

# STANDING SUB-COUNCIL LEAD REPORT TO UCARE

Sub-Council: Student Recruitment, Support and Success

2021/2022 Academic Year

## TERMS OF REFERENCE

To foster a diverse and engaged student body by reviewing available data and reports, and providing advice and identifying priorities for strategies, programs, and services to increase the recruitment, retention, and success of undergraduate and graduate/professional students from underrepresented groups. Specifically, the sub-council will work with the Division of Student Affairs, the School of Graduate Studies and Faculties to support and provide advice related to: the recruitment, retention, and success of undergraduate and graduate/professional students from underrepresented groups, financial aid programs to support student from underrepresented and marginalized groups, supports and services for undergraduate and graduate/professional students from underrepresented and marginalized groups, strategies to improve communications between the university and potential students, current students, and faculty and staff, as they relate to undergraduate and graduate professional student recruitment and support and success of underrepresented students and the need for any further data collection and analysis.

## ACTIVITIES

The Student Recruitment, Support and Success Sub-Council has met three times in the 2021/2022 academic year. The committee discussed several topics that are being moved forward and that continue to be implemented related to the scope of the sub council.

Specifically:

- The committee discussed the resources available specifically for students who identify as racialized, Indigenous, and gender diverse.
- The sub-council was made aware of the work Student Wellness Services and Yellow House have engaged in together to specifically increase wellbeing support for Black-identified Students. This includes:
  - The ongoing active recruitment of a Black-identified Counsellor who will split their time between 1:1 counselling and program development at the Yellow House specifically targeting BIPOC student communities.
  - Continue to promote the availability of a Black-Identified Counsellor who specifically serves Black students through 1:1 counselling.

- Focus on wellbeing programming specifically tailored to Black students, and sometimes BIPOC student communities. These sessions have included music therapy and discussions on the stigma surrounding mental health in Black communities.
- In addition to Yellow House programming that is tailored for Black students that expands more broadly on topics of wellbeing, the hiring of a Black-identified dancer to add classes specific to BIPOC student communities at the ARC and 'Black TV Talks' that explores various topics relevant to Black student communities through popular media.
- In addition, the sub-council discussed the avenues for mentorship based on identity that are in place, including Q Success, and peer mentorship available through Four Directions. The Yellow House and other student facing offices continue to look at peer to peer programs and services, as well as engage with students about their needs. They also have worked to provide additional support to student leaders who may find themselves in informal mentorship roles.
- The sub-council also was made aware that the Senate Orientation and Activities Review Board (SOARB) review led to a restructuring of the committee. The membership of this new committee, Senate Orientation Review Committee (SORC), includes the Human Rights and Equity Office as a non-voting member.
- Outcomes of the Undergraduate Admission and Recruitment (UAR) EDII Task Force include the introduction of an equity self-identification mechanism (as of Fall 2021) that will provide for tracking of faculty-based applications, admissions, and matriculation. The sub-council received updates from UAR about the progress of that initiative.
  - 7,000+ responses to EDII self-identification form, resulting in higher offer rates and acceptance rates for equity-deserving applicants.
  - Refined faculty/school priorities informed by data collected on EDII form.
  - Revised Supplementary Essay and Supplementary Essay reader training aligned selection process with EDII goals for Commerce, Health Sciences and Nursing.
- The sub-council received a presentation on the breakdown of financial aid usage and distribution. The sub-council was updated about the Financial Aid Review. This sub-council advocates for shifting the distribution of financial aid such that a significantly greater portion is directed to need-based bursaries.
- Graduate studies highlighted their work to attract and maintain a more diverse student body while ensuring an environment where students feel safe, supported, valued and a sense of belonging. Specific initiatives include:
  - Introduction of an equity admissions policy
  - Increase funding for BIPOC graduate students
  - Changes to the PhD tuition fee for international students
  - Introduction of graduate inclusivity fellows

## FUTURE ACTIVITIES

- Next discussion topics for this sub-council includes BIPOC student experience and financial accessibility surveys from the Arts & Science Undergraduate Society (ASUS).
- Continue to connect with and receive updates from Office of University Registrar following the Financial Aid Review.
- Continue to monitor the work on developing a compensation policy for BIPOC students who engage in the labour of equity work.
- Continue to monitor the use of the data from the Student Experiences Survey, as applicable to the scope of the sub-council.
- Discuss how the work related to the Scarborough Charter intersects with the work of this sub-council.

## MEMBERS:

Name	Title	Department
Corinna Fitzgerald	Assistant Dean, Student Life & Learning (Co-chair)	Division of Student Affairs
Samara Lijiam	Social Issues Commissioner (Co-chair)	Alma Mater Society
Monica Garvie	Equity & Diversity Commissioner	Society of Graduate & Professional Students
Christopher Deluca	Associate Dean	School of Graduate Studies
Christopher Coupland	Executive Director	Undergraduate Admission and Retention
Teresa Alm	Associate University Registrar	Student Awards
Deanna Fialho	Director	Centre for Student Equity & Inclusion (Yellow House)
Kayla Melbourne	Student member	UCARE
Victoria Yu	Co-President	Queen's Student Diversity Project