

DRAFT Equity, Diversity, and Inclusion Strategy 2022-2027

MARCH - APRIL 2022

YORK 

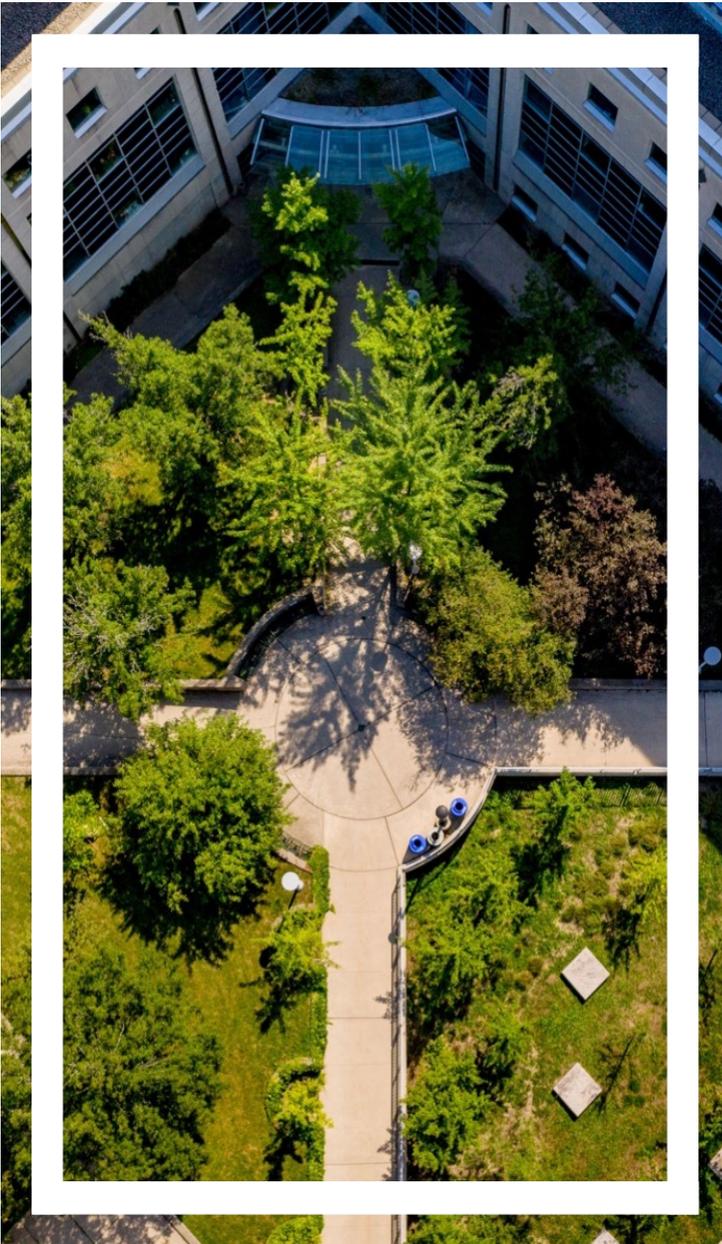


Background

The Division of Equity, People and Culture (**EP&C**) was established in 2019 to ensure York's employees, culture and equity principles are key considerations in developing and implementing the University's strategy, priorities, and policies.

The Equity, People & Culture Division includes:

- Human Resources
- Indigenous Initiatives
- Labour Relations
- The Centre for Human Rights, Equity and Inclusion (REI)
- Senior Advisor on Equity and Representation
- EDI Program Manager

