Building an Integrated EDI Action Plan

PHASE 1: CONSULTATIONS
Nov. 2023–Jan. 2024

UNIVERSITY OF ALBERTA

What's now?
Strategic Plan for EDI (2019–2022)

Development
- Targeted consultation, 2018
- EDI Scoping Group

Principles
- Diversity
- Equity
- Inclusion
- Human Rights
- Equality - substantive
- Intersectionality
- Accessibility
- Respect for reconciliation with Indigenous peoples

Themes
- Vision and Leadership
- Research, Teaching, and Public Service
- Workforce (all faculty and staff)
- Students, (Research) Trainees, and Student Life
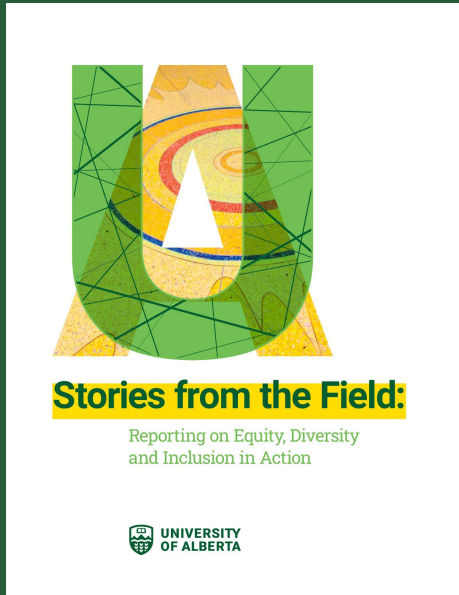- Climate

Accountabilities and Enablers
Established specific accountabilities for senior-level leaders

Expectations that leaders hold their own units accountable to advance and implement strategy

Enabled broad uptake of EDI commitments, activities

Stories from the Field: Reporting on Equity, Diversity and Inclusion in Action (2023)

Stories from the Field:

Reporting on Equity, Diversity
and Inclusion in Action

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Selection of Key Messages

- Structures to advance EDI varied, reflect resources
- Need multiple processes to collect usable data
- Despite many individual units, portfolios having developed activities and processes using an EDI lens, reporting not yet systematized
- A variety of EDI resources, initiatives have been developed; more support is needed to ensure opportunities are available in all areas
- Internal, external partnerships instrumental
- Structural, interpersonal barriers exist for champions

What's next?

- Learnings from 2019 EDI Strategic Plan foundation for next phase as are activities from the grassroots to leadership
- Strategically aligned with the *University Strategic Plan* and oriented toward *Braiding Past, Present and Future*; further connections drawn from Culture of Care, SEAP, SPRI, Scarborough
- Progressing in tandem and mutually supporting of the People Strategy.
- Three phases of engagement: consultation (November/December), feedback (February/March), launch and living implementation (April/May)
- Co-creating process of engagement with EDI Leads Network

Scope and Objectives

Striving to make equity integral to our working and learning culture by shifting from understanding EDI as "in addition to," to EDI as "what we do"

How do we shape equitable ecosystems that enable all U of A members to flourish collectively? Answering this question is the goal of the integrated action plan for EDI, which will:

1) draw from and knit together equity, diversity, inclusion and access commitments across institutional and unit plans, making strategic priorities legible in the process, and
2) be responsive in its living implementation to ensure accountability and sustainability.

Benchmarks and measurable outcomes approached with integrity.

Operating Principles

- Centre knowledge holders in discussions and objectives
- Demonstrate commitment to robust accessibility
- Focus on shared accountability by identifying
  - responsibilities (i.e. communications, timelines, deliverables, etc.) held by specific roles and offices, and
  - entry-points for actions throughout university roles (students, instructors, researchers, postdocs, support staff, etc.)
- Foster courageous spaces for generative and imaginative conversations
- Create multiple options for engagement to ensure participation from those for whom it may be/feel unsafe to speak out
- Notice generative tensions among elements of the work and decision points

Collective Development

Hearing from you about what our priorities should include to help inform the way forward.

Questions for Consultation

1. What gets you excited about the future of EDI at the U of A?
2. What keeps you up at night regarding EDI?
3. What are some of the more urgent equity-related issues you are dealing with or noticing and what might help to address these?
4. What supports do you need, or have identified, that would increase your knowledge and skills relating to integrating the principles of equity and access into your particular spheres of influence?
5. If you are already creating and implementing EDI-related actions, interventions, local plans, or strategies, what kinds of challenges are you experiencing as you carry out this work? Have you used or seen solutions to these challenges?
6. What are the greatest opportunities or promising practices you've experienced or seen elsewhere (at other institutions or in community) that might provide a template or starting point for our consideration?
7. What other questions would you like to pose or interventions and disruptions you would like to make related to deepening, expanding, refining, and connecting up our commitments to equity, diversity, inclusion, and access?
8. What else would you like the Steering Committee to consider as it approaches the planning process?

Individual Feedback @

https://www.ualberta.ca/equity-diversity-inclusion/strategic-plan-for-edi/shaping-a-more-equitable-and-accessible-university.html