

Updates: December 2020 EDI Commitments

We will ensure every employee at Sheridan receives unconscious bias, anti-oppression and anti-racism training. We are committed to examining barriers in our culture, policies, practices, curriculum, pedagogy, and interpersonal relationships.

Update: As of November 15, 2020, a total of 2,254 of both full-time and part-time employees have completed the Foundations of Equitable Practice training, with a remaining 703 on enrolled status.

Over the next two academic years, in the Faculty of Animation, Arts and Design, we will hire 6 professors who self-identify as Black or Indigenous. We will disrupt our normal hiring processes, which are built on a legacy of racial bias that must be upended.

Update: Review of HR's current hiring practices and suggestions for improvement is has begun as at December 1st 2020. It is anticipated that the review will be completed by May 2021. Inclusion of self-identification feature within applicant tracking system for collection of Employment Equity information. Sheridan has joined Equitek ([Employer profile page](#)), and signed an agreement to become a member with Pride at Work Canada, to assist with increasing 2SLGBTQ+ employees at Sheridan.

To facilitate access to our programming, we will launch a scholarship program to promote the recruitment and enrolment of Black and Indigenous applicants.

Update: For the Fall 2020 term, out of a total of 3,646 student applications, 694 students identify as Black as part of their bursary application. 513 of the 694 applicants qualified and received a bursary. 150 students in most need received \$1500 each, 67 students received \$1000 each, and the remaining 296 students received a bursary in the amount of \$250.

Sheridan's Equity, Diversity and Inclusion Advisory Council-- which includes faculty, staff and student members who identify as BIPOC and racialized -- will continue to inform Sheridan's future actions and assess the efficacy of our change agenda. Their perspectives are fundamental to creating meaningful change.

Update: Meeting planned for end of November with current membership. Membership and terms of reference of the EDI Advisory Council to be revised this Fall/Winter to better reflect diverse perspectives of the Sheridan community.

We will continue to report our progress to our Board of Governors (whose meeting minutes are public) on a quarterly basis.

Update: Update reports created for Board pertaining to everything from an EDI perspective that Sheridan has accomplished towards the end of each academic term.

Ensure active and consistent recognition of the Black community, that is not limited to the annual celebration of Black History Month.

Update: This work will be taken up by the Social Change Ambassadors Program, with recruitment underway for the 2021 Winter cohort. 124 applications were received and are being reviewed. Interviews will be taking place during the week of November 23, and 7 Ambassadors will be selected and begin their ambassadorship for Winter Term.

Have additional Black counsellors available to students.

Update: Forum on *Supporting the Well-being of Sheridan's Black Students* occurred on September 30. Centre for Student Success agreed to support Sheridan Black Students Association's brother/sister/non-binary circles. Research on how to better support students who identify as BIPOC will be taken up by a new role. This will focus on researching the current narrative and experiences of racialized students at Sheridan and will provide an environmental scan of what other Canadian post-secondary institutions are using as approaches to supporting students.

Publish diversity census results.

Update: Divisional reports in progress for PVP leaders with their Units' Census results.

Commit to holding faculty, staff and students accountable for their actions.

Update: CEI continue to carryout investigations (formal and informal) into allegations against employees that, if substantiated, amount to violations of Sheridan's Discrimination and Harassment Policy, and Sexual Violence Policy.

Other Inclusive Communities updates:

Centre for Equity and Inclusion:

- Intensive 2-day training on addressing and preventing sexual violence on campus during Summer and Fall 2020
- Respectful and Safe Places to Work and Learn (RASP) training for new Sheridan managers completed Fall 2020

Centre for Indigenous Learning and Support:

- Indigenous Education Series piloted during November 2020, with the goal to have 4 sessions of the series run during the Winter Term
- Indigenous & Student Experience Space in B298 at Brampton

Research Equity, Diversity, Inclusion Initiatives:

- Online faculty research mentorship pilot program re-launch that builds capacity in SRCA through mentorship networks, training and educational development
- Conduct an Employment Systems Review of Sheridan's human resources policies and practices—both formal and informal—as well as the organizational culture through an equity lens
- Draft REDI Action Plan/Road Map and seek constituent feedback
- Continue to engage in institutional self-assessment activities, including scan of EDI practices, policies, procedures
- Create Research EDI Video that increases awareness of research EDI initiatives as part of Communications Plan

Centre for Global Education and Internationalization:

- Review internationalization best practices at peer/aspirational institutions
- Developed a White Paper for community consultations
- Celebrated International Education Week with targeted programming
- Initiated campus-wide consultations & develop institutional internationalization plan
- Reviewed and updated international partnership policies, procedures/processes
- Piloting COIL planned for 2021 Winter (collaborative online international learning) courses at PSB and FHASS



Updated by: _____
Jane Ngobia, VP of Inclusive Communities