Equity, Diversity, Inclusion & Decolonization Coalition Meeting

York University School of Global Health

February 1st, 2023
Land Acknowledgment

York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.
Today’s Plan

1. Events and announcements
2. Introduction and recap of work
3. Coalition structure and logistics
4. Recognition of membership
5. Working groups on initial priorities
6. Next steps and wrap up
Announcements

1. GHSA Black History Month panel event
2. Harriet Tubman Institute series on Black resistance
3. Other announcements or events?
Introductions
Recap of First Town Hall

York School of Global Health (YSGH)
EDID Coalition

Town Hall Recap

Principles and Values

- Social justice
- Respect
- Solidarity
- Authenticity
- Accountability
- Lived Experience
- Cultural Relevance
- Seminars
- Learning
- Justice
- Equity
- Respectful communication
- Accessibility to students
- Psychological Safety
- Reciprocity
- Collaboration

Keywords/ideas from attendees

- Deepening relationships and collaboration (between partners, practicum locations, community, student clubs, NGO’s)
- Outreach (how can we engage/include people into the coalition who aren’t actively involved or educated on the importance of EDID)
- Psychologically safe spaces
- Prioritizing actionable and achievable outcomes
- Accountability (and how to address when we fall short)
- Adaptability (coalition is not one size fits all, lived experiences are unique so interventions and solutions should be too)

Mission Statement - Drafts

1. Foster deeper relationships through the collaboration of various groups and partnerships to encourage student and community outreach, create safe spaces for learning (unlearning), and addressing gaps in the curriculum in relation to EDID principles

2. Collaborate with student entities and community partners to establish and operationalize an adaptable EDID action plan that promotes an academic/social environment driven by principles of diversity, inclusion, psychological safety, and accountability within the YSGH

3. Collaborate with student entities and community partners to design and implement EDID trainings, events, and projects, as well as establish a safe, diverse, and inclusive learning environment within the YSGH

EDID Action Areas

- Organize EDID learning workshops with a health focus - relevant to global health courses - more faculty led workshops
- Integrate EDID principles into YSGH curriculum
- Improve the diversification of curriculum to spotlight diverse voices, stories & forms of knowledge
- Identify existing gaps in prioritizing EDID principles before taking on new initiatives
- Maximize knowledge and better prepare students for practicums (through interactive activities and workshops)

If interested, fill out the following sign-up form to stay informed of future meetings, events, and opportunities to contribute to the YSGH EDID coalition of support: https://forms.gle/dUiRhHtAxugF876

Please contact the coalition at EDID@yorku.ca if you have any questions!
York School of Global Health (YSGH)
EDID Coalition
Town Hall 2: Recap

Structure and Logistics

Wednesday, May 4th, 2022

Pros: Effective for small group #s. Provides formality and seriousness when speaking about the importance of EDID principles. Hands on approach when it comes to action and guidance.

Cons: Large group #s could make it unpredictable. Some kind of structure would need to be implemented. How should membership be? How do we determine this?

Pros: Provides representation from different groups. Includes voices from each sector, including entities like the Global Health Student Association. Useful for ensuring representation. More inclusive and speaks directly to collaboration.

Cons: Creates room for lack of direction in comparison to formal structure.

Cons: Large group #s could make this structure unpredictable. How will roles be assigned? This structure has been removed from consideration.

Participants suggest merging together both structure 1 and 2.*

Mission Statement

“To promote an academic and social environment that is driven by principles of equity, diversity, inclusion, and decolonization (EDID) by fostering collaboration between students, alumni, community partners, faculty, and staff in the York School of Global Health (YSGH).”

