FACULTY OF ARTS AND SCIENCE - PICRDI IMPLEMENTATION REPORT

The following is the Faculty of Arts and Science response to the Provost's June 8, 2021 communication requesting updates on the implementation of the recommendations in the *PICRDI Report (April 2017)*. This report is organized based on the response template.

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.

The Faculty of Arts and Science has just completed the second year of a five-year Strategic Plan. Equity, Diversity, Inclusion, and Indigenization are critical guiding principles throughout the plan, and are woven through the fifty action items and corresponding metrics. Among the 50 action items is the Equity, Diversity, Inclusion and Indigeneity Implementation Committee which was created in Fall of 2019. Comprised of Faculty, Staff and Students this committee met regularly through the 2020-2021 academic year to discuss EDII implementation strategies.

ACCOUNTABILITY AND LEADERSHIP:

*The Dean's Office reports regularly on FAS EDI activities to faculty, staff and students through **Faculty Board**, the **FAS website** and **Communications (i.e., "stories") pertaining to specific actions and events.***

Links to Faculty of Arts and Science EDI reporting:

Faculty of Arts and Science website:
FAS celebrates Pride Month & Indigenous History Month
https://www.queensu.ca/artsci/node/1469

Faculty of Arts and Science expands pre-doctoral fellowship program
https://www.queensu.ca/artsci/node/1443

Faculty of Arts and Science hiring seven positions in support of Black Studies at Queen's
https://www.queensu.ca/artsci/node/1435

Black History Month: Resilience, hope, and building community
https://www.queensu.ca/artsci/node/1398

Amitava Chowdhury Appointed Special Advisor to the Dean on Global and Decolonization Initiatives
https://www.queensu.ca/artsci/node/1392

Queer support launched at Queen's
https://www.queensu.ca/artsci/node/1387

Bolstering Black Studies
https://www.queensu.ca/artsci/node/1362

Queen's marks Treaties Recognition Week
https://www.queensu.ca/artsci/node/1356

Fighting for change
https://www.queensu.ca/artsci/node/1333

Diversity in academic leadership: the gap at the top
https://www.queensu.ca/artsci/node/1322

Faculty of Arts and Science PICRDI and TRC Annual Implementation Reports 2019-20 -
https://www.queensu.ca/artsci/node/1318

Communications (Stories) pertaining to specific actions and events:

Indigenous
FAS celebrates Pride Month & Indigenous History Month
https://www.queensu.ca/artsci/node/1469

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In addition, the FAS Strategic Plan serves a critical tool for the Faculty in reporting EDII strategic planning and goal setting.

The EDII implementation committee also works on communication strategies.

Advancement Initiatives 2020-2021:

Development of a Women's Alumnae Engagement Strategy

- To foster a lifelong commitment to Queen's University, by engaging FAS alumnae in the intellectual, cultural and educational life of the University through leadership and development opportunities and to build a robust, multi-generational pipeline of women seeking a deeper philanthropic connection with the University.
- Development of Terms of Reference for an FAS Women's Advisory Council
    - Committee has been established, first meeting to take place fall 2021, 5 members selected to participate so far
    - Developed and shared Terms of Reference with Committee Members for signature before first meeting

Development of a Case for Support related to Indigenous initiatives across the university has been completed, that donors could give to, including:
- Curriculum:
    - Language and culture courses
    - Writers in residence program in English
    - Chair or professorship in Indigenous Studies
    - Department of English Language and Literature is requesting a position for an Indigenous Creative Writer
    - Case for Support for Chair in Indigenous Studies is in development

- Space
    - Complete Indigenizing Mackintosh-Corry 202 ("Welcome Room"), including artwork
    - Student academic advisor space in the Faculty Office
    - Creation of the new Outdoor Indigenous Gathering Space (planning for this space is now underway); funding for the project has been provided by Bader Philanthropies

- Students:
    - Seeking funding for scholarships and bursaries aimed at Indigenous students in their second, third, and fourth years of undergraduate study.
    - Working to establish a pan-university Indigenous Community Research Fund. Expenses covered by the Fund include compensating elders and others for their contributions to research, student research expenses, and support for ceremonial supplies.

