

Diversity & Inclusiveness @DAL

Strategic Priority 5.2

DSU Council Presentation
March 2017



Diversity & Inclusiveness (D&I) Strategic Planning Process

Communication

Planning

- Update Project Mandate
- Appoint Leads
- Build Teams
- Establish planning framework (Smith)
- Consider distinct Indigenous Strategy and Plan
- Classify report recommendations
- Determine resource needs and budget

Integration

- Analyze Report recommendations in Framework context
- Clarify institutional roles and responsibilities
- Align priorities and stakeholder activities
- Develop plan with SMART objectives, including measures of success
- Determine priorities to 2018

Accountability

- Evaluate/measure success
- Report progress regularly
- Review and renew 2018+

D&I Planning

Where we are

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Diversity & Inclusiveness (D&I) Project Planning Team

Co-Leads

- **Jasmine Walsh, Assistant Vice-President Human Resources**
- Wanda Thomas Bernard, Special Advisor Diversity & Inclusiveness

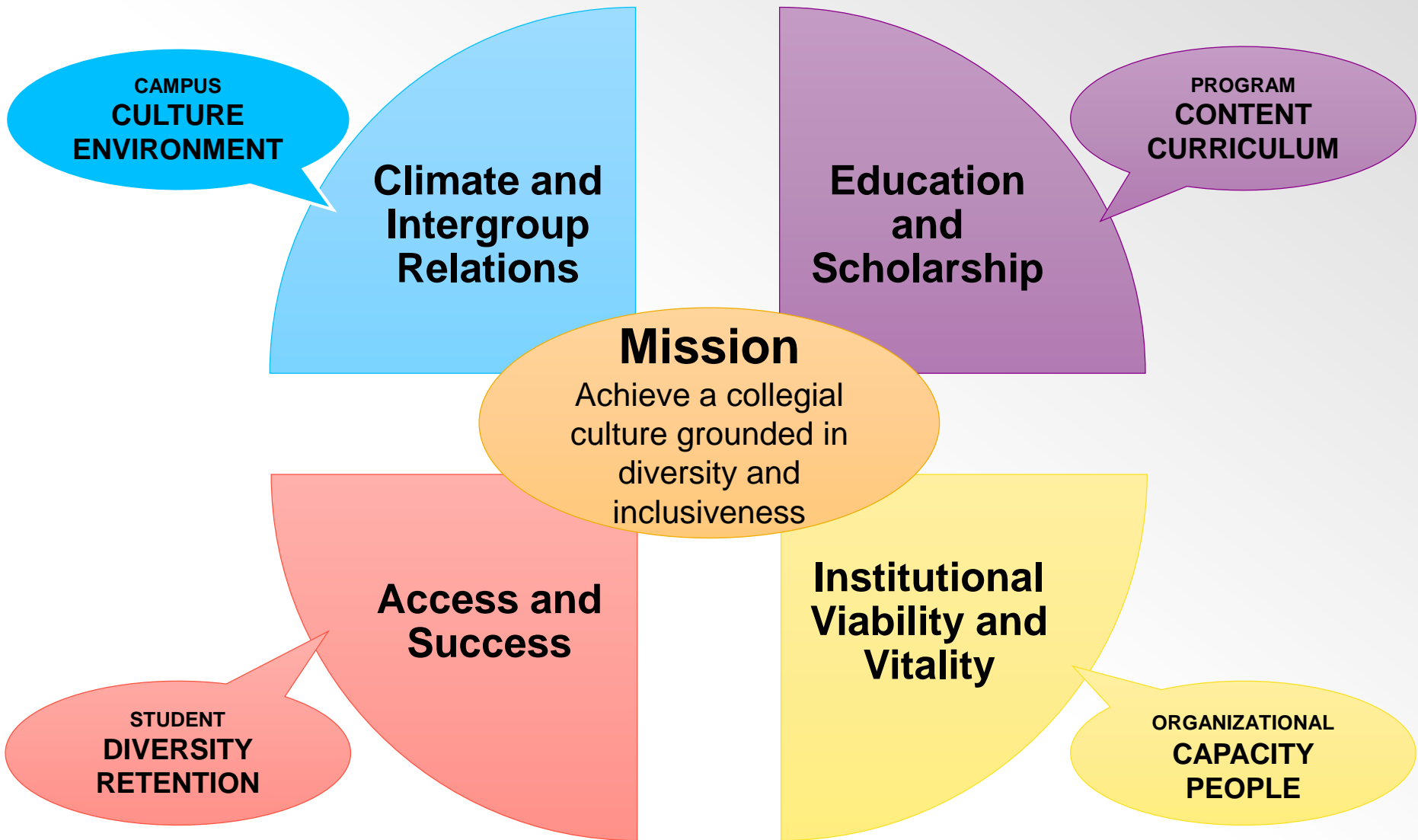
Team Members

- Norma Williams, Executive Director Diversity & Inclusiveness
- Leanne French Munn, Executive Director Institutional Planning & Project Management
- Maya Churbaji, Manager Research & Operations HR
- Fiona Black, Associate Vice-President Academic
- **Arig al Shaibah, Vice-Provost Student Affairs**

D&I Project Advisory Committee

- Kevin Hewitt, Chair of Senate
- Bill Hart, Representative from Dal Allies
- Rebecca Koeller, Representative from LGBTQ+ community
- Raj Lada, Representative from Agricultural Campus
- Josh Leon, Representative from Deans Council
- Judy MacDonald, Representative from Disability community
- Kara Paul, Representative from Indigenous Advisory Council
- Michelle Patrick, Representative from Black Faculty & Staff Caucus
- Hagar Akua Prah, Interim Senior Advisor, Human Rights & Equity Services
- **Kathleen Reid, DSU President**
- Representative from Board HR and Governance Committee