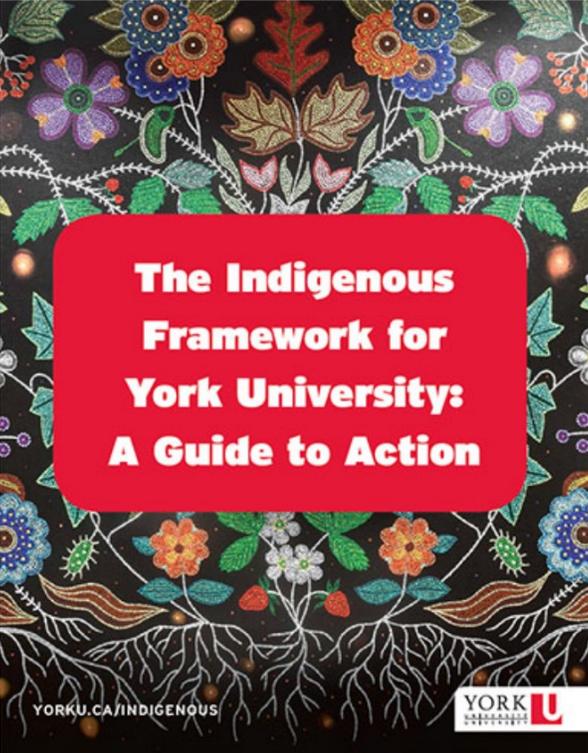


Creating the Equity, Diversity and Inclusion Strategy

- Created the President's Advisory Council on EDI (the Council) in Fall 2020
- Conducted two environmental scans
- The Council has 50 members and four sub-committees academic staff; non-academic staff; undergraduate students; graduate students.
- Created the Insights speaker series in Feb 2021 hosted by VP EP&C to spark learning and conversations about EDI across the organization.
- The Council received community input through a one-question survey posed to the University community in September 2021.
- This helped to inform the Council's understanding of the current state at York in order to develop the draft strategy.



Frameworks that Support Equity, Diversity and Inclusion



UAP + various EDI plans that exist in various Faculties, Divisions and Units

Creating the Equity, Diversity and Inclusion Strategy

The Draft EDI Strategy is a starting point. It serves as an umbrella to support and complement individual Faculty, Division and unit-specific strategic planning, development, and implementation of focused activities to advance EDI at York.