Development of a Case for Support related to Black Studies Initiatives

- Student led initiatives – commitment from the Principal through the Queen's Inclusive Community Fund
- Planning for a Black Studies case for support.
    - The plan is developed and ready for adaptation when funding needs have been determined through the Case and proposal template
- Department of Biology – plan to raise funds from faculty members to establish a Black scholarship fund
- Working with campus partners to identify opportunities for BIPOC student support including:
    - Funded journalism internships for Black students.
    - Support emerging BIPOC journalists with paid internships at Queen's publications such as the Queen's Journal and the Queen's Gazette. Black students will lend diversity and perspective in covering issues and events on campus.
    - Undergraduate and graduate scholarships
    - BIPOC Promise Scholars
    - Support for Black students participating in field courses
- Working with the Department of Gender Studies to identify opportunities for funding including:
    - Junior Chair in Black Studies – early career scholar to work on research and connect with the Queen's and Kingston communities
    - Chair in Black Studies – moving within and outside FAS – to Nursing and Engineering
    - Post-doc in Gender Studies ($30K)
    - Student award in support of EDI
    - Department of English Language and Literature - new joint position with Gender Studies in Black Creative Writing and Cultural Production (this position is currently being filled as one of the Black Studies QNS hires)

DEAP Tool Indicators:
1. Planning Exercises, and 2. Policies, Procedures and Practices

EDI strategic planning and goal setting in faculties, schools, and shared service units

An important development in the Faculty of Arts and Science in the past year was the appointment of Dr. Anita Jack-Davies as Assistant Dean, Equity, Diversity, and Inclusion (October 2020).

FAS adds EDII Expert to Senior Leadership Team
https://www.queensu.ca/artsci/node/1349

During the short period Dr. Davies worked in the Faculty, one of her central projects was working with Department Heads across the Faculty with a focus on setting up an EDII Onboarding Framework for Departments, a project which was identified as a priority by the FAS EII Implementation Committee (FAS Strategic Plan).

In a draft document titled "Intersections - EDII Onboarding Framework for Academic Departments – Towards Inclusive EDII Excellence in the Faculty of Arts and Science," Dr. Davies outlined her work with Departments, including the identification of benefits to EDII Onboarding for Academic Units, Stages of the Onboarding Process, EDII Onboarding Leads and Contacts across FAS Units, an Onboarding Checklist, and EDII in FAS – A SWOT Analysis.

This work has laid the foundation for FAS to build EDI across the Faculty from the ground up, engaging multiple stakeholders at the Unit level, including Department Heads, faculty members, staff, and students. Although Dr. Davies has left Queen's to take up a position at Skidmore College, the work she initiated in the short time she was with the Faculty, including the Onboarding project, will continue. The Faculty is in the process of hiring a Director of Equity, Diversity, and Inclusion, a key EDI position which will take up much of work described here.

A second important development in the past year was the appointment of Dr. Amitava Chowdhury as Special Advisor to the Dean on Global and Decolonization Initiatives (February 2021).

Amitava Chowdhury Appointed Special Advisor to the Dean on Global and Decolonization Initiatives
https://www.queensu.ca/artsci/node/1392

This is a critical appointment with respect to EDI initiatives in the Faculty of Arts and Science as it signals the global as an intrinsic part of EDI frameworks and initiatives. Dr. Chowdhury's current priorities are in the following five areas:

1. FAS Global Plan: This is a masterplan for a FAS Global Strategy. The way this project intersects with the core pillars of EDII can be captured in the following manner: "In its attempt to break away from the confines of the national frame, the idea of the global frame, thus simultaneously, poses a critique of Eurocentrism. The concept of the global, therefore, is integral to any aspect of decolonizing the curriculum."
2. FAS First-year: Reimagining the FAS first-year curriculum. Explore ways of integrating EDII into the first-year curriculum through core courses and co-curricular initiatives.
3. Global Summer Institute: Mainly intersects with the UNSDGs and the central role of EDII in some of the SDG measures.
4. Global Fellows Program: In its nascent stage. Incorporate epistemological issues associated with EDII into a new fellowship program.
5. Global Skills Opportunity: Provide study abroad and global experiential learning opportunities to under-represented and under-privileged groups.