Operationalizing EDID Action Areas

- Promote training for students focused on Global Health and EDID principles. Prep students for practicums. Training should begin in the first year.
- Some EDID training workshops should be compulsory for students to learn the foundational elements of EDID. Additional workshops (on more specific topics) should be voluntary.
- Mandatory workshop sessions give students knowledge to refer back to throughout their university experience. Incorporating an EDID centered learning approach will add value.
- EDID training workshops should place importance on the cultural history of diverse groups. Participating in a cultural simulation could provide historical background for students to understand diverse identities.
- Highlight specific historic days of celebration/remembrance each year.

Communication + Outreach

- Schedule of future meeting dates/times on YSGH website.
- Promote the coalition through the colleges and through classes.
- Encourage student participation through educational incentives (resume building).
- Add the coalition to YorkU Connect.
- Communicating with community partners:
  - Have community partners been asked specifically what would have to happen to make them interested in this coalition? A brief survey could be sent out to ask what the coalition would need to do to gauge their interests.
  - Community partners want to be more involved in understanding/providing insight into curriculum and student skill building.
- Implement a Community Advisory Committee.
- Proposed meeting dates/times: Not yet confirmed. Participants suggest monthly meetings on a weekday.
- Communication: Email, Slack/Google chat to share EDID resources, events, and to engage with students and partners.

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Please contact the coalition at EDID@yorku.ca if you have any questions!
Equity, Diversity, Inclusion and Decolonization

Our mission is to promote an academic and social environment that is driven by principles of equity, diversity, inclusion, and decolonization by fostering collaboration between students, alumni, community partners, faculty, and staff in the York University School of Global Health.

Equity, Diversity, Inclusion and Decolonization Resources

- Black Excellence at York University (BE-YU)
- Centre for Human Rights, Equity and Inclusion
- Case Resolution Services
- Centre for Indigenous Student Services
- Gender/LGBTQ*/Positive Space

*York University Principles & Values
*Coalition of Support Staff
EDID Coalition Structure

Formal committee structure with affiliation-based representation

- Based on broad consultation over last two years
  - Ensures representation from different stakeholders
  - Formally recognizes importance of EDID work
  - Inclusive structure that encourages collaboration
  - Unclear how to recognize membership and contributions
Proposed EDID Coalition Structure

Three formal affiliation-based committees:

• **Current students**: Organized by the Global Health Student Association
• **Staff and faculty**: Organized by School of Global Health Committee
• **Alumni and community**: Organizational forum to be determined
Proposed EDID Coalition Structure

- Each organization elects one Chair to represent their members
- Three Chairs co-lead EDID Coalition meetings and working groups
- Working groups organize around priority action areas
What do you think?
Recognition of membership

• Need to balance inclusive and welcoming environment with recognition of contributions
• Everyone who attends a meeting or contributes to EDID work at the School is a member of the Coalition of Support
• Once a year, contributions to the Coalition will be recognized by a printed Certificate of Recognition to those who submit a short description of their contributions to EDID at the YSGH
Operationalizing EDID Action Areas

• Organize EDID learning workshops with a health focus and relevance to global health courses
• Improve the diversification of curriculum to spotlight diverse voices, stories & forms of knowledge
• Identify existing gaps in prioritizing EDID principles before taking on new initiatives
• Maximize knowledge and better prepare students for practicums through interactive activities and workshops
• EDI based trainings for practicum students, especially those who are doing placements in racialized communities
• Decolonizing curriculum and training/workshops that address white saviourism in global health
• Drawing distinctions between E, D, I and D (heterogeneous concepts deserving of distinct practices)
• An EDI strategy that builds on York’s Indigenous Framework and the Framework to Address Black Inclusion
Operationalizing EDID Action Areas

• Which action area(s) should we focus on first?
  • Trainings & workshops
  • Decolonizing curriculum
  • Something else?

• How should we organize our first working group?
Wrap up & next steps

• If you haven’t done so already, please sign up using the YSGH EDID Coalition Sign-up form: https://forms.gle/dUiriihHtAxugF876
• Next steps for working group(s)
• Approximate timeline for next meeting
Thank you!

For questions/comments, feel free to email us at: edid@yorku.ca