

# Equity, Diversity, Inclusion & Decolonization (EDID) Coalition

York University School of Global Health

WEDNESDAY, APRIL 3<sup>RD</sup>, 2024

YORK 





# Land Acknowledgement

We wish to acknowledge our presence on the traditional territory of many Indigenous Nations. For thousands of years the area known as Tkaronto has been the traditional land of the Anishinabek Nation, the Huron-Wendat Nation, the Haudenosaunee Confederacy. Today, this meeting place continues to be home to many First Nation, Inuit and Métis peoples from across Turtle Island and we are grateful to have the opportunity to work on this land.

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 Agenda

1. [12:30 ~ 12:40] Recap of Coalition Activities
2. [12:40 ~ 13:00] **DECISION:** Adoption of draft Coalition Terms of Reference
3. [13:00 ~ 13:25] Draft SGH EDID Action Plan
4. [13:25 ~ 13:30] Priorities and potential next steps
5. Adjournment



# Recap of Coalition Activities

## MEETING 1: MARCH 2022

- › Explored potential mission, values, and objectives of SGH and EDID Coalition
- › Principles and Values:
  - Social Justice
  - Respect
  - Solidarity
  - Authenticity
  - Accountability
- › Action areas of interest
  - Curricular diversification and **integration of EDID principles**
  - Cultivation of **psychologically safe spaces**
  - **EDID learning workshops**



## MEETING 2: MAY 2022

- › Discussed Coalition structure and logistics
  - **Outcome:** EDID Coalition should be have elements of a **formal committee** and a **decentralized organization-based structure**
- › Established Mission Statement
- › EDID action areas and priorities developed further
  - **Student-focused** EDID training and workshops



## MEETING 3: FEBRUARY 2023

- › Integration of comments, ideas, and feedback from previous meetings
- › EDID Coalition **structure established**
- › Priorities narrowed to two broad categories:
  - **Trainings & workshops**
  - **Curricular decolonization**
- › Began exploring methods to recognize contributions of Coalition members
  - Certificate of Recognition to those who contribute to or attend meetings of the Coalition



