Equity, Diversity, and Inclusivity (EDI) Strategic Plan
Outline

- Purpose of the EDI Strategic Plan
- Development process
- Overview of the Plan
  - Mission and Vision
  - Structure of the Plan
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Purpose of the EDI Strategic Plan

• Lays out the university’s vision and priorities with respect to EDI
• Reflects commitments to build a diverse and inclusive university community (*For the Public Good*)
• Provides a common framework for faculties and units to articulate and develop their own EDI-related initiatives
Development process

• Collaborative process guided by the EDI Scoping Group:
  • Co-chaired by Deputy Provost and AVP (Disclosure, Assurance and Institutional Research)
  • Open membership; currently approx. 50 members from constituencies including:
    • EDI scholars, community advocates, AASUA, NASA, GSA, SU
  • Members encouraged to consult within their own groups and communities
• Additional consultation with Vice-President portfolios, President’s Executive Committee
Overview of the Plan

• Vision for EDI at the university:

“The University of Alberta is committed to cultivating an institutional culture that values, supports and promotes equity, human rights, respect, and accountability among faculty, staff, and students. In our inclusive community, we encourage and support individual and collaborative efforts to identify and address inequities, and we welcome and enable contributions of all voices as we engage with diverse ideas, knowledges, and perspectives in the pursuit of inclusive excellence for the public good.”
Overview of the Plan

• Four-year plan, identifying goals, outcomes and deliverables, and accountabilities

• Goals organized under five major themes:
  • Vision and Leadership
  • Research, Teaching, Public Service
  • Workforce (staff)
  • Students and Student Life
  • Climate

• Progress to be reviewed and reported to the community annually, with opportunities to adjust the Plan as needed
Next steps

• Plan is being socialized across the university, with Scoping Group members acting as ambassadors
• Socialization through formal administrative and governance bodies:
  • Vice-Provosts’ Council
  • University Research Policy Committee
  • Deans’ Council
  • Academic Planning Committee
  • General Faculties Council
  • Board Human Resources and Compensation Committee
  • Board Learning and Discovery Committee
  • Board of Governors
• Formal launch: February 2019