Responsible	Timeline
Develop institutional strategic knowledge: ▪ Assess internationalization at different institutional levels by identifying and gathering data on Sheridan's current involvement with internationalization. ▪ Situate and (re)define internationalization and global education in context of Sheridan's current and future strategic goals.	CGEI	Nov. 2020
Conduct an environmental scan of peer and aspirational institutions' involvement with internationalization and global education to benchmark Sheridan's efforts with its peers, identify best practices, and develop a unique differentiated approach for Sheridan.	CGEI	Nov. 2020
Develop a White Paper for community consultations	CGEI	Dec. 2020
Celebrate the International Education Week through targeted programming that meets the needs of our internal community and profiles Sheridan in the field of internationalization and global education.	CGEI	Nov 2020