D&I Framework (Smith 2015)



Developing Dalhousie's D&I Strategy to 2018

Three steps (*per Smith*):



1. Engage in self study on the status of diversity

- Collated 401 recommendations based on five reports

Belong: Supporting an Inclusive and Diverse University

The National Truth and Reconciliation Report

Report of the Task Force on Misogyny, Sexism and Homophobia in Dalhousie University Faculty of Dentistry

Report from The Restorative Justice Process at The Dalhousie University Faculty of Dentistry

Report from the Committee on Aboriginal and Black/African Canadian Student Access and Retention



2. Develop a framework with measurable indicators

- Smith Framework adopted, developing metrics



3. Develop a means of regular reporting

- Progress on Report Recommendations online dal.ca/cultureofrespect

Dalhousie's Indigenous Strategy

Principles

- Reconciliation requires an independent Indigenous Strategy.
- ***“Nothing about us without us”***

Planning

- All recommendations that uniquely affect Dalhousie's Indigenous faculty, staff and students have been collated into 54 recommendations.
- 54 recommendations organized according to Smith's framework.
- Steering Committee with at least equal representation from the Indigenous Advisory Council; Co-Chairs Keith Taylor, Patti Doyle-Bedwell
- An Indigenous Strategy is being developed by the steering committee, which is aligned with the D&I Strategy

D&I Integration

Where we want to be and how we get there

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Dalhousie's D&I Goals

GOAL: Dalhousie University will foster a systemic, intentional and holistic approach to diversity and inclusiveness to ensure welcoming respectful and inclusive communities and campuses.

Climate and Intergroup Relations

GOAL: Dalhousie University will promote teaching and research about diversity. In addition, Dalhousie University will promote the inclusion of diverse perspectives across all disciplines.