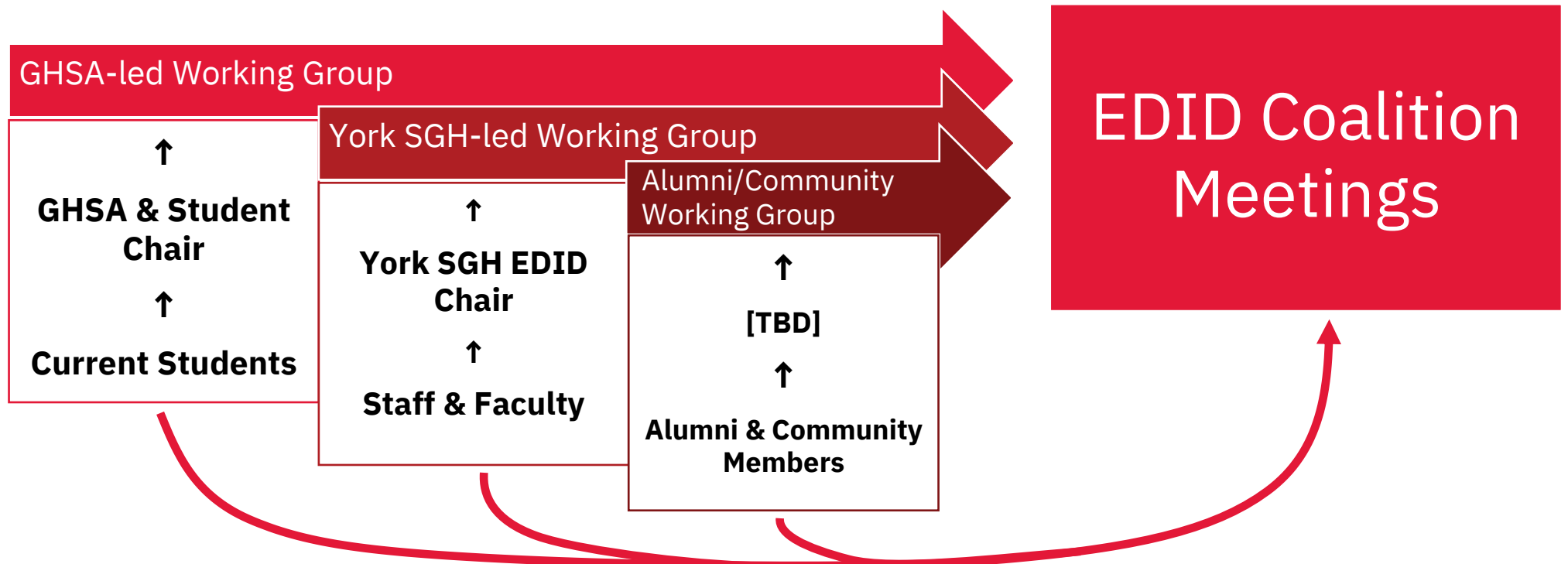
## PROGRESS SINCE MEETING 3

- › Six independent studies in EDID in Global Health
- › Formalization of Coalition through drafting of **Terms of Reference**
- › Continued integration of comments and feedback from previous meetings: **draft SGH EDID Action Plan**
- › GHSA and SGH Staff/Faculty have begun work on some action areas and priorities
  - EDID training for students
  - Faculty of Health DEDI Strategy



# Purpose and Structure of SGH EDID Coalition

- Formal committee structure with affiliation-based (i.e. **SGH student, faculty/staff, or alumni/community**) representation
  - Based on broad consultation since 2021
  - Ensures representation from different stakeholders
  - Formally recognizes importance of EDID work
  - Inclusive structure that encourages collaboration



# DECISION: Draft Coalition Terms of Reference



← Scan for latest draft!

## ➤ PREAMBLE

- Inclusion of **mission statement** and **purpose of Coalition**

## ➤ COALITION STRUCTURE

- Coalition meetings are **open to all York members and alumni**
- Structure of Coalition **reflects feedback** gathered at previous meetings

## ➤ COALITION MEETINGS

- **Twice-yearly** meeting frequency, called at least **two weeks** in advance with the **option to attend remotely**
- Formalized meeting rules **will not be used** and meeting decisions will be made **through consensus**
- Quorum of **5 members**

