

Cyclical Program Review: Promoting Equity at the University of Waterloo

The University of Waterloo is committed to fostering an equitable community: one that is safe, welcoming and inclusive. Diversity of people and ideas are key to innovation, which is at the heart of our goals as an institution. Incorporating equity, diversity and inclusion (EDI), into all aspects of your department is a crucial step in strengthening the university, and ensuring all students, staff and faculty have equal opportunity to participate, contribute and belong.

Diversity includes all the ways in which people differ, including the different characteristics that make one individual or one group different from each other. ⁱ

Equity is an approach that ensures that everyone has equal access to the same opportunities. Equity recognizes that advantages and barriers exist, and that, as a result, we don't all start from the same place. Equity is a process that begins by acknowledging that unequal starting place and continues to correct and address the imbalance. ⁱⁱ

Inclusion is the act of creating environments in which any individual or group can feel welcomed, respected, supported and valued to fully participate. ⁱⁱⁱ

Learning Environments

- If applicable, describe any efforts your department has taken to create an inclusive learning environment. This could include bringing in speakers that focus on equity related issues or organizing workshops for students.
- Does your department include any information/language on syllabi or other course materials inviting students to identify their names/pronouns, or where/how to obtain accommodations?
- Has your department undergone any concerted efforts to diversify curricula to represent perspectives/scholars from underrepresented groups, including Indigenous scholars?

Recruitment

- If applicable, describe any efforts your department has taken to recruit faculty and staff from underrepresented groups.
- Describe any efforts your department has taken to recruit students from underrepresented groups.
- Describe, if applicable the measures you use to mitigate unconscious bias in the hiring process.

Mentorship

- Do you have an established process for mentoring new faculty?
- Do you have an established process for mentoring students?

Training

- Have faculty and staff in your department completed Equity 101, 2SLGBTQ+ Fundamentals, or any of the Office of EDI-R's Anti-Racism trainings?
- Have faculty and staff in your department completed the mandatory AODA training?
- Have faculty in your department completed the Equitable Recruitment and Selection training?
- Have faculty and staff in your department completed any other training related to Equity, Diversity and Inclusion?
- Describe any efforts your department has taken to make faculty and staff aware of the relevant university policies (e.g. Policy 33, Policy 42, Policy 58), as well as the duty to accommodate.

Welcoming Space

- Describe any efforts to create a more welcoming physical space (for e.g. ensuring that art or pictures displayed in common areas are inclusive).
- Do you have a process to accommodate requests for prayer space, breast feeding, etc. If you have such a process, how is it communicated?
- Do you have a compiled and available list of spaces that can accommodate smudging in your department?
- Do you consider religious/cultural days of significance when planning meetings or events?
- Do you invite staff and faculty to voluntarily share their pronouns in meetings, during onboarding of new team members, or in your department's email signatures?
- Do you start meetings and gatherings with a territorial acknowledgement, and do you tailor that acknowledgement to the purpose and content of the meeting?

Contact Information

General Information	Training-related Inquiries/Requests
To be connected to the most appropriate staff member for support, or more information - complete the Office of Equity, Diversity, Inclusion and Anti-racism's Intake Form or email equity@uwaterloo.ca	Sarah Grzincic, Senior Equity Training Specialist sgrzincic@uwaterloo.ca

ⁱ <https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>
<https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion>

ⁱⁱ <https://www.mobilizegreen.org/blog/2018/9/30/environmental-equity-vs-environmental-justice-whats-the-difference>

ⁱⁱⁱ <https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>
<https://www.inclusionontario.ca/what-is-inclusion.html>