Education and Scholarship

Mission

Achieve a collegial culture grounded in diversity and inclusiveness

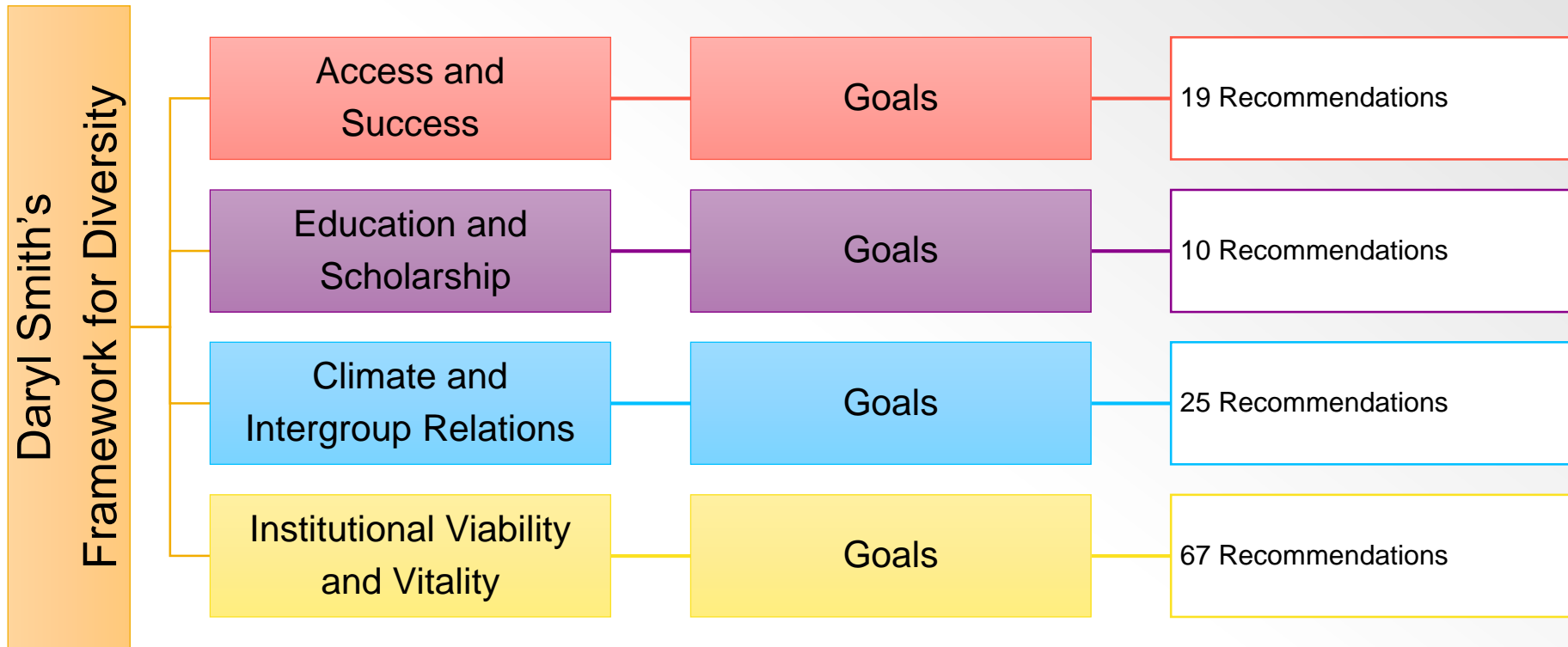
GOAL: Dalhousie University will engage in activities to recruit retain and graduate a diverse student body and to facilitate academic achievement, growth and success by all students.

Access and Success

Institutional Viability and Vitality

GOAL: Dalhousie University will build institutional capacity for diversity and inclusiveness through:
(a) Recruiting and retaining a diverse workforce; (b) Integration of diversity and inclusiveness into systems, structures and policies; and (c) Regular monitoring and assessment of diversity and inclusiveness metrics.

