Decolonizing, Equity, Diversity & Inclusion Strategy

An introduction and first engagement

DIVISION OF EQUITY, PEOPLE AND CULTURE
Timeline

2020
- President’s Advisory Council on EDI
- Formed in November

2021
- Insights Speaker Series
- One Question Community Survey

2022
- Draft Released
- March - May Community Feedback Period
- Revisions & Finalize copy

2023
- Launch the Strategy
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**
Decolonization
Equity
Diversity
Inclusion
Accessibility
Anti-Racism
Human Rights
Indigenous Rights
Intersectionality
Reconciliation
Rights of the Planet
Social Justice

Principles
Strategic Directions

TEACHING AND LEARNING
RESEARCH AND INNOVATION
REPRESENTATION AND SUCCESS
LEADERSHIP AND CAPACITY BUILDING
CAMPUS CLIMATE AND ENVIRONMENT
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/

Decolonizing, Equity, Diversity and Inclusion Strategy 2023-2028