

Markham Campus DEDI Plan

2024-25

UPDATED JUNE 2025

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Markham Campus Land Acknowledgement

York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which its campuses are located. We acknowledge that our Markham Campus is situated upon traditional territories of the Anishinaabe Peoples and of the Haudenosaunee Peoples. These territories are covered by the Upper Canada Treaties. The First Nations community in closest proximity to the City of Markham are the Chippewas of Georgina Island.

Why DEDI at Markham Campus?



At Markham Campus, our DEDI strategy aligns with and contributes meaningfully to York University's broader institutional goals. While this plan is grounded in the unique context of Markham, our efforts are intentionally designed to feed into and reinforce the university-wide commitment to equity, inclusion, and belonging.



The institutions core strategic directions are supported by several enabling frameworks at the institutional level, including the University Academic Plan (UAP), the Indigenous Framework, the Framework and Action Plan on Black Inclusion, and various DEDI strategies across faculties, divisions, and units. The Markham DEDI Strategy complements and builds upon these institutional commitments, acting as an integrative guide to support targeted planning and implementation at the local level.

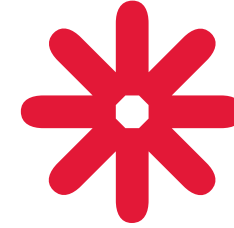


Faculties, divisions, and units, including those at Markham Campus, are expected to identify and invest in enabling activities that align with their specific DEDI goals. Academic bodies such as the University Senate and Faculty Councils also play a critical role in advancing this work through policy, oversight, and shared governance.



While the Division of Equity, People and Culture provides leadership in advancing university-wide DEDI priorities, the success of this strategy depends on the collective efforts of the entire Markham Campus community—students, faculty, instructors, and staff. Advancing DEDI is a shared responsibility, and we are committed to fostering a campus culture where everyone plays an active role in driving change.

Markham Campus DEDI Working Group



PURPOSE

- To advance York University's DEDI strategy at the Markham Campus through work, initiatives and priorities tailored to our unique community.

SUCCESS GOALS:

WE ARE SUCCESSFUL IF....

➤ We have an **Accessible & Inclusive Campus:**

- Accessibility supports are easy to use for those who need them.
- A culture of safety, inclusion, and belonging throughout the campus.
- Opportunities provided for everyone to succeed.

➤ We have **Leveraged Strengths & Diversity:**

- Building on Markham's supportive and collaborative culture.
- Reflecting diversity in outcomes and capitalizing on growth opportunities.
- Becoming a leader and exemplar for DEDI work in surrounding communities.

➤ We have prioritized **Representation & Belonging:**

- Students, staff, and faculty feel represented and empowered to thrive.
- Proactive actions instead of reactive measures.
- Lessons learned from Keele and Glendon integrated into practices.

➤ We have advanced **Sustainable Practices:**

- Ingraining DEDI principles into everyday activities.
- Ensuring initiatives are impactful and not performative.
- Balancing qualitative and quantitative data to guide decisions.

➤ We have prioritized **Education & Awareness:**

- Mandatory training for staff, faculty, and students.
- Amplifying diverse voices and sharing diverse stories externally.
- Continuous reflection on what it means to be a diverse and inclusive campus.

➤ We have prioritized **Accountability & Leadership:**

- Setting measurable goals for impact assessment.
- Reacting appropriately to DEDI concerns and fostering a welcoming environment.
- Defining and demonstrating leadership in DEDI work

York University's DEDI Strategy

Strategic Directions

Teaching & Learning

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

Research & Innovation

- York University will cultivate inclusive and equitable research environments that nurture multiple and intersectional ways of knowing, create and nurture diverse research teams and encourage research programs in traditionally equity-deserving settings.

Representation & Success


- Through a range of efforts across the University, York will work to build an environment that is representative of the communities it serves by actively recruiting, supporting, retaining, and advancing students, faculty, instructors, and staff from equity-deserving communities.

Leadership & 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.

Campus Climate & Environment

- York University will work towards creating an inclusive and equitable community where everyone has the potential to feel a sense of belonging and that they are respected. The University will undertake initiatives to enhance the accessibility of physical and virtual spaces for students, staff, faculty, and instructors.

An aerial photograph of a modern, multi-story building with a distinctive yellow and gold facade. The building has a curved, tiered design with large glass windows. In the foreground, there is a landscaped area with a green lawn and a curved walkway. The background shows a cityscape with other buildings and a parking lot. The entire image is framed by a thick red border.

Markham Campus 2024 – 2025 Highlights



Representation & Success

Markham Campus Land Acknowledgment developed, formalized, and integrated into campus communications and events

Student support pathways expanded through collaboration with Keele-based programs, including:

- Centre for Indigenous Student Services (CISS)
- Black Excellence at York University

Student Accessibility Services (SAS) fully operational at Markham Campus

- Proactive promotion during enrolment appointments led to a 14% SAS registration rate among incoming students

York International services launched at Markham to support international student success and engagement

Work/Study positions established locally, enhancing student engagement and representation in campus life through roles such as:

- Peer Health Educator
- CISS student staff
- The Centre student ambassadors

Culturally and socially significant events recognized and promoted, including:

- National Day for Truth and Reconciliation
- Black History Month (Markham-specific programming)
- Wellness Week
- 16 Days of Activism Against Gender-Based Violence



Leadership & Capacity Building



Markham Campus DEDI Working Group established to lead and guide campus-specific equity initiatives



Markham Campus DEDI Plan initiated, aligning with institutional priorities and tailored to local community needs



DEDI Toolkit integration underway through Individual Development Plans (IDPs) and Professional Development Plans (PDPs)



Representation on the Admissions & Recruitment (A&R) DEDI Committee to ensure inclusive practices in student outreach



Community Supports & Services Training delivered during the Faculty & Staff Kick-Off event to foster inclusive and trauma-informed engagement



Participation in the Black Excellence Community of Practice (CoP) to strengthen partnerships and amplify Black student support



DEDI-informed career education and professional development workshops designed and delivered to support diverse student pathways



Markham Campus representative appointed to York University's DEDI Council, ensuring local perspectives inform institution-wide strategies



Campus Climate & Environment

New campus building opened with intentional DEDI-informed design features to foster inclusion, belonging, and wellbeing

Indigenous design elements embedded throughout, including use of natural materials (wood, stone), circular building shape, and culturally responsive landscaping

Indigenous Learning Circle established as a dedicated space for gathering and learning

Smudging permitted throughout the building; inaugural smudging ceremony performed by the Centre for Indigenous Student Services (CISS)

Multi-faith Prayer and Spiritual Reflection Space launched, with a clear process for use and booking

Temporary prayer space established in the Accommodated Test Centre to support immediate spiritual needs

Gender-neutral changeroom activated to support inclusive access

Enhanced accessibility features incorporated across the building design to support all users

Multiple spaces intentionally designed to encourage collaboration, informal interaction, and community connection

Usage guidelines and booking processes developed for both the Indigenous Learning Circle and the Multi-faith Reflection Space to support respectful and equitable access



Teaching & Learning



Indigenous Advisory Council established for the Creative Technologies program, ensuring Indigenous perspectives are meaningfully integrated into curriculum development and program planning



Moccasin Identification Workshop hosted as the inaugural event in the Indigenous Learning Circle, promoting land-based learning and cultural knowledge-sharing within an academic setting



Thank You, Merci, Miigwech

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