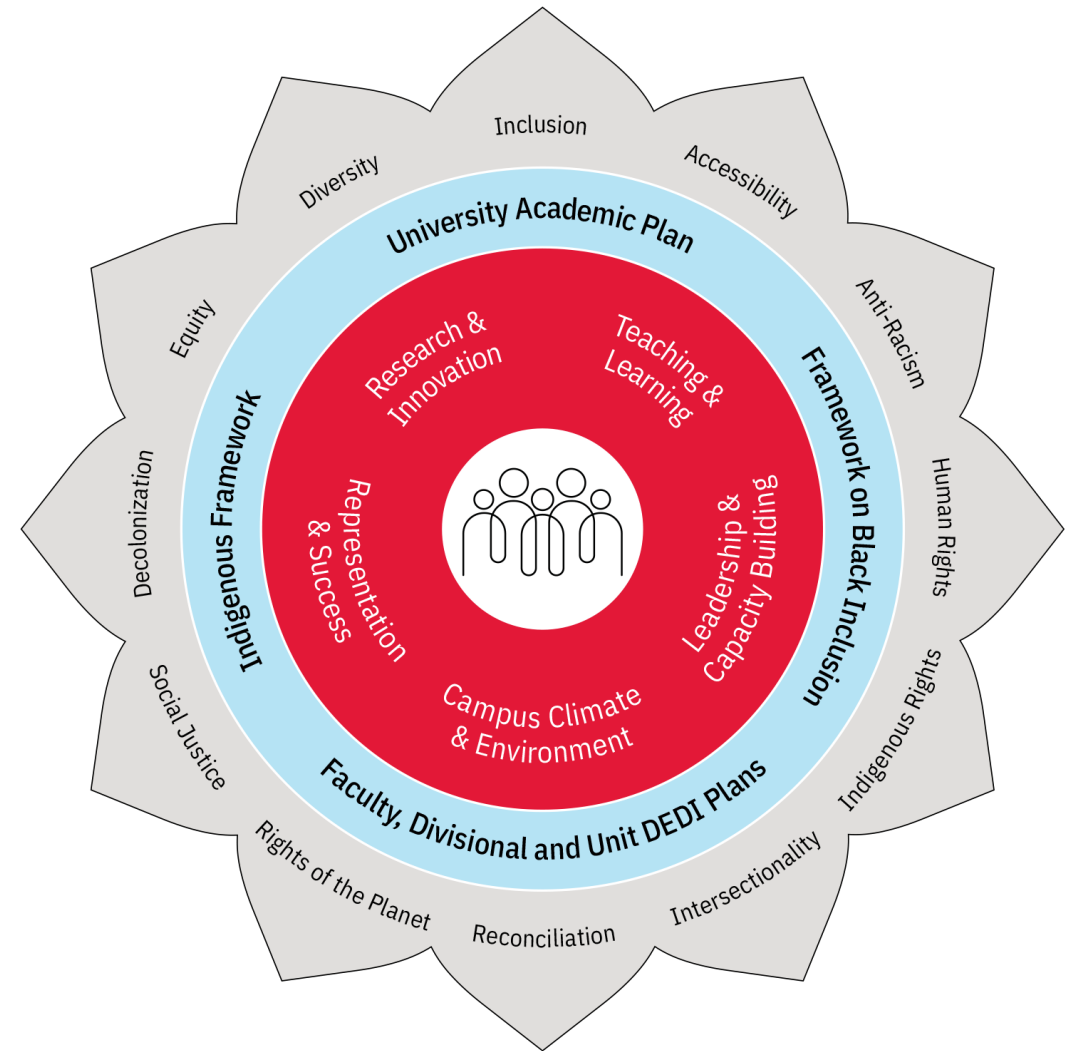


Decolonizing, Equity, Diversity & Inclusion Strategy

An introduction and first engagement

DIVISION OF EQUITY, PEOPLE AND CULTURE



Timeline



Who we heard from

- One question survey in Sept 2021 with 36 responses
- Community-wide survey (online, shared via email) had 128 responses – Most respondents were women and from equity-deserving communities and were positive about the draft
- 19 scheduled feedback sessions (11 held) open to the community and with invited partners, including Senate Equity sub-committee and labour partners
- Invited written comments/feedback – 59 special interest groups, such as student organizations, Organized Research Units (ORUs) and committees were invited to provide written feedback on the Draft Strategy. 13 written submissions were received.

