

MacEwan Equity, Diversity & Inclusion (EDI) Action Plan

2021/22

STATEMENT of COMMITMENT

MacEwan University, located on Treaty Six Territory, is committed to creating and sustaining equitable and inclusive practices and policies which foster a welcoming, inclusive and diverse teaching, learning, and working environment. MacEwan will use learnings and reflections gained from persons most impacted by noninclusive practices to guide our actions. This commitment will require cultural shifts at all levels of the organization and will occur over time.

WHAT WE HAVE ACHIEVED

Over the past several years, EDI work at MacEwan has advanced in the following areas across the institution:

- EDI awareness raising initiatives and events.
- EDI student supports both inside the classroom and as a part of the broader student experience.
- Training and workshop opportunities available to faculty, staff and students.
- Data collection and analysis and records initiatives.
- Facilities and operations which assist in creating an inclusive footprint for the MacEwan community.
- Policy, procedure and committee creation to ensure EDI is supported and enhanced within the institution.
- Employee supports and services.

WHERE WE ARE NOW

MacEwan is prepared to set a sustainable direction for the university's commitment to EDI.

In order to support and enhance equity, diversity, and inclusiveness at MacEwan, the University commits to the following actions for this period:

ACTIONS

1. *Collect and analyze data*

- Standardize and collect accurate and meaningful demographic data to assist in making informed, optimal decisions and to help in understanding gaps in terms of representation and inclusivity.

Accountability: EDI Accelerator Team, Human Resources and Office of Human Rights, Diversity and Equity

2. *Create safe spaces for open and ongoing dialogue and learning*

- On a regular and ongoing basis, at least quarterly, Deans' Council and other Senior Academic Leaders will, through existing mechanisms, meet to share activities, practices and opportunities and identify initiatives that can be adopted more widely across the faculties and schools to advance EDI within the academy. Planned discussions will have an EDI focus and may include such topics as applying an EDI lens to how leaders hire, allocate money, how academic leaders function in their academic duties, for example, how they chair councils, how they create the conditions for curriculum development, and how they support teaching practices.

Accountability: Provost & Vice-President, Academic

- On a regular and ongoing basis, host an annual EDI Open Forum for students, faculty, staff and alumni to encourage discussion about equity, diversity and inclusion at MacEwan.

Accountability: Office of Human Rights Diversity and Equity and EDI Accelerator Team

3. *Support faculty and students*

- Provide training, coaching, targeted leadership, professional development and support to inform leaders and faculty on EDI to ensure they are equipped to support EDI efforts with a focus on academic leadership. This may include a webinar series on systemic racism or viewpoint diversity, as examples. Engage Teaching and Learning Services to offer professional development opportunities and support for faculty.

Accountability: Provost & Vice-President, Academic (academic leaders); Office of Human Rights, Diversity and Equity and Human Resources (administrative leaders)

- Create resources to educate students in relation to EDI, freedom of expression, instructor academic freedom and understanding language which will help

students develop competencies to engage in academic discourse where multiple viewpoints are discussed and aid in developing thought leadership in our graduates.

Accountability: Provost & Vice-President, Academic

4. *Advance change to recruitment and hiring practices*

- Conduct EDI analysis and practices in hiring processes. Focus on how available jobs are identified and how postings are framed. Conduct data analyses before hiring to better understand where faculties are under-represented. Engage third-party posting sites to target under-represented groups to encourage diverse hires.

Accountability: Human Resources

- Analyze Faculty Association collective agreement to determine whether any changes need to be advanced in collective bargaining to enable more flexibility in promoting EDI practices around hiring and promotion. Leverage collective agreement to make EDI aims achievable.

Accountability: Provost & Vice-President, Academic

- Utilize demographic data through existing mechanisms on applicants to inform hiring practices and decisions for all competitions and raise awareness of mechanisms with hiring managers. Utilize labour market data to inform recruitment efforts.

Accountability: Human Resources

- Utilize Canada Research Chair program to leverage learnings in relation to EDI hiring and other initiatives and practices.

Accountability: AVP Research

- Senior leaders to obtain leadership development with a focus on hiring. This would include such topics as how to utilize employment equity data during a search.

Accountability: Provost & Vice-President, Academic (academic leaders); Office of Human Rights, Diversity and Equity and Human Resources (administrative leaders)

- Organize resources to educate academic leaders about cluster hiring of diverse faculty and develop guiding principles to support such hiring.

Accountability: Provost & Vice-President, Academic

5. *Accelerate Progress*

- Create an EDI Accelerator Team to accelerate progress. The team will be responsible to gather data and assist and support faculty and senior leaders as a part of existing mechanisms to advance projects tied to the above actions.

Accountability: Vice-President and General Counsel