Fostering Inclusive Learning & Working Environments

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Sheridan

Sheridan EDI Indicator Framework

- Based on the Global Diversity, Equity and Inclusion Benchmarks (GDEIB)

- 4 main spheres (EDI Solid Foundation, Inclusive Workforce, Whole Student Experience, and Community Connections) with 15 categories

- 5 benchmark levels within each category (Inactive, Reactive, Proactive, Progressive and Best Practice)

Special Programs

Special program hiring (OHRC)

Targeted recruitment/hiring

Inclusive recruitment/hiring

Affirmative action

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What is a special program?

- Section 14 of the Ontario *Human Rights Code*

- Addresses historical disadvantages experienced by marginalized groups in the form of hardship, economic disadvantage, inequality or discrimination

- Based on *Code* protected grounds, or characteristics

- Applies in areas of employment, housing, goods, services and facilities, contracts, and membership in unions, trade or occupational associations

- Formal equality v. substantive equality

Special programs at Sheridan

LEGISLATIVE COMMITMENTS → Ontario *Human Rights Code*

INSTITUTIONAL COMMITMENTS →
- Sheridan 2024
- Statement of Commitment to Equity, Diversity and Inclusion
- Black North Initiative
- Dimensions Program

EMPLOYEE-SPECIFIC DATA →
- Assessments & Recommendations
- Employee Diversity Self-Identification Survey and Report

SPECIAL PROGRAM HIRING

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You matter.
Be counted.

2020 EMPLOYEE DIVERSITY
SELF-IDENTIFICATION REPORT

- Captured baseline data of the diversity of the Sheridan community

- Used to better understand the current context, to leverage the diversity, perspectives and lived experiences of everyone at Sheridan

- Drives data informed decision making

- Catalyzes the development of evidence-based equity, diversity and inclusion action plans based on identified gaps, barriers and trends to positively impact employees, the learning experience and student outcomes

- Brings Sheridan closer to achieving its goal of creating a community that recognizes the dignity and worth of every person, where everyone brings their full potential and experiences to the working, learning and teaching environments.

Overall representation of Sheridan employees by
six diversity dimensions

Women employees	62%
Racialized employees	32%
Indigenous employees	1%
Employees with disabilities	15%
2SLGBTQ+ employees	6%
Religious/spiritual employees	60%

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Recommendations

Example:

Hire full-time faculty members who self-identify as Black or Indigenous, and actively seek opportunities to recruit and hire BIPOC persons to fill full-time faculty positions for program areas that may be underrepresented, as these opportunities become available.

Special program checklist

Program rationale

Data collection

Eligibility requirements

Planning and consultation

Evaluation

"Sheridan seeks applicants who embrace our values of equity, anti-racism, and inclusion. Sheridan values the diverse and intersectional identities of its students, faculty, and staff. Sheridan regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. Per Section 14 of the Ontario *Human Rights Code,* post-secondary institutions such as Sheridan may implement "special programs" to address historical disadvantage for *Code*-protected groups. This hiring initiative is a special program designed to achieve equal opportunity, respond to under-representation of groups, promote substantive equality, and eliminate discrimination. As such, Sheridan seeks qualified candidates who self-identify as members of the Indigenous and Black communities."

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Sheridan's Guidelines on Special Programs

- Describe a special program and the need for developing one

- Explain the law that guide the establishment of a special program

- Describe the criteria to be followed in creating a special program

- Provide relevant examples of special programs

Communication

QUESTION/CONCERN	COMMUNICATION
What gives the institution authority to implement special programs?	• Section 14 of the Ontario Human Rights Code • Canadian Charter of Rights and Freedoms • Supreme Court of Canada • Institutional obligations and commitments
Isn't targeted hiring discriminatory (because it excludes certain groups)?	• No • Recognition of historic disadvantages experienced by certain groups • Quantitative and qualitative data to direct action • Formal equality v. substantive equality
How do we know that special programs work at our institution?	• Needs are based on evidence, and evaluation to determine effectiveness

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Background Information

- The Social Change Ambassador (SCA) program aims to disseminate equity and inclusion through the student population, as well as engage students to actively inform what equity and inclusion means to them in a changing world.
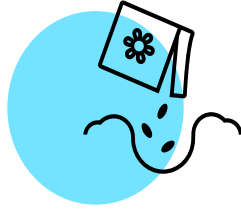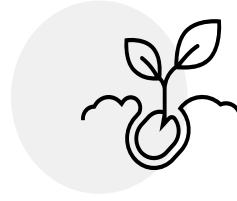