DEAP Tool Indicators:
5. Staff Supports, 9. Procurement and the Delivery of Goods, Services and/or Facilities, 10. Communications and Community Relations, 11. Accessibility and 12. Consulting with Indigenous Communities.

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

Below are links to communications in FAS related to culture and climate over the past year (2021-2022):

Indigenous
- FAS celebrates Pride Month & Indigenous History Month
  https://www.queensu.ca/artsci/node/1469
- Faculty of Arts and Science expands pre-doctoral fellowship program
  https://www.queensu.ca/artsci/node/1443
- Queen's marks Treaties Recognition Week - https://www.queensu.ca/artsci/node/1356
- Faculty of Arts and Science PICRDI and TRC Annual Implementation Reports 2019-20
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- Amitava Chowdhury Appointed Special Advisor to the Dean on Global and
  Decolonization Initiatives https://www.queensu.ca/artsci/node/1392

Black Studies
- Faculty of Arts and Science hiring seven positions in support of Black Studies at Queen's
  https://www.queensu.ca/artsci/node/1435
- Black History Month: Resilience, hope, and building community -
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- Bolstering Black Studies - https://www.queensu.ca/artsci/node/1362
- Fighting for change - https://www.queensu.ca/artsci/node/1333

Other
- Queer support launched at Queen's
  https://www.queensu.ca/artsci/node/1387
- FAS adds EDII Expert to Senior Leadership Team
  https://www.queensu.ca/artsci/node/1349
- Diversity in academic leadership: the gap at the top
  https://www.queensu.ca/artsci/node/1322

EDI support:

The Faculty of Arts and Science's Equity, Diversity, Inclusion and Indigeneity Fund supports 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.

EDII is also a criterion in awarding support from the 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.

New position to support EDII:

FAS Student Services is in the process of hiring a qualified Indigenous Academic Student Advisor who will begin in Fall 2021. This advisor will fill a critical gap in providing support for Indigenous students in FAS, as well as providing leadership on decolonizing academic advising more generally. Renovations ae underway to create a meeting space for this Advisor that will double as an Indigenous Hub.

Mentorship for New Faculty in FAS:

This successful orientation program for new faculty – "From First Day to First Sabbatical" continues. In consultation with the Human Rights and Equity Office, and Human Resources, EDII plays an important role in this orientation program.

As part of this program, FAS organizes events for new faculty, their partners, and families, including orientation workshops on navigating teaching and learning, research, and service.

DIVERSITY AT QUEEN'S – FACULTY OF ARTS AND SCIENCE:

DEAP Tool Indicators:
3. Committee Representation, 4. Recruitment, Hiring and Orientation, 7. Promotion and Retention,

(The Office of the Provost will provide information on university-wide faculty, staff and student representation rates)

Faculty Diversity

Recruitment and hiring initiatives directed at faculty from equity-seeking groups

In 2020-2021, the Faculty of Arts and Science hired **two QNS positions in Indigenous Studies,** and is the process of running searches for **four QNS positions in Black Studies,** plus **a joint position in Black Studies** with the Faculty of Health Sciences.

After consultation with Faculty Relations, QUFA, and the Human Rights and Equity Office, FAS now has approved advertisement models for recruiting among and designated equity groups,

such as Indigenous or Black Scholars, which will make the Faculty's efforts to recruit qualified candidates in these sought-after groups more strategic and effective.

The Faculty's success in hiring from equity groups over the past three years, and the recent call for budget positions (2022-2023) which has yielded more than 15 proposals for positions with an EDII focus, signifies a deliberate shift toward EDI prioritization across the Faculty with respect to faculty recruitment, as well as to academic programming

The School of Policy Studies has implemented policy to promote EDII among Fellows and Term Adjuncts and is contributing to updates to FAS policy to help ensure that these issues are addressed across the Faculty.