770

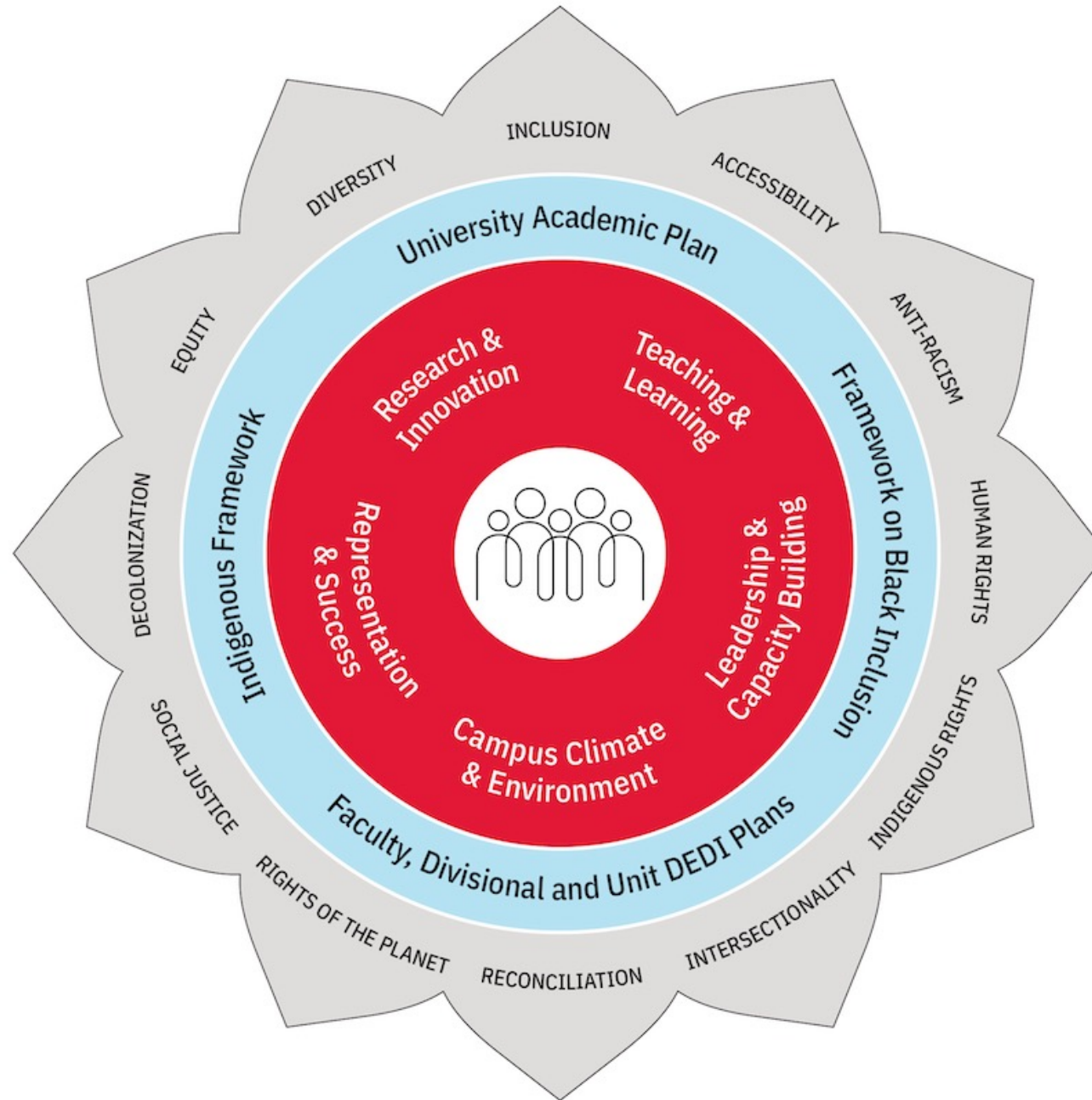
Attendees

At 18 presentations to Faculty Councils, Divisional townhalls, committee and unit meetings

Major Changes

- › Shift from EDI to **Decolonizing**, Equity, Diversity and Inclusion (DEDI)
- › Strengthened references to the UAP, UN SDGs and acknowledgement of colonial legacy
- › **Glossary** added at the end
- › Updated Employment Equity Data & analysis
- › Sub-section on the Feedback Period
- › **Principles added:** Decolonization, Reconciliation, Indigenous Rights, Rights of the Planet
- › Statement on Decolonizing Classrooms in Teaching & Learning Strategic Direction
- › Added more responsibilities/accountabilities in the initiatives and benchmarks
- › **Revised Diagram**

Decolonizing, Equity, Diversity and Inclusion Strategy



Principles

Decolonization

Equity

Diversity

Inclusion

Accessibility

Anti-Racism

Human Rights

Indigenous
Rights

Intersectionality

Reconciliation

Rights of the
Planet

Social Justice

Strategic Directions



TEACHING AND
LEARNING



RESEARCH AND
INNOVATION



REPRESENTATION
AND SUCCESS



LEADERSHIP AND
