

1. CLIMATE AND INTERGROUP RELATIONS

Dalhousie University will foster a systemic, intentional and holistic approach to diversity and inclusiveness to ensure welcoming, respectful and inclusive communities and campuses.

- 1. Executive Director in Equity, Diversity and Inclusiveness has been hired. (1 FTE)**
- 2. New position for Director Indigenous Community Relations. (1 FTE)**
- 3. World-leading speakers came to campus to take part in the Belong Forum series:**
 - a. Craig Wilder
 - b. Buffy Saint Marie
 - c. Mark Tewksbury
 - d. Temple Grandin
 - e. Rick Hansen
 - f. Murray Sinclair
 - g. Angela Davis: Inaugural Viola Desmond Signature Lecture (annual)
- 4. Dal Reads series promotes diversity in choice of authors, topics and programming.**
- 5. Dalhousie launched a partnership with the National Centre for Truth & Reconciliation, with a launch of NCTR Hub at MacRae library in Truro.**
- 6. Scholarly Panel on Lord Dalhousie was struck and preliminary results from scholarly report were shared with community.**
- 7. A video is being developed to document Dalhousie's inclusion journey for students, faculty and staff. (2019)**
- 8. From 2015-2018, Dal News has published 80 articles with Equity, Diversity and Inclusiveness themes.**
- 9. Launched the Gord Downie and Chanie Wenjack Legacy Space in Dal Libraries.**
- 10. Flags:**
 - a. Permanent installation of the Mi'kmaq flag on Halifax and Agricultural campuses;
 - b. Installation of Pan African flag during African Heritage Month; and
 - c. Installation of Trans Pride flag to commemorate Trans Day of Remembrance.
- 11. Artwork:**
 - a. IDEA building Mi'kmaq and African Nova Scotian art installation completed.
 - b. Portraits of Burnley A. "Rocky" Jones and Donald Marshall Jr installed in Faculty of Law.
 - c. Mural installed at Faculty of Agriculture recognizing Mi'kmaq territory.
- 12. Indigenous Strategy for Dalhousie has been developed.**
- 13. Senate and Board formally approved land recognition statements.**
- 14. Renamed River Road on Agricultural campus to "Sipu Awti" reflecting the literal Mi'kmaq translation.**
- 15. Declaration of the United Nations International Decade for People of African Descent at Dalhousie (2015-2024).**
- 16. African Nova Scotian Strategy for Dalhousie is being developed.**
- 17. Accessible multilingual signage has been introduced on Dal campuses.**
- 18. Multi Faith prayer spaces are now available on every campus.**
- 19. Convocation:**
 - a. Ceremonial objects to replace Mace in development;
 - b. Graduation regalia for people of African descent: Kente Sashes; and
 - c. Elders present medicine pouches to Indigenous graduates.
- 20. Elders in Residence Program launched.**
- 21. Faculty of Dentistry renovation of student lounge completed.**
- 22. In 2019 Dalhousie will launch an Equity, Diversity and Inclusiveness survey for the community.**
- 23. Developing Wellness strategy unique to needs of equity groups on campus based on disaggregated QWL Survey data (2019).**
- 24. LGBTQ+ health guide was created, in partnership with Dalhousie Libraries, NSHA and Halifax Public Libraries.**
- 25. Establishment of Caucuses on Campus:**
 - a. Black Faculty and Staff Caucus
 - b. Indigenous Advisory Council
 - c. Women in Research Council
 - d. Queer Faculty Caucus
- 26. Struck a student inclusion team.**

2. STUDENT ACCESS AND SUCCESS

Dalhousie University will engage in strategic activities to admit, engage, support and graduate a diverse student body, with attention to enhancing access and success of historically underrepresented students.

