Equity, Diversity, and Inclusion Initiatives in the Vice-Principal (Finance and Administration) Portfolio

In a portfolio as diverse as that of the Vice-Principal (Finance and Administration) (VPFA) – and at a university that is committed to increasing its diversity across the campus – it can sometimes be difficult to develop a working understanding of equity, diversity and inclusion. These umbrella terms are interpreted differently by each person, their definitions informed by past experiences, degrees of awareness, and potential ways and contexts in which they may be applied.

As an institution dedicated to shaping the leaders of tomorrow and advancing discoveries about the world’s most pressing questions, our successes are largely dependent on our ability to bring together people with diverse backgrounds and perspectives. In aiding that process, I am pleased to share that my office recently launched the Stewarding Inclusivity Across the VPFA Portfolio brown-bag lunch and learn series. This series encompasses a range of topics and speakers, with perspectives from the Queen’s and Kingston communities, and beyond.

This enriching initiative provides members of our portfolio with learning opportunities around diversity, equity and inclusion. We are pleased and proud to actively advance the university’s commitment to creating a truly inclusive community.

On May 13, our inaugural session looked at how to efficiently bridge the generation gap at work, with generational differences being increasingly evident in our workplaces. Staff from Human Resources facilitated this session during which we explored the characteristics and strengths of each generation and developed strategies for improving communication and multi-generation team performance.

Our next session this summer will focus on Land Acknowledgments, where participants will learn about the historical significance of the traditional lands upon which Queen’s University is situated, understand why land acknowledgements are important (both individually and in relation to Indigenous peoples), and develop their own land acknowledgement statement based on their personal story.

Additional lunch and learns from September 2019 to June 2020 will be added to the VPFA website and available for registration in the coming weeks. Topics to be covered include deaf culture etiquette, accessibility, violence and harassment in the workplace, inclusive celebrations amongst different faith groups, mental health and more! We invite suggestions for future topics.

We also encourage members of our portfolio to share ideas through the Inclusive Ideas and Initiatives form on the VPFA website. Portfolio staff can also use this form to let us know about the ongoing diversity and inclusion initiatives in their unit.

We hope that our VPFA inclusivity initiative paves the way for similar awareness and learning opportunities across campus.

Donna Janiec
Vice-Principal (Finance and Administration)

Featured Stories

A long-overdue degree and hope for our future

DEAN’S BLOG: Policy from 1918 banning Black students from the Queen's School of Medicine.

Canada’s universities take on new Dimensions

Queen’s commits to the federal government’s Dimensions EDI program, championing equity, diversity, and inclusion across the research ecosystem.

Creating meaningful land acknowledgements

New workshop supports staff, faculty, and students in articulating their unique recognition of place.

Featured Events

They, Himself, Em, And You: Nonbinary pronouns in research and practice, June 11-13

Enlightening Learning Event: Indigenous Medicine Knowledge, June 21

This newsletter is produced by the Office of the Deputy Provost (Academic Operations and Inclusion)

Questions? Want to update your subscription? Please contact inclusivity@queensu.ca