CAPACITY
BUILDING



CAMPUS CLIMATE
AND
ENVIRONMENT

Glossary

Quick Links

[2SLGBTQIA+](#)

[Ableism](#)

[Accessibility](#)

[Ageism](#)

[Anti-racism](#)

[Belonging](#)

[Classism](#)

[Colonialism](#)

[Creed](#)

[Decolonizing](#)

[Disability](#)

[Discrimination](#)

[Diversity](#)

[DEDI](#)

[Employment
Equity](#)

[Equity](#)

[Equity-Deserving
Groups](#)

[Gender Identity](#)

[Gender Expression](#)

[Harassment](#)

[Historically/Structurally/Systemically
Excluded
Individuals and
Groups](#)

[Homophobia](#)

[Human Rights](#)

[Inclusion](#)

[Indigenous](#)

[Indigeneity](#)

[Intersectionality](#)

[Marginalization](#)

[Oppression](#)

[Patriarchy](#)

[Persons with
Disabilities](#)

[Privilege](#)

[Racism](#)

[Racialized](#)

[Reconciliation](#)

[Religion and
Spirituality/Religious
Beliefs](#)

[Sexism](#)

[Sexual Orientation](#)

[Social
Diversity/Socially
Diverse](#)

[Social Justice](#)

[Transphobia](#)

[Truth and
Reconciliation
\(TRC\) Calls to
Action](#)

[Underrepresented
Populations](#)

[Unconscious Bias](#)

[Ways of Knowing](#)

[White Supremacy](#)