## ➤ MINUTES & REPORTING

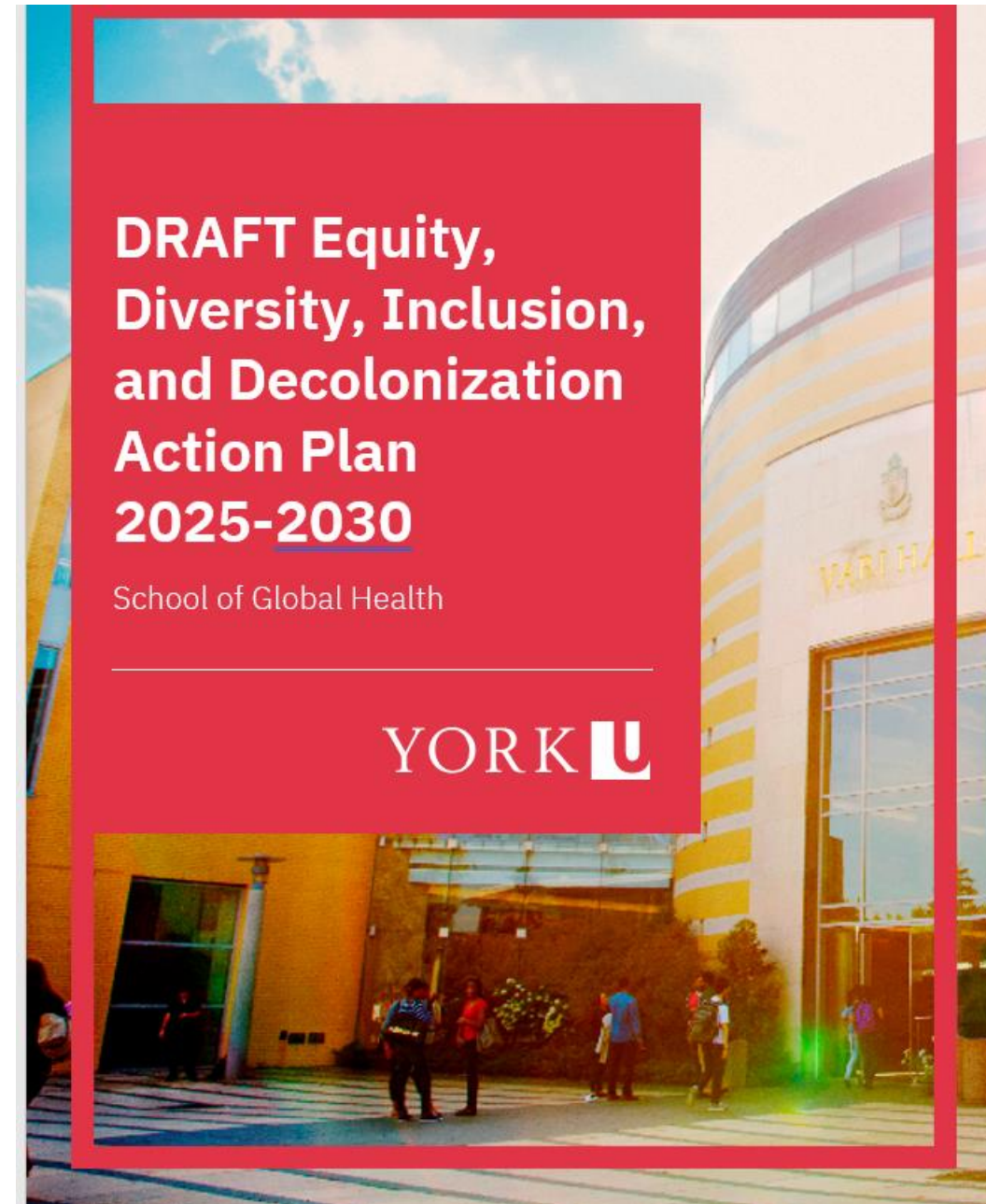
- Meeting summaries will **always be posted publicly to SGH website**
- Actions taken by Coalition will be **summarized and reported to SGH EDID lead and to School community** at the end of each academic term



**Questions, comments, concerns?**

# Draft SGH EDID Action Plan

- Strategic priorities driven by values of Equity, Decolonization, Collaboration, and Community:
  1. Decolonizing practices to support equity, diversity, and inclusion
    - **School visioning:** Develop a vision, missions, and objectives for the SGH that actively incorporates decolonizing practices to support equity, diversity, and inclusion in the living culture of the School.
    - **Decolonizing the curriculum:** Conduct an in-depth review of potential colonizing practices relevant to our post-secondary context, with a focus on decolonizing the SGH curriculum.
    - **Decolonizing courses:** Develop and implement a self-evaluation framework for SGH Course Directors to regularly review course learning outcomes, readings, and evaluations with regularly updated set of resources to improve decolonizing practices in SGH courses.
    - **Promoting learning:** Develop and disseminate resources demonstrating the benefits of decolonization strategies in research, teaching, and service activities with a focus on providing support to put guidance into practice.





# Draft SGH EDID Action Plan

- Strategic priorities driven by values of Equity, Decolonization, Collaboration, and Community:
  - 2. Supporting the global commons and enabling authentic partnership
    - **Working together:** Build an organizational culture of collaboration through the EDID Coalition. Identify opportunities to share resources and co-create events supporting EDID through collaboration between faculty, partners, students, alumni, and staff.
    - **Partnerships in research:** Identify principles of authentic partnership in global health research, practice, and training within the School. Incentivise research and training projects that focus on leadership by partners in low- and middle-income countries, or among members of marginalized communities.
    - **Partnerships in teaching:** Identify resources to support low- and middle-income country partners or marginalized communities, including support short term visits for global partners to engage in knowledge sharing, training opportunities, capacity building, fostering collaboration and amplifying work.
    - **Student success:** Work with the Faculty of Health, Calumet and Stong Colleges, Career Centre, and others to enhance career and employability resources and training specifically related to global health, with a view to improving student success after graduation in the workforce.