Original recruitment poster

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Growth Timeline
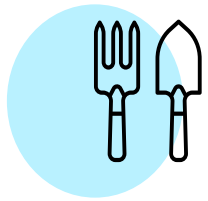
Start

2019

- Program created
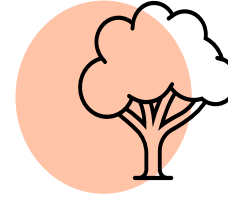
Seeds

Winter 2020

- Pilot program launched
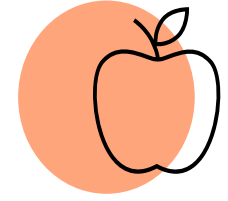
Seedling

Winter 2021

- Successfully launched 2nd year of program

Tree

Fall 2021-2022

- CEI expanded program to launch 3rd cohort for both fall and winter semesters
- Added Senior Ambassadors

Fruit

Present Day

- Concluded 3rd year of program (2021-2022)
- Completed recruitment for the 2022-2023 cohort
- Continuing to build and develop program

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Who are they?

Demographic

The SCAs are a student-led team:

- Of diverse backgrounds/identities

- Completing a range of academic programs

- Who embrace EDI principles and are motivated to promote EDI within their own spheres of influence

Role and Responsibilities

SCAs work collaboratively to build awareness, create and execute initiatives, events, etc. to positively impact peers and the broader Sheridan community

Commitments include:

- Commit 4-8 hours per week to the program

- Deliver one initiative/event each semester (be actively involved in at least 2 initiatives)

- Complete EDI and leadership training

- Participate in bi-weekly one-on-one and team meetings

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Initiatives and Events

Event 1

- Art Therapy workshop focused on how to cope/ health from trauma
- Partnership with sexual health week

Event 2

- Open discussion with student counsellor on effective ways to navigate stress
- Guided meditation exercise

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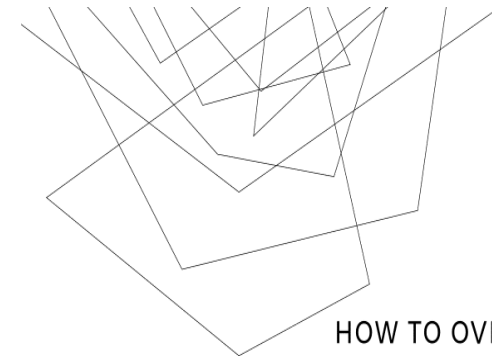
Initiatives and Events (cont.)

Event 3

- Panel discussion speaking about navigating college as a BIPOC individual

Benefits of the Program

- **Paid scholarship**

- Opportunity to showcase issues of importance to you relating to social justice and EDI

- Network with like-minded peers and gain greater insights into how EDI is embedded within departments/programs across Sheridan

- Opportunity to be mentored by experienced faculty or staff

- Obtain CCR credit for participation

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Visions of the Future

- Completed recruitment for the 2022-2023 cohort

- Continuing to build and develop program

- More partnerships than ever with external organizations

Sheridan EDGE

What is EDGE?

Where impact and entrepreneurship thrive

EDGE is a vibrant community of people from all backgrounds who believe entrepreneurship can make lasting change in society.

We support changemakers as they explore entrepreneurial approaches to creating a more equitable and sustainable world.

What we do

- Help founders grow ideas and ventures that support a triple bottom line approach: people, planet, profit

- Offer mentorship, learning programs, inclusive community, co-working space and funding

- Connect Sheridan students to opportunities to learn and work with startups

- Collaborate with community partners to support impact entrepreneurs in the region

Sheridan EDGE

Who we serve

- Open to the Sheridan community and the public

- 70% social enterprise

- 51%+ of founders from underrepresented communities

- Facing inequitable access to capital, services and other systemic barriers

- 73% of Brampton's residents, home to Sheridan's largest campus, identify as racialized

Sheridan EDGE

Arriving at inclusive entrepreneurship

- Opening EDGE's doors and seeing who walked in

- Building a safe environment

- Learning with members

- Sharing lived experience of systemic barriers

- Our role in the problem as entrepreneurship educators

- Not realizing the depth of the impact

Sheridan EDGE

Justice, Equity, Diversity, Inclusion, and Decolonization (JEDID) related initiatives at EDGE

- JEDID in learning offerings

- Social Impact Catalyst powered by RBC Future Launch

- Afro-Caribbean Business Network (ACBN) partnership

- Mentorship framework and approach

- And others!

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Questions?

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