Next Steps – Enabling the Plan



Presentations & engagement sessions



Toolkit to support the community

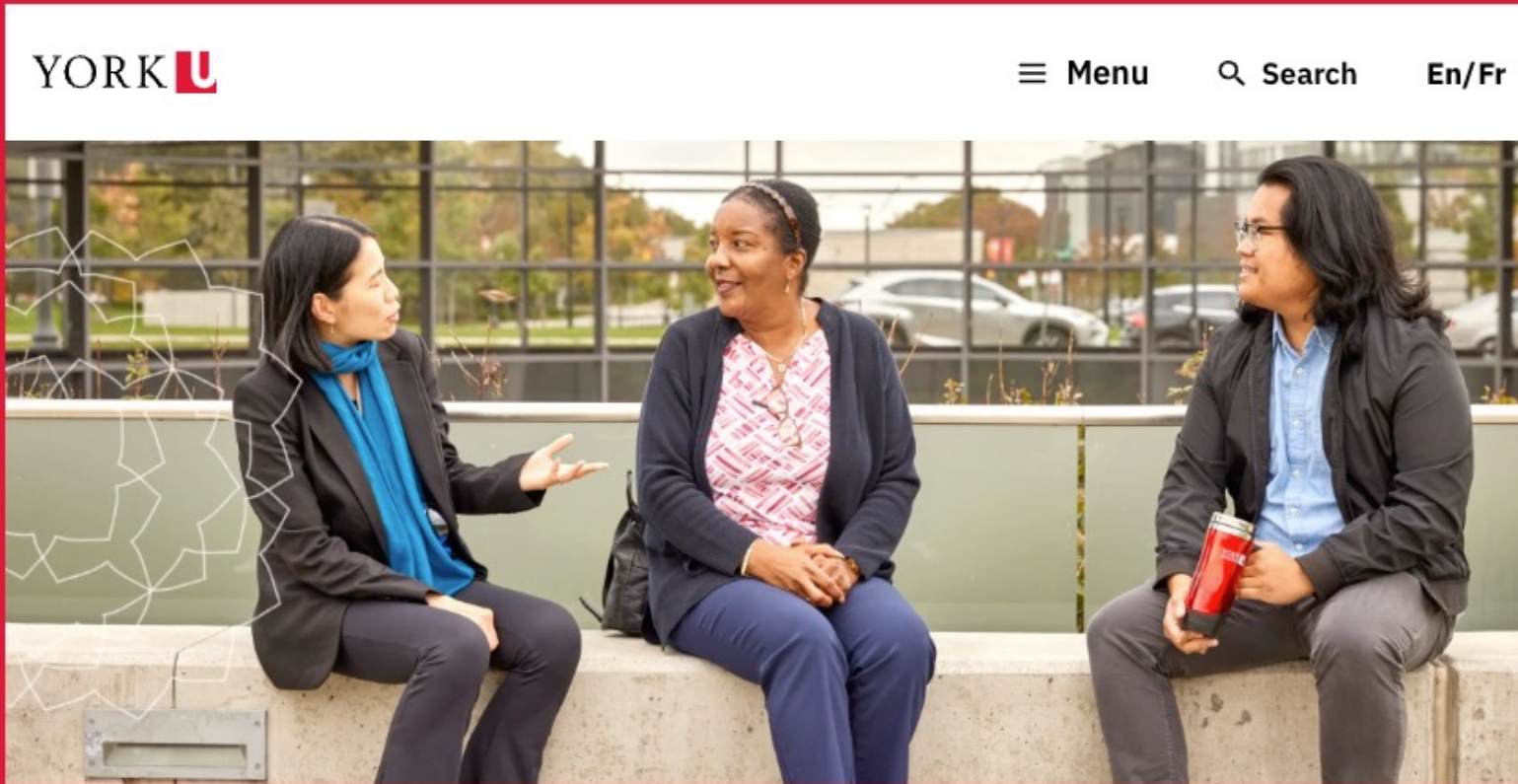


Develop implementation plan



New DEDI Council formed

Discussion: Taking up the DEDI Strategy



Website

English: <https://www.yorku.ca/dedi-strategy/>

French: <https://www.yorku.ca/dedi-strategy/fr/>

Fireside Chat Event

Recording from May 17 @ 1:00 pm

<https://www.yorku.ca/vpepc/vpepc-events/dedi-strategy-fireside-chat/>

YORK UNIVERSITY

Decolonizing, Equity, Diversity and Inclusion Strategy 2023-2028

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