DIVERSIFICATION OF ACADEMIC PROGRAMMING – FACULTY OF ARTS AND SCIENCE:

DEAP Tool Indicators:
If you are an administrative unit that is involved in academic programing refer to the following Academic DEAP Tool Indicators: 9. Curriculum Development, Assessment, and 10. Program Evaluation, and Scholarship and Library/Digital Resources

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

Two new Programs:

The Faculty of Arts ands Science has played a lead role in the **BAH Major and Medial degree plans in Indigenous Studies,** which have just received Ministry approval from the Quality Council. These plans are set to launch in the 2021-2022 academic year.

These degree plans will have a solid foundation in the histories and cultures of First Nations, Métis and Inuit peoples. The importance of these plans lies in teaching and learning the lived histories and current realities of Indigenous peoples in Canada and beyond. The plans will support the university in its ongoing work to attract and retain Indigenous students and help ensure these students continue to be among the future graduates of Queen's. The plans will provide an opportunity for students with Indigenous heritage to explore and develop their sense of Indigenous identity. They will also attract a large number of non-Indigenous students who are interested in the diversity of courses within the plan and it is anticipated that the non-indigenous students will be a large proportion in the plan.

Further curricular and programmatic initiatives with respect to diversifying curriculum are in the parallel 2021-2022 updates in the Faculty of Arts and Science Truth and Reconciliation Task Force Lifting the Rafters Report.

The Department of Gender Studies is in the process of introducing a **BA Minor/General in Black Studies**. Housed in the Department of Gender Studies, yet with an interdisciplinary reach that

will be open to departments, programs, and faculties across the university, the BA in Black Studies will serve to educate the Queen's community about the histories and contemporary struggles of black diasporic communities. The new BA in Black Studies will be an especially pertinent administrative, intellectual, and activist way to honour black thought and black resistances in a time of crisis (e.g., experiences of Black Lives Matter, and ongoing racist incidents on our campus, as global expressions and practices of xenophobia).

EDI Curricular Developments in FAS:

- **The School of Policy Studies** continues to develop new courses in Indigenous policy and governance; a course in Indigenous Research Methods was first offered in 2021, complementing an existing course on Indigenous Governance. These courses will support an Indigenous Governance Certificate or Diploma (delayed by COVID-19, but to be launched in 2022).
- The School of Policy Studies offered a course on Policy and EDII for the first time in 2021; this highly successful course explored specific aspects of incorporating equity, diversity, inclusivity and Indigeneity in new policy development.

Arts and Science Online

- Arts and Science Online, in consultation with respective Departments, is launching three new online undergraduate courses with EDI and Indigenous content for the coming year: ENGL 218 - Intro to Indigenous Literatures in Canada; FREN 239 - Indigenous Arts and Contexts; EMPR 260 - Advancing Equity, Diversity, & Inclusion in the Workplace.

EDI and Experiential Learning:

- The FAS Experiential Learning Team (as part of a Canadian-wide University consortium) was successful in securing federal ESDC funding to develop a program that addresses the needs of students who might not normally have access to work integrated learning opportunities. As a result, Queen's will fund 190 students "experiences," which will provide contexts to develop transferable, work-ready skillsets (such as Digital skills, Creativity, Adaptability, Social & Cultural Awareness, Communication). A requirement of the program is that a minimum of 20% of students taking part in the program must be from underrepresented groups (e.g., visible minorities, women in STEM, Indigenous students, students with disabilities, newcomers to Canada, rural and remote students, etc.).

EDI and Research:

- Working in collaboration with the Office of Indigenous Initiatives, the Office of the V-P Research and the Indigenous Knowledge, Curriculum and Research Working Group (Indigenous Council), FAS is participating in discussions on establishing an **Indigenous Research Centre (Indigenous Storytelling Lab)** at Queen's, a recommendation in the University Strategic Research Plan. Planning for the Indigenous Storytelling Lab is well underway and a central location on campus has been identified. FAS played a central role in

formulating the successful second stage application for JELF application funding for the Centre.

TRAINING AND EDUCATION - FACULTY OF ARTS AND SCIENCE

DEAP Tool Indicators:
6. Professional Development, and 8. Education and Training

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

In 2020-2021 the Faculty of Arts and Science continued to provide EDI leadership for the Faculty through EDII training programs for faculty and staff: Below are key examples.