# Draft SGH EDID Action Plan

- Strategic priorities driven by values of Equity, Decolonization, Collaboration, and Community:
  - 3. Fostering student-centred and research-led global teaching and learning
    - **Student recruitment:** Identify resources and support to refocus student recruitment and enrolment strategies in line with our values to increase enrollment in the undergraduate and graduate programs in global health, including addressing barriers to international student recruitment and support for retention.
    - **Student support:** Create more opportunities for mentorship, research experience, and experiential learning opportunities throughout the undergraduate program and develop a network of partners that support experiential education and to enable a lifelong relationship with alumni through the building an Alumni Network.
    - **Ensuring accessibility:** Provide resources to promote accessibility, inclusivity, and universal design in curriculum development, course delivery, and events.



# Draft SGH EDID Action Plan

- Strategic priorities driven by values of Equity, Decolonization, Collaboration, and Community:
  - 4. Enabling and promoting innovative research trajectories, impact, and mobilization.
    - **Supporting faculty:** Develop and maintain tenure and promotion criteria for research, teaching, and service excellence that reflect the interdisciplinary nature of the discipline and the need for equitable global health research practices and authentic partnership.
    - **Combating discrimination:** Create an environment that is free from discrimination and violence, ensuring that the human rights of students, staff, and faculty are protected, potentially through the implementation of a reporting system for acts of discrimination and violence at the Faculty or University level using a restorative justice approach.
    - **Promoting diversity:** Recruit, hire, and support a diverse staff and faculty complement that reflects the diversity of the York University and global health community. Promote programs such as the YUFA EDI Course Load Reduction Program to reduce the burden of unremunerated work, and support BIPOC staff and faculty through career advancement and promotion.





# DISCUSSION: Draft SGH EDID Action Plan

## ➤ ACCOUNTABILITY

- Currently drafting human, financial, & other **resources**, important **dates**, and measurable **goals or outcomes** for each initiative

## ➤ NEXT STEPS

- To be discussed among staff and faculty at upcoming April SGH Council Meeting
- Will be circulated directly to contributors and advisors (e.g. Centre for Human Rights, Equity and Inclusion) for edits and comments
- EDID Coalition will be given opportunity to endorse the SGH EDID Action Plan in the next Fall 2024 meeting
- School of Global Health Council to formally adopt Action Plan before December 2024

### Accountability

The School of Global Health's EDID Action Plan is a living document. We will revisit and reflect on our goals and strategic priorities at least every five years to assess our progress and determine which changes need to be made to reflect our commitment to Equity, Diversity, Inclusion, and Decolonization. The active participation of students, staff, alumni, and community partners is central to this process. An annual report on key metrics to track progress on EDID will be made by the EDID Chair to School of Global Health Council, highlighting significant activities relating to the Strategic Plan and the extent to which these activities are meeting key indicators and metrics. The following timeline and roadmap identify human, financial, & other resources, start dates, next deliverable dates, and key milestone dates, and identify specific and measurable goals or outcomes for each EDID initiative.

