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

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

**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

*In Progress*
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