PRINCIPLES

Human Rights

Intersectionality

Indigeneity

Equity

Inclusion

Accessibility

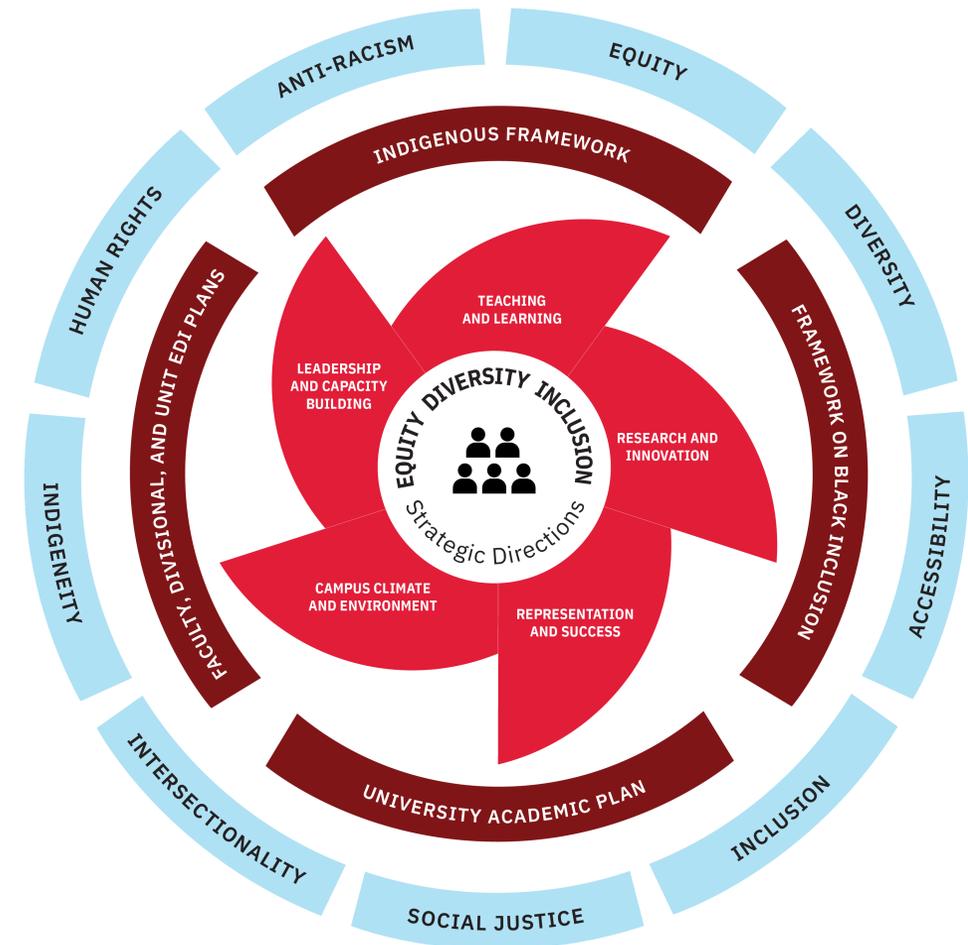
Social Justice

Anti-Racism



EDI Strategic Directions

- Teaching and Learning
- Leadership and Capacity Building
- Research and Innovation
- Campus Climate and Environment
- Representation and Success



York University is proud of its commitment to Equity, Diversity and Inclusion and its long-standing historical commitment to social justice.

EDI Strategic Directions

TEACHING AND LEARNING

York University will cultivate inclusive teaching and learning environments that nurture multiple and intersectional ways of knowing, including the incorporation of EDI principles in curriculum and programs.

LEADERSHIP AND CAPACITY BUILDING

York University strives to be a community where all members demonstrate the knowledge and skills necessary to navigate through and lead in a diverse world. York commits to building capacity in its leadership to advance EDI for today, tomorrow and the future.

RESEARCH AND INNOVATION

York University will cultivate inclusive and equitable research environments that nurture multiple and intersectional ways of knowing. York will create and nurture diverse research teams and encourage research programs in traditionally equity-deserving settings. This includes the continued support of scholarship for equity-deserving groups, the Dimensions Charter, and the advocacy and work related to Tri-Council funding and programs

EDI Strategic Directions

CAMPUS CLIMATE AND ENVIRONMENT

York University will work towards creating a more inclusive and equitable community where everyone feels a sense of belonging and that they are respected. York University will undertake initiatives to enhance the accessibility of physical and virtual spaces for students, staff, and faculty.

REPRESENTATION AND SUCCESS

Through a diversity of efforts across the University, York will work to build a community that is representative and equips members with the support, tools and opportunities necessary for their success. York will actively recruit, support, retain, and advance students, faculty, instructors, and staff from equity-deserving communities.

Taking Action Making Impact

Community members including staff, students, faculty and instructors feeling a greater sense of safety, and belonging

Decision-making that is reflective of a diversity of voices represented in leadership and at decision-making tables

Enhanced student experiences

Taking Action Making Impact

Community members feeling empowered to achieve their best, however they define excellence in achievement

Equity-deserving individuals having opportunities to progress in their academics and careers

A community empowered to respectfully have difficult conversations and a greater understanding of the importance of equity, diversity and inclusion.

ENABLING THE PLAN

- Establishment of an awards program to recognize the outstanding accomplishments of community members that have enhanced equity and contributed to a more diverse and inclusive campus environment
- Establishment of an EDI activity fund
- Work in alignment with the Indigenous Framework
- Work in alignment with the Black Inclusion Framework and Action Plan
- Develop, implement and respond to results from a Campus Climate Survey
- Training, education and development opportunities related to EDI

Looking Forward

The EDI strategy is intended to formalize York University's commitment to EDI and provide a roadmap to engage the York Community in our efforts. It reflects York University's long-standing commitment to inclusion, equity and diversity.



Your feedback will help us identify issues and opportunities so that we can finalize and launch the strategy by **Summer 2022**

UNIVERSITÉ YORK

Stratégie d'équité, de diversité et d'inclusion

2022-2027

PRÉPARÉ PAR : LE CONSEIL CONSULTATIF DE LA PRÉSIDENTE
SUR L'ÉQUITÉ, LA DIVERSITÉ ET L'INCLUSION
DIVISION DE L'ÉQUITÉ, DES PERSONNES ET DE LA CULTURE

YORK UNIVERSITY

Equity, Diversity, and Inclusion Strategy

2022-2027

PREPARED BY: THE PRESIDENT'S ADVISORY COUNCIL
ON EQUITY, DIVERSITY AND INCLUSION
DIVISION OF EQUITY, PEOPLE AND CULTURE



Miigwech, Merci, Thank You.

We are all responsible for creating a more equitable, diverse, and inclusive community

Share your feedback on the Draft EDI Strategy go.yorku.ca/edi