- 1.** New student advisor positions in Student Affairs:
 - a. Indigenous Student Advisor (1 FTE)
 - b. Advisor in Accessibility Centre (1 FTE)
 - c. Black Student Advisor (1 FTE)
- 2.** Created position for Manager, Indigenous Students in Faculty of Agriculture. (1 FTE)
- 3.** Created a permanent student Ombudsperson. (1 FTE)
- 4.** Annual reporting of student diversity statistics is located on HRES website.
- 5.** Student Success Strategy planning is underway.
- 6.** New student applicant self-id survey has been developed and used in annual *Be Counted* census.
- 7.** Student Affairs is developing a studio course on Social Justice and Advising.
- 8.** Increased representation for Peer Wellness Mentors of African Descent.
- 9.** Thrive, a campus-wide Mental Wellness initiative, was introduced in 2016.
- 10.** Developed IDI capacity for student advisors.
- 11.** Renovated Edward Street house to co-locate Black Student Advising Centre and Indigenous Student Centre.
- 12.** Faculty of Agriculture developed Indigenous student resource room on Agricultural campus.
- 13.** Imhotep investment in expanded and renovated space on Sexton campus.
- 14.** Awtiget weekend camp for Indigenous high school students to start in Spring 2019.
- 15.** Bursaries/ Scholarships: funding proposals under consideration to increase Bursary/Scholarship allocation for historically underrepresented students.
- 16.** 'Financing your Education' sessions introduced for students and parents throughout communities in Atlantic Canada and online with a goal of increasing financial literacy and highlighting funding sources for tuition including Dalhousie's scholarship and bursary programs.
- 17.** Targeted outreach to African Nova Scotian and Indigenous students and communities with facilitated application sessions, fee waivers and expedited file processing to remove barriers.
- 18.** Focus groups hosted with Indigenous students and students of African descent to assess barriers in Dalhousie's student admissions processes.
- 19.** Faculty of Agriculture Indigenous Student Access Pathway launched in fall 2018.
- 20.** Faculty of Law development of Ku'TawTinu: Mi'kmaq shared articling initiative.
- 21.** Faculty of Medicine developed Junior University for Indigenous Youth. (2017)
- 22.** Faculty of Medicine developed 'Kiptu Wise' March break camp. (2018)
- 23.** Faculty of Medicine introduces affirmative steps to recruit African Nova Scotian and Indigenous students.
- 24.** Faculty of Medicine PLANS initiative introduced that offers summer programs, workshops, bursaries and support to African Nova Scotian youth.
- 25.** Faculty of Computer Science #WeAreAllICS – engaged in targeted recruitment supports and exceeded the goal to double the number of female undergraduate students.
- 26.** Faculty of Engineering engaged in targeted student recruitment, hiring targets and role modeling to attract and retain women in Engineering.
- 27.** The Bissett Student Success Centre hosted a campus-wide Social Justice and Advising Symposium in 2018 and 2019.
- 28.** Diversification of international student recruitment markets with current on the ground activity in 25 countries.

3. EDUCATION AND RESEARCH

Dalhousie University will promote teaching and research about diversity and inclusiveness. In addition, Dalhousie University will promote the inclusion of diverse perspectives across all disciplines.

- 1.** Hired Centre for Learning and Teaching (CLT) Senior Education Developer (Diversity and Inclusion). (1 FTE)
- 2.** Developed a position for Indigenous Services Librarian. (1 FTE)
- 3.** *Dalhousie Guideline for Inclusive Classrooms* has been developed.
- 4.** Syllabus Policy and Guidelines has been updated to provide statements on accessibility, diversity, inclusion and land recognition.
- 5.** Between 2014 to present, 17 FTE Dalhousie Diversity Faculty Awards have been awarded.
- 6.** Negotiated Collective Agreement language:
 - a. Broadening definition of scholarship to include traditional ways of knowing and non-traditional scholarship;
 - b. Allowing Indigenous and African Nova Scotian scholars to invite external committee member to assist assessing in T & P files; and
 - c. Supporting underrepresented professors who engage in higher than usual service workloads with an overload payment.
- 7.** Developed annual Dalhousie Teaching Award for Excellence in Diversity and Inclusiveness.
- 8.** Developed Belong Fellowship awards to provide research funding for pre-tenured professors from equity groups.
- 9.** Funded Chancellor's Chair in Indigenous Law and Policy.
- 10.** Revised Senate Policy on Program Reviews.
- 11.** Added Equity, Diversity and Inclusiveness questions to the Student Ratings of instruction forms.
- 12.** Training Program launched between Senate, HR and DFA to educate scholarly decision makers on encouraging and recognizing diverse and traditional ways of knowing in scholarship.
- 13.** Introduced Minor in Black and Diaspora Studies (discussions regarding a Major are underway).
- 14.** Introduced Minor Indigenous Studies (discussions regarding a Major are underway).
- 15.** Committed to targeted searches for all outstanding Canada Research Chair (CRC) positions, intending to recruit all these scholars from equity seeking groups under the Dalhousie Employment Equity Policy.
- 16.** Full pay equity analysis conducted across professoriate designated groups and resulting in pay equity adjustment payments to women full professors in 2018.
- 17.** Senate diversity commitment to reflect national labour market availability for senators.
- 18.** Commenced annual Scholarly panel in MacEachen Centre focused on Equity, Diversity and Inclusiveness.
- 19.** Faculty of Law School Elder in residence introduced.
- 20.** Faculty of Graduate Studies reconstituted its Faculty Council governance structure in deliberate ways to ensure the inclusion of diverse perspectives.
- 21.** Expanded CLT programming to include:
 - a. Studio Course: Inclusive Teaching Approaches and Practices;
 - b. Faculty Development on Diversity and Inclusion (five modules);
 - c. Intercultural Development workshops;
 - d. Awakening and Enacting Change; and
 - e. A Decolonizing Education Primer.
- 22.** CRC in EDI related research areas:
 - a. FASS – Immigrant and Refugee Retention;
 - b. FASS – Reconciliation Gender and Identity;
 - c. Science – Addictions & Mental Health;
 - d. Health – Indigenous Peoples' Health & Well being;
 - e. Medicine – Developmental Psychopathology & Youth Mental Health; and
 - f. Medicine – Early Intervention in Psychiatry.
- 23.** Significant development of new curriculum approaches throughout Faculties.

