

## FACULTY OF ARTS AND SCIENCE - PICRDI IMPLEMENTATION REPORT

The following is the Faculty of Arts and Science response to the Deputy Provost's May 27, 2019 memo requesting updates on the implementation of the recommendations in the *PICRDI Report (April 2017)*.

Due to the intersectionality across the multiple EDII initiatives underway in the Faculty of Arts and Science, a number of these implementation points combine with the Faculty's implementation of the TRC Lifting the Rafters Task Force Report (2017) recommendations and appear in the TRC parallel implementation report to this one.

NOTE: The Faculty of Arts and Science is in the process of finalizing a five-year Strategic Plan. Equity, Diversity, Inclusion, and Indigeneity are critical guiding principles throughout the plan, and are woven through the fifty action items and corresponding metrics. Significantly, EDII is the first of the Strategic Plan's four guiding principles: "Equity, diversity, inclusion including anti-racism, decolonization and Indigenous resurgence." An advisory group of faculty members has provided the Strategic Planning Group with a report of recommendations that are being embedded in the Strategic Plan.

### ACCOUNTABILITY AND LEADERSHIP

- *EDI strategic planning and goal setting in faculties, schools, and shared service units*
- *University governance initiatives related to EDI (Office of the Secretariat to complete)*

The Dean's Office reports monthly on FAS EDI activities to faculty, staff and students through the digitized Dean's Report at Faculty Board.

Regular (i.e., monthly) EDI and Indigenization updates are also on the FAS website.

Importantly, the above-mentioned forthcoming FAS Strategic Plan will serve as a critical tool for the Faculty in reporting EDII strategic planning and goal setting.

### CULTURE AND CLIMATE AT QUEEN'S FACULTY OF ARTS AND SCIENCE

- *Promoting visibility and 'voices' of underrepresented groups (e.g. presence on websites, in communications, committee representation, etc.)*

A critical focus of the Faculty of Arts and Science Marketing and Communications Team is the promotion of the Faculty's EDII strategies, initiatives, protocols, and policies. An integral part of this focus is the incorporation of EDII considerations in the Faculty's marketing and communications strategies, plans, and activities. In addition to participating and receiving training, Marketing Team members have taken a leading role in delivering training related to EDII.

In support of the Faculty's EDI initiatives an EDII Communications Advisory Panel of students, faculty, and staff has been established to advise the FAS Marketing and Communications Team on the marketing and communications initiatives of the Faculty.

Video footage was taken at Convocation ceremonies in June 2019. This included footage of blanket giftings and graduates putting their handprints on the Four Directions Indigenous Student Centre's canvas with the aim of expanding the Faculty's catalogue of images and videos of EDII related content for use in internal and external publication.

- *EDI focused events and awards*

The Faculty of Arts and Science has established an Equity, Diversity, Inclusion and Indigeneity Fund to support EDII teaching, learning, and research initiatives. Information on the Fund is posted on the FAS website and the Fund is attracting multiple requests from across FAS.

FAS has also established a Student Initiatives Fund to support student initiatives related to various aspects of student enquiry, such as individual and group field-based research, and conference/workshop organization and participation. EDII is a critical criterion in awarding support from this Fund.

- *Changes to policies and/or practices*

Arts and Science Online (ASO) has adopted an informed consent protocol that addresses barriers to equity. This equitable consent protocol has been adopted by Central Marketing and shared with GREB.

Arts and Science Online is building expertise in AODA requirements, developing courses, resources and processes that reflect inclusive design, and respect diversity and Indigenous ways of knowing, and sharing knowledge with others.

Arts and Science Online is developing an online course resource WIKI geared towards improving "accessible-first" mentality during all aspects of course design and content creation. This WIKI is an organic resource that will continue to be developed through to the point it becomes standardized in 2021.

An infographic highlighting distance student diversity in Arts and Science Online based on student enrolment data and 2018 Lifestyle survey data in June 2019 is being developed. This infographic will be used to inform and improve marketing and communications efforts to support enrolment of diverse students in ASO as well as to support current students

Arts and Science Online is improving navigation in OnQ for students with motor or dexterity challenges.

Arts and Science Online is paying special attention to review courses to confirm they meet AODA guidelines for websites.

- *New positions to support EDI initiatives*

The Faculty of Arts and Science has created a new position for an Indigenous Academic Student Advisor (starting August 2019)

- *EDI welcome and orientation activities for new faculty, staff, and students*

A mentorship program for new faculty in FAS has been established and ran for the first time this past academic year. Plans are underway to continue the mentorship program as we enter the next academic year. In consultation with HR (Queen's) and the Human Rights and Equity Office, special attention has been allocated to EDI in the launch and implementation of the program.