### TIMELINE AND ROADMAP

	Initiative	Human, financial, & other resources	Important dates	Measurable goals or outcomes
Activities	School visioning	Analysis: Conduct a Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis to help inform visioning plan Research: Conduct an environmental scan to understand the contemporary trends and emerging practices in global health education	Start date: Fall 2020 Next deliverable: Fall 2027 Key milestone date: Fall 2028	In advance of the expiry of the current School of Global Health Strategic Plan 2023-2028, designate a faculty member in Fall 2027 who will lead a consultation process to inform the next iteration of the School Vision that continues to recognize the connection between racism and health into School objectives, mission, values, and priorities.
	Decolonizing the curriculum	Student engagement: Feedback from students and alumni through engagement with the GHSA, dedicated focus groups, and widely disseminated surveys. External evaluation: Advice on decolonization is actively sought from external evaluators through the Cyclical Program Review.	Start date: Summer 2020 Next deliverable: Winter 2024 Key milestone date: 2029	Feedback received from alumni and current students is used to inform a review of program and course learning outcomes to ensure representation of different histories, global perspectives, and ways of knowing in the next Cyclical Program Review in 2029. Annual reminders are sent to Course Directors informing them of deadlines to submit changes in CLOs for approval.
	Decolonizing courses	Self-evaluation: The EDID Self-Evaluation Framework for Course Directors has been developed and made available by Fall 2024. Learning: Resources are provided to course directors to improve skills and best practices relating to decolonizing course content.	Start date: Fall 2024 Key milestone date: Fall 2025	Support course directors with resources to promote progressive improvement in the self-evaluation of courses for EDID through the launch of the Self-Evaluation Framework for Course Directors in Fall 2024. Begin tracking the number of courses that have
Goals	Promoting learning	Consultation: Consultation with the YU Indigenous advisory council and other relevant organizations to identify learning opportunities Events: Collaborate with other Units and community groups to hold events and mark dates of significance.	Start date: Summer 2020 Key milestone date: Summer 2025	undergone changes in course learning outcomes or course content in Fall 2025. Identify and promote at least one event, learning opportunity, or training per year that is led by Indigenous knowledge keepers/Elders.
	Working together	Communication platform: Use the School website and social media as a platform to disseminate information, updates, and upcoming events Event planning: Establish a budget for yearly events, possible collaboration with other departments and student groups to and promote wider engagement	Start date: Summer 2020 Key milestone date: Winter 2024	The EDID Coalition of Support officially adopts terms of reference and serves as a forum for collaboration across students, faculty, staff, alumni, and community partners, meeting a minimum of two times per year.
	Partnerships in research	Work-study and independent study students: Student engagement with EDID-relevant research is supported by the Research at York and Work-Study programmes Internal research funds: <u>Edi minor, junior, and collaborative research grants</u> , as well as <u>DI seed grants</u> are available to support authentic partnerships in research.	Start date: Summer 2020 Key milestone date: Winter 2025	SGH-affiliated research and publications that explicitly address racism and health, or that feature authentic partnerships in research are highlighted prominently on the website, recruitment materials, and social media by Winter 2025.
	Partnerships in teaching	Financial resources: The <u>Fund for Innovations in Teaching (FIT)</u> is available for professional training/facilitation and providing stipends to guest lecturers from marginalized communities. Seminars: Seminars are held by groups such as the Daboblah Institute's series on Decolonizing Global Health Research.	Start date: Summer 2020 Key milestone date: Winter 2025	SGH Course Directors are reminded annually of resources available to support partnerships in teaching and the number of applications to the FIT program increases annually.

Questions, comments, concerns?

# Priorities & Potential Next Steps

## CURRENT ACTION ITEMS

- Continue to edit and take steps towards the adoption of the SGH EDID Action Plan 2025-2030
- Expand EDID-relevant learning opportunities both within SGH courses and through extra-curricular events such as the Dahdaleh Institute Lecture Series

## NEXT MEETING

- Next EDID Coalition Meeting to be scheduled in Fall 2024
- Working group meetings will continue until the end of year





A photograph of a modern building interior with large windows and a person sitting at a table, overlaid on a red background. The image shows a person sitting at a table in a bright, modern interior space with large windows. The person is wearing a light-colored jacket and is looking down at something on the table. The windows look out onto a lush green forest. The text "Thank you!" is overlaid on the left side of the image in a large, white, sans-serif font.

# Thank you!

Questions, comments, concerns?  
Please let us know: [edid@yorku.ca](mailto:edid@yorku.ca)