4. STRUCTURES—INSTITUTIONAL VIABILITY AND VITALITY

Dalhousie University will build institutional capacity for diversity and inclusiveness through:

- A. Recruiting and retaining a diverse workforce with emphasis on historically underrepresented groups;
- B. Integrating diversity, inclusiveness and equity goals into systems, structures, policies and practices;
- C. Regularly monitoring, assessing and reporting diversity and inclusiveness performance metrics.

A. RECRUITING AND RETAINING A DIVERSE WORKFORCE WITH EMPHASIS ON HISTORICALLY UNDERREPRESENTED GROUPS.

- 1. *Be Counted* Census canvasses the community for self ID once annually.
- 2. Developed employment equity strategies with all academic and administrative leaders.
- 3. Augmented equity training for all hiring committees (faculty and staff).
- 4. Developed new dashboards for employment equity reporting to leaders.
- 5. Reduced or eliminated 18 of 22 equity gaps under Federal Contractors program.
- 6. Introduced Talent Pathways Program.
- 7. Hired Talent Pathways Advisor within Human Resources. (1 FTE)
- 8. Faculty of Medicine developed a Diversity in Leadership Task Force to explore professional pathways to leadership positions.

B. INTEGRATING DIVERSITY, INCLUSIVENESS, AND EQUITY GOALS INTO SYSTEMS, STRUCTURES, POLICIES, AND PRACTICES.

- 9. Developed a Diversity and Inclusiveness Strategy for Dalhousie.
- 10. Renamed and relocated HRES office.
- 11. Increased HRES staff complement by (3 FTE).
- 12. Introduced senior level role Vice Provost Equity and Inclusion. (1 FTE)
- 13. Approved Equity, Diversity and Inclusiveness training plan for all faculty and staff.
- 14. EDI training is taking place in 15 faculties & departments.
- 15. Skillsoft online training curated to offer training to support all faculty and staff on Respect and Inclusion competency.

- 16. Review and revision of Employment Equity Policy to include SOGI.

- 17. Developed Sexualized Violence Policy.

- 18. Developed Gender Affirmation Policy.

- 19. Adoption of U Sports Policy for Transgender Student Athletes.

- 20. Negotiated gender neutral language in all new Collective Agreements.

- 21. Introduced Thrive, campus-wide Mental Health wellness initiative, for faculty and staff.

- 22. Developed campus Breastfeeding Guidelines.

- 23. Developed annual Presidents' Awards for Excellence in Advancing Diversity and Inclusiveness.

- 24. Development of Accessibility Plan for Dalhousie underway.

- 25. Hired Accessibility Planning Specialist. (1 FTE)

- 26. Accessibility audit of 3.3 million square feet on Halifax and Truro campuses (audit of remaining 2.5 million square feet still underway).

- 27. 55 Accessible/ Gender neutral washrooms have been installed on campus.

- 28. Installed universal locker rooms in Dalplex fitness facility.

- 29. EDI Committees established in six faculties & departments.

- 30. EDI in Strategic plans in 11 faculties & departments.

C. REGULARLY MONITORING, ASSESSING, AND REPORTING DIVERSITY AND INCLUSIVENESS PERFORMANCE METRICS.

- 31. Developed an annual reporting protocol on equity data housed on the HRES website.

- 32. Added EDI questions to Quality of Work Life survey.

- 33. Developed Key Performance Indicators under the Diversity and Inclusiveness Strategy.

- 34. Annual campus wide reporting on progress under the Diversity and Inclusiveness Strategy.