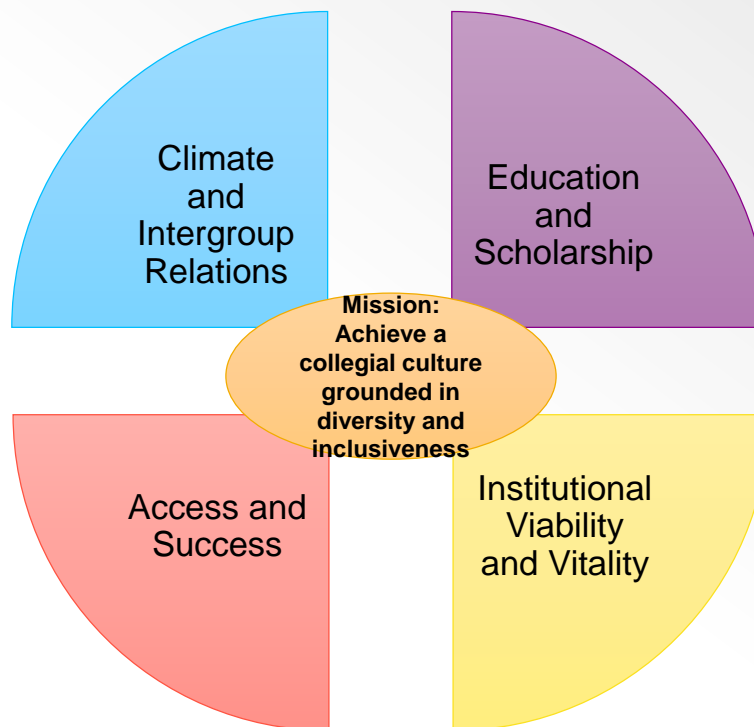
D& I Strategy Framework, Goals and Recommendations



D&I Framework - Measures of Success

MEASURES OF SUCCESS

- Type and quality of interaction among groups
- Quality of experience/engagement on campus
- Perceptions of institution (climate, commitment, engagement)



MEASURES OF SUCCESS

- Presence of diversity - related courses, requirements
- Degree to which courses include diversity issues
- Course-taking patterns
- Research that engages society
- Level of faculty expertise on diversity-related matters
- Level & diversity of faculty participation in diversity efforts
- Priority research, publishing areas
- Quality and substance of students learning about diversity

MEASURES OF SUCCESS

- Success of pathways programs
- Representation in undergraduate/graduate population by field and levels
- Representation among students pursuing advanced degrees
- Student success across all fields: graduation, persistence, honours
- Transfer among fields (esp. STEM)

MEASURES OF SUCCESS

- Ownership of Institutional history on diversity issues and incidents
- Diversity of faculty and staff
- Institutional strategies, policies and dedicated resources
- Centrality of diversity in the planning process, mission
- Indicators for monitoring diversity
- Public and constituency perceptions of institutional commitment to diversity, equity
- Board diversity and engagement

Dalhousie's D&I Strategy - Key Tasks to 2018

KEY TASKS – 2018

- Scholarly panel on Lord Dalhousie
- Convocation Regalia
- Mi'kmaq flag
- Redesign ceremonial mace
- Acquisition of art and artifacts for more inclusive visual environment



KEY TASKS -2018

- Recognition of diverse ways of knowing, teaching and research
- Minor in Black and Diaspora Studies
- Minor in Aboriginal Studies
- Cyclical program reviews D&I lens/criteria

KEY TASKS- 2018

- Student diversity data collection
- Outreach and recruitment to students from underrepresented groups in recruitment efforts
- Scholarships and bursaries
- Pathways and transition programs
- Indigenous Student Centre

KEY TASKS -2018

- Employment Equity goals
- Diversity in leadership (including Board and Senate)
- Policy review with D&I lens
- Accessible facilities strategy (including Inclusive washrooms)
- D & I training & recognition
- Data collection and reporting

D&I Accountability

How we are doing

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Communication with Campus Community Questions and Discussion?

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Planning

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- Appoint Leads
- Build Teams
- Establish planning framework (Smith)
- Consider distinct Indigenous Plan
- Clarify report recommendations
- Develop resources needed

Integration

- Analyze Report recommendations in Framework context
- Clarify institutional roles and responsibilities
- Align priorities and stakeholder activities

Accountability

- Identify and measure indicators of success
- Report progress regularly
- Review progress 2018+