

Equity, Diversity and Inclusion (EDI) Strategy: A Progress Report
By Arig al Shaibah, AVPEI
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In June of 2019, McMaster launched its [EDI Strategy](#). Nearly two years into our [2019 – 2022 EDI Action Plan](#), I'm pleased to be able to share the progress that has been made across the six thematic objectives identified in the [EDI Framework for Strategic Action](#).

We have accomplished the following priorities of the Action Plan:

Objective 1

- Begun integration of EDI and inclusive excellence principles and priorities across institutional strategies, and these have featured prominently in the university visioning process
- Initiated an institutional web strategy, led by the AVP/CIO and in partnership with the AVP/Communications and the AVPEI, which incorporates consideration of four integrated pillars: accessibility, branding, IT security and governance

Objective 2

- Launched a [Student Census and Experience Survey](#)
- The Assessment and Evaluation Implementation Team has identified metrics that are key performance indicators (critical success factors) and measurement instruments to begin systematically benchmarking and tracking progress against desired EDI outcomes

Objective 3

- Launched [Inclusive Teaching Guide](#) posted to the MacPherson Institute website
- Central funds were allocated for the year to support leadership and administration of activities to strengthen the African and African Diaspora Studies Minor
- The EDI Research Capacity Building Implementation Team is supporting the development of a resource guide to support inclusive excellence in the research eco-system alongside a Tri-agency funded project to improve CRCP search and appointment processes

Objective 4

- All senior level academic and administrative leaders attended a half day training on equitable and anti-racist leadership and organizational change, a session delivered by the Associate Vice-President Equity and Inclusion and the Associate Dean, Indigenous Health
- A number of new accessibility and accommodations resources have been developed and posted to the EIO [Access Mac](#) website

Objective 5

- The [McMaster Accessibility Council](#) is currently revising the University Policy on Accessibility and developing planning and reporting tools to enhance the university's capacity to meet 2025 AODA compliance expectations and aspirational accessibility goals
- The EIO has developed two new resources to clarify response protocols for handling discrimination and harassment disclosures ([Blue Folder](#)) and sexual violence disclosures ([Gold Folder](#))
- The AVPEI and the AVP Faculty have initiated discussions to pilot career development and leadership advancement support for faculty members of equity-deserving groups (EDGs)
- The EIO and HRS have collaborated to launch an [employee resource group for Black, Indigenous and racialized staff members](#)

Objective 6

- The [Employment Equity Facilitator Program](#) continues to grow, with over 150 trained Facilitators
- The [Policy on Recruitment & Selection of Faculty Members](#), incorporating equity and inclusive excellence principles and practices, took effect July 1, 2020 and its companion [Handbook](#) is posted to support policy implementation
- A McMaster Model for Strategic Excellence and Equity in Recruitment and Retention (STEERR) to seed Faculty initiatives to advance EDI in faculty recruitment and retention
- Launched [Accelerated Cohort Hiring of Black Faculty](#) across all six Faculties
- The Faculty Retention and Promotion Implementation Team has initiated a review of the Tenure & Promotion Policy and practices
- A number of central and decentralized initiatives are underway to enhance admissions, mentorship and financial aid for historically underrepresented learners
- Central funds have been allocated to support the development of the Black Student Mentorship Program, driven by the African and Caribbean Faculty Association of McMaster, for the next two years