

Towards Inclusive Excellence
Strategic EDI Action Plan, 2019 – 2022 Priorities

Theme VI. Recruitment and Retention of Talent Among Equity Groups (i) Employment Equity

In Progress

Short-term

Launch Employment Equity Facilitator Program and Recruitment and Selection Training

Revise Faculty Recruitment and Selection Policy, Procedures and Handbook

Medium-term

Review Faculty Bylaws, Career Progression/Merit and Tenure & Promotion Policies and Practices

Explore Faculty Strategic Faculty Hiring Initiatives

Long-term

Review Partner/Spousal Hiring Policy

Explore Establishing Employee Resource Groups

Conduct an Employment Systems Review

Theme VI. Recruitment and Retention of Talent Among Equity Groups (ii) Student Access and Success

In Progress

Short-term

**Launch Student
Access Strategy**

**Identify EDI-Related
Opportunities to
Enhance Graduate
Student Experience**

Mid-term

**Review Admissions
and Awards Selection
Policies and Practices**

**Explore Mentorship
Programs**

**Explore Targeted
Scholarships and
Donor Funded
Programs**

Long-term

**Explore Pathways
Programs**

**Review Financial Aid
and Bursary Model**