

## Advancement 2020-21 Equity, Diversity, and Inclusion Initiatives Reporting

### ACCOUNTABILITY AND LEADERSHIP:

#### DEAP Tool Indicators:

1. Planning Exercises
2. Policies, Procedures and Practices
  - [Equity, Diversity, and Inclusion Initiatives \(EDII\) strategic planning and goal setting in faculties, schools, and shared service units](#)
  - [University governance initiatives related to EDI \(\*Office of the Secretariat to complete\*\)](#)

#### Advancement report:

- EDII goals are incorporated into all unit plans
- EDII is a standing item at the Advancement Leadership Team (ALT) weekly meetings
- In April 2020 the Office of Advancement staff began a process to identify and define five new values and build strategies to incorporate them into daily operations. Inclusion is one of those values, as are Accountability, Collaboration, Integrity, and Service.
- Over the course of the year, Altogether Now Newsletter featured 5 EDII articles:
  - [Opportunities to Listen, Learn and Support](#) (Volume 52)
  - [Getting Serious about EDI](#) (Volume 68)
  - [True EDI](#) (Volume 72)
  - [The value of inclusion](#) (Volume 75)
  - [Bringing EDII into our everyday lives](#) (Volume 86).

### CULTURE AND CLIMATE AT QUEEN'S:

#### DEAP Tool Indicators:

5. Staff Supports,
9. Procurement and the Delivery of Goods, Services and/or Facilities,
10. Communications and Community Relations,
11. Accessibility
12. Consulting with Indigenous Communities.
  - [Promoting visibility and 'voices' of underrepresented groups \(e.g. presence on websites, in communications, committee representation, etc.\)](#)
  - [EDI focused events and awards](#)
  - [Changes to policies and/or practices](#)
  - [New positions to support EDI initiatives](#)
  - [EDI welcome and orientation activities for new faculty, staff, and students](#)

#### Advancement report:

- To facilitated ongoing feedback to get a better understanding of what's going on and encourage employees to transparently communicate, Advancement implemented the following initiatives:

- In July 2020, ALT launched the Advancement Work From Home Check-in survey to assess the team's well-being, satisfaction and needs and to take steps to provide resources and support where needed.
- Advancing Your Voice, a virtual suggestion box, was launched in September 2020 to provide additional ways for staff to be heard. Since inception we have had 6 submissions with concerns and suggestions on how we can improve employee recognition, process documentation and training, as well as the importance of equity in decision making EDII.
- ALT Q&A quarterly meetings were held throughout 2020-21. Staff attendance is optional, there isn't a pre-set agenda and anyone is able to ask any member of the ALT any question on any topic.
- Closed-captioning now required for all digital events, and sign language interpreters for large events such as Homecoming.
- An Advancement representative is on the Indigenous Advancement working group exploring Indigenous priorities on campus.
- Consultations are done with AVP, Indigenous Initiatives on naming of new awards established to support Indigenous students
- Fundraising
  - As of April 30, 2021, we have completed two years of the three-year Promise Campaign to raise \$30 million to support students with financial need. Including the 2020-21 fundraising results, Queen's has raised \$19.1 million in new gifts and pledges as part of this campaign – or 64% of our goal. We have also already raised \$10.8 million in planned estate gifts – or 108% of our three-year \$10 million fundraising goal.
  - New philanthropic gifts and pledges of \$6.8 million were given to support student assistance and university programming in support of equity, diversity, inclusion and Indigeneity initiatives at Queen's University (see table 1).

Table 1

Group	Student Award Assistance report to Board at year-end	Student Award Assistance	University Programming
Women	\$264,106	\$264,106	\$81,321
Indigenous Peoples	\$1,193,607	\$155,124	\$3,936,163
Racialized/Visible Minorities	\$603,052	\$603,052	\$15,073
Persons with Disabilities	\$511	\$511	\$1,420
First-Generation	\$7,949	\$7,949	\$0
Supports Multiple Disadvantaged Groups (as per above)	\$228,036	\$1,266,519	\$440,895
<b>Subtotal</b>	<b>\$2,297,261</b>	<b>\$2,297,261</b>	<b>\$4,474,872</b>
<b>Total</b>			<b>\$6,772,133</b>

## DIVERSITY AT QUEEN'S:

### DEAP Tool Indicators:

3. Committee Representation,

4. Recruitment, Hiring and Orientation,

7. Promotion and Retention

- **Faculty Diversity:** Recruitment and hiring initiatives directed at faculty from equity-seeking groups
- **Staff Diversity:** Recruitment and hiring initiatives directed at staff from equity-seeking groups
- **Student Diversity:** New/recent tailored recruitment, entrance pathways, financial support, and general support services for students from underrepresented groups
- **Research Diversity:** 2018-19 CRC and QNS appointments in EDI related fields (Office of the VP Research to complete)

### Advancement report:

- Advancement Human Resources has worked hard to create diverse candidate pools representative of the Canadian population (see table 2). It has been difficult to recruit Indigenous Peoples. None of the 19 Indigenous candidates went forward to the interview stage. Racialized/Visible Minorities and Persons with Disabilities have not moved beyond the Interview stage.
- In October 2020, Advancement formally launched its onboarding program. Focused on inclusion, the onboarding process is systematic and purposeful in getting new hires engaged, begin building relationships and trust. It is structure with our goals in mind and demonstrates the values and culture of Advancement.

Table 2

Advancement	Totals	Women	Racialized/Visible Minority	Indigenous Peoples	Persons with Disabilities	LGBTQ+
<b>Applied</b>						
Total	951	540	247	19	56	60
Percentage	100.0%	56.8%	26.0%	2.0%	5.9%	6.3%
<b>Interviewed</b>						
Total	80	55	15	0	7	*
Percentage	100.0%	68.8%	18.8%	0.0%	8.8%	*
<b>Appointed</b>						
Total	19	12	0	0	0	*
Percentage	100.0%	63.2%	0.0%	0.0%	0.0%	*
Canadian Workforce Population		48.2%	21.3%	4.0%	9.1%	Not available

## TRAINING AND EDUCATION:

### DEAP Tool Indicators:

- 6. Professional Development,
- 8. Education and Training

- [EDI training and workshop opportunities for students](#)

### Advancement report:

- Advancement’s EDII committee, Advancing IDEAS, sponsored a number of exciting learning opportunities in an effort to *advance* our understanding of, and knowledge in, Equity, Diversity, Inclusion, and Indigeneity:
  - The theme for Advancement Enhancement Month, in June 2020, was Resilient Together. The key note was delivered by Mike Young, The Empathy Institute and was focused on building a strong culture of compassion and support and was followed by activities available for staff to participate in each Thursday in June.
  - [Adrienne Haslet](#) delivered a key not address to Advancement Staff in December 2020 on Resilience.
  - [Erin Leblanc](#), author of Stranger in the Mirror: The Search For Me was a guest speaker in March and spoke about her life experiences and discussed current issues impacting LGBTQ+ people with a focus on the transgender community specifically.
  - The Advancement EDII Book Club was launched in Feburary 2021 as part of continuing education plan. Following the Board of Trustees lead ALT introduced an initiative that involves reading two to three books each year and engaging in deep staff discussion on the issues they raise. The first book for this initiative was [White Fragility](#), by Robin DiAngelo. In April, the Advancing IDEAS group hosted a "book club meeting" for Advancement staff facilitated by Dr. Davis.