In 2018-19 the Dean's Office organized three events for new faculty, their partners, and families, including orientation workshops on navigating teaching and learning, research, and service.

In 2019-20 an orientation program for new faculty – "From First Day to First Sabbatical" – will be launched. EDI will play an important role in this orientation program.

## DIVERSITY AT QUEEN'S

- **Faculty Diversity:** *Recruitment and hiring initiatives directed at faculty from equity-seeking groups*

The Faculty of Arts and Science was fortunate to hire 35 new assistant/associate professors in 2017-18. Due to intensive efforts across all levels of the hiring process, nearly 80% of these new faculty members are from equity groups. In the recent round of faculty recruitment, the same number (35) of new faculty was appointed, with more than two-thirds being from equity groups. This success is due to Departments' use of the Diversity and Equity Self-Assessment Planning Tool (DEAP tool) in tracking gaps and setting priorities at the unit level, as well as Departments' regularized use of the Queen's Equity Appointments Tool (QEAP tool) in faculty hiring. Advisors from the Human Rights and Equity Office have played an important role in assisting Departments across the Faculty with the implementation and benefits of these two resources.

- **Staff Diversity:** *Recruitment and hiring initiatives directed at staff from equity-seeking groups*

The Faculty Office has established an EDI team that includes representative leads from the Dean's Office, Student Services, and Arts and Science Online. The current focus of the team is in the implementation of the DEAP tool in staff recruitment and retention. In addition, EDI is now an integral part of the annual performance dialogue process for staff administrators in the Faculty Office.

- **Student Diversity:** *New/recent tailored recruitment, entrance pathways, financial support, and general support services for students from underrepresented groups*

In a Faculty as large and complex as Arts and Science, Student Services works systematically and strategically with the recruitment team in Student Affairs on tailored recruitment, pathways,

financial support, and general support services for students from underrepresented groups. This ongoing, critically-important work is led by the Associate Dean (Studies) and the Director of Student Services.

- **Research Diversity:** 2018-19 CRC and QNS appointments in EDI related fields (*Office of the VP Research to complete*)

## DIVERSIFICATION OF ACADEMIC PROGRAMMING

- *Initiatives within the Vice-Provost (Teaching and Learning) portfolio*
- *Faculty and School initiatives to diversify curriculum*

The FAS Curriculum Committee has established new criteria for revised or new course submissions that must consider learning outcomes related to the PICRDI and TRC recommendations. Led by the Associate Dean (Teaching and Learning) in collaboration with advisors from the Centre for Teaching and Learning and the Equity Office, consultations and workshops on EDI learning outcomes are being held across for Departments and Programs across the Faculty.

The goal in the above point is to use the curriculum process to broaden awareness and to gather information on the work being done by departments and individual instructors to make their curriculum and/or learning environments more inclusive.

It is anticipated that the School of Policy Studies, which recently became part of the Faculty of Arts and Science, will be an innovative hub for diverse teaching, learning and research collaborations across the Faculty, as well as across other Faculties, and wider national and global communities.

Diversifying programs and curriculum is a prime goal in all aspects of faculty renewal in the Faculty of Arts and Science (i.e., requests for positions; the hiring process; new faculty orientation and mentorship; faculty retention). Faculty renewal is proving a prime opportunity to diversify curriculum and programs, and to facilitate collaborations across the diverse conglomeration of units in the Faculty.

Emergent areas of academic programming and research that embody critical EDI themes are also reflected through faculty renewal in FAS over the past three years. In addition to Indigenous Studies, such areas include black studies, diasporic studies, prison studies, surveillance and artificial intelligence, and climate change, among others.

## TRAINING AND EDUCATION

- *EDI training and workshop opportunities for faculty and staff*
- *EDI training and workshop opportunities for students*

All members of the 50-person FAS Office team (Dean's Office, Student Services, Arts and Science Online) have taken part in the three parts of the cultural safety training workshops put on by the Four Directions Indigenous Students Centre:

(1) Kairos blanket exercise; (2) Terminology, Legal Definitions and Self Identity; (3) Indigenous Paradigms and Relationship Building – Identifying Indicators to Reconciliation.

Plans are underway to run another sequence of these workshops this coming Fall for the new staff members in the Faculty Office.

The Dean, Vice-Dean, and Associate Deans have all taken, or are completing, the two parts of the Showing up for Equity and Inclusion workshops for senior administrators put on by the Human Rights and Equity Office.