Representation in Research:

- Indigenous Community Research Partnership: In collaboration with Dr. Janet Jull and nation-wide project advisors, Arts and Science Online staff, Julian Enright and Rebecca Sweetman, designed and developed the open online training resource for researchers and researchers-in-training on how to conduct ethical research with Indigenous communities. This training resource has been adopted by the Office of Indigenous Initiatives in collaboration with the Centre for Teaching and Learning, and the Office or Research Services.
- The Open Online Training Resource for researchers and researchers in training on how to conduct ethical research with Indigenous communities has been launched and can be reached at the link below.
  https://www.queensu.ca/indigenous/decolonizing-and-indigenizing/community-research-partnerships-training

Teaching and Learning EDI (Arts and Science Online Initiatives):

- Teaching and Learning- Paying Attention to what you See: As part of a new, 3-week free course for prospective students, entitled Living and Working in a Digital World, ASO has developed a module, "Paying Attention to What You See", on diversity and which also includes the online version of the Kairos blanket exercise featuring Indigenous drawings.
- Teaching and Learning- Support for Remote Teaching: The ASO team is providing training on implementing the requirements of the Accessibility for Ontarians with Disabilities Act (AODA), Universal Design for Learning, and on "Facilitating Difficult Discussions". All these sessions are designed to promote inclusion in the context of courses
- **Moving Beyond Inclusive Design: A Multimedia Professional Development Program.** The Multimedia & Experiential Learning team is currently developing a professional development program designed to advance the knowledge and skills needed to succeed in the roles we have at Queen's. Becoming aware of our positionality, as well as services we can offer to advance the reflection of Queen's EDII values in the work that we do, is important in our day-to-day work and in our professional development. Through both independent and collaborative activities, the training aims to further develop staff

competencies and confidence in understanding the environment we work in, ensuring that our practices embody inclusivity in our everyday professional tasks.

- Initially tailored for multimedia professionals, the training has been designed so that going forward, any number of Queen's departments can adapt the curricula to suit their team roles and requirements.
- ASO staff completed the Working Together: Building an inclusive Queen's community Program
- ASO staff also attended a variety of workshops and webinars related to inclusive, decolonization, Indigenization and anti-oppression. Sample of workshops attended by staff (e.g., *I am no longer accepting the things I cannot change": Anti-Racist Pedagogies and Inclusion in Teaching and Learning facilitated by Yasmine Djerbal; Call it out: racism, racial discrimination and human rights, Anti-racist pedagogies and inclusion, and Culturally Responsive Practices: Developing Foundational Intercultural Teaching Competence.*)
- ASO instructional designers developed a Community of Inquiry focusing on Decolonization, positionality and building solidarity.

EDI Presentations facilitated by Arts and Science Online Staff:

- *(Re-)Designing Anti-Oppressive Assessments*
  Kendall Garton, Toni Thornton, and Rebecca Sweetman, Arts and Science Online
  The session focused on common pitfalls in EDII assessment design and will propose alternative strategies that support anti-oppressive pedagogy.
- *Ed Tech for Land-Based Learning*
- *Lindsay Brant, Centre for Teaching and Learning; and Rebecca Sweetman, Arts and Science Online.* The facilitators shared ideas on Ed Tech solutions to facilitate land-based learning experiences.
- *Using Microsoft Power Automate to Manage Accommodations*
  Erik Bigras, Arts and Science Online. The facilitator discussed how Microsoft Power Automate can be leveraged to allow staff and Faculty to focus on correctly administering the accommodation conditions with the LMS, and automate other administrative tasks surrounding the reception, filing, and logging of accommodation files.
- *Sharing Strategies: FREN 239 with Isabelle St-Amand* (Languages Literatures and Cultures) and Bobbie Osborne (Arts and Science Online). Isabelle St-Amand, Assistant Professor and Queen's National Scholar in the Department of Languages, Literatures and Cultures, and Bobbie Osborne, Instructional Designer in Arts and Science Online, shared their experiences developing and delivering FREN 239: Indigenous Arts and Cultures, part of the Certificate in French for Professionals.