

# Equity, Diversity, Inclusion, and Decolonization Committee (EDID)

## Committee Report

### 2020-2022

This brief report outlines the objectives and priorities of the Faculty of Education's EDID committee from spring 2020 to 2022.

Fall 2022 will mark four years since the establishment of the EDID committee; we are proud of the progress that has been made so far and thankful for the support from the Faculty of Education community.

During this time, the co-chairs – Dr. Claire Ahn and Becca Carnevale – worked collaboratively with the EDI Coordinator, Dr. Alana Butler, to support EDID across all units at the Faculty. Dr. Butler began her role as the inaugural EDI Coordinator for the Faculty of Education on May 1, 2021. The EDI Coordinator brings guidance and leadership to our students, faculty, and staff as we work to create an inclusive and supportive working, learning, and research community. Read more about [Dr. Butler and her role](#).

The following projects brought faculty, staff, and students from across the Faculty, and University, together. Our common goal is to create an inclusive community.

- COVID-19 impacted our teaching, research, and work lives – and our community faced countless new challenges. At a Faculty Town Hall in March 2020, students and faculty raised concerns about the increased racism they were experiencing. The EDID Committee, working with the Human Rights and Equity Office distributed a resource [“Confronting Racism in a time of social distancing”](#) which highlighted resources and services at Queen's and in the Kingston area and is still available online.
- Building on conversations with faculty and teacher candidates, the committee also revised and redistributed “Supports for Teacher Candidates on Practicum.” This resource provides step-by-step guidance for teacher candidates experiencing harassment, discrimination, bullying, or racism while on practicum.

- Dr. Claire Ahn lead a group of teacher candidates on an alternative practicum to build lesson plans and teaching resources for the [Anti-Oppression/Anti-Racism Resources for Educators](#) document. This document, and the teaching materials on our [Anti-Racism and Diversity Resources](#) webpage, bring the expertise of our committee, our faculty with expertise in anti-racism and the [SHARE](#) research group.
  
- Three subcommittees were established to bring expertise to the committee. The objectives of each group were to:
  - **Recruitment and Retention Subcommittee** (Chair: Dr. Thashika Pillay): improve ways in which the faculty can recruit and retain diverse teacher candidates.
  - **International Subcommittee** (Co-Chairs: Nadya Allen & Karen Burkett): better support international students
  - **Accessibility & Ableism Subcommittee** (Co-Chairs: Allie Minuk & Dr. Ian Matheson): raise awareness and build capacity to support accessibility

## Proposed EDID Committee Priorities 2022-23

Activity	Objective
Continue the work of the Marketing and Recruitment Subcommittee	A climate survey will be distributed for students, faculty, and staff in 2022. The results will provide data to build a robust plan to recruit and support diverse students.
Implement recommendations from the International Subcommittee	Improving accessibility of information and resources Establish a peer support program Offer academic writing workshops Host international events for students and faculty to encourage connections.
Continue working with the Practicum Office to support students on practicum placements	Ensure EDID issues on practicum are addressed
Work with FASD and exceptionalities-focused faculty and graduate students to create resources and training in this area	January 2022 panel planned with FOCI courses was held and we will continue to build capacity in 2022-23
Incorporate EDID into onboarding	Review current checklists, materials, and processes and create resources and suggested training to be incorporated into handbooks/orientation materials for incoming faculty and staff
Improve website, continue to build and distribute EDID Resources, and support EDID workshops and lectures at the Faculty	Increase use of the Anti-Oppression/Anti-Racism resources in our community