

THE JOURNEY TOWARDS INCLUSION & DIVERSITY

in the Algonquin College Workforce

ANNUAL REPORT 2020-2021



Our Values

Respect

We value the dignity and uniqueness of the individual. We value the equity and diversity in our community.

Our People Promise

People come to work at Algonquin College, and continue their careers here, because they have a strong commitment to service, life-long learning and helping our clients, the learners, become the leaders of tomorrow.

STRATEGIC FOCUS #3:

Build a learning workplace that is respectful, diverse, inclusive and healthy

Our Vision in Action

Over the past year we have learned to ‘pivot’, ‘zoom’, ‘connect’, ‘be mindful’ and ‘resilient’. We have all experienced isolation and loss, and through it all we have proven that the spirit of our College community is strong. Part of that strength is in our diversity, but most importantly this year our strength comes from leaning into inclusivity. By creating a sense of connectedness and belonging through pandemic induced isolation we have found a myriad of new ways to demonstrate how we value one another and our individual uniqueness; and we have collectively promoted a working environment where everyone was able to bring their authentic selves (including their children, pets, partners and homes) to work.

We learned to deliver all of our inclusion and diversity programs remotely, creatively and in newly engaging ways. This brought opportunities to have conversations with experts from across the nation, and to bring together our College community with record numbers of employees and learners participating in virtual learning opportunities.

This year will forever be remembered for the broad societal awakening to the ongoing realities of racism, sparked internationally by the death of George Floyd, but also in our communities with the deaths of Anthony Aust, Joyce Echaquan, and the murder trial for Abdirahman Abdi. The College did not shy away from the conversation about systemic racism, but instead we again leaned into our value of respect. During the year we prepared our community to have difficult and uncomfortable conversations with wise words from diversity & inclusion expert Hamlin Grange in July, as well as launched our Ethical Upstander training to employees to call-in those who do harm in our community. Our work this year culminated in a week of pivotal and disruptive conversations about the experiences of racism within the Black and Indigenous members of the Algonquin College community with the ‘Taking a Stand’ week, which further strengthened our focus on inclusion.

This report reflects on Year Two of the College’s Inclusion & Diversity Strategy and Blueprint, and we are just making progress towards sustainable culture change. We are seeing a rise in xenophobia and anti-Asian racism and we will meet this by living our commitment to value equity and diversity in our community, and to stand against hate in all its forms. Let us keep our momentum of change to embrace our culture of inclusion.

Sincerely,



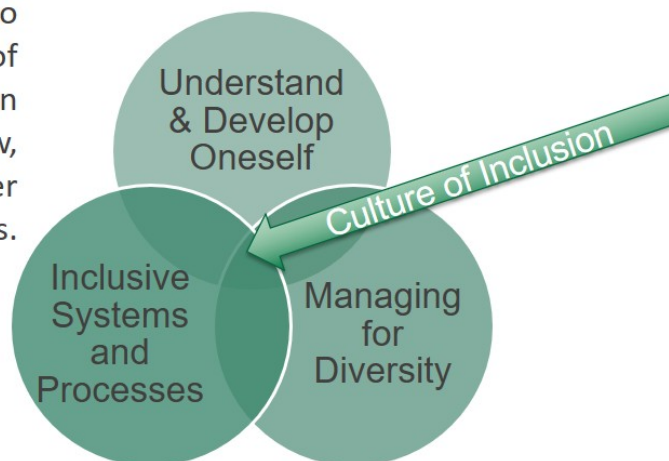
Diane McCutcheon
Vice President, Human Resources

INTRODUCTION

This annual report of Algonquin College’s employee focused activities is both a celebration of our actions and delivery on our commitment to transparency in those actions. This report is structured around the three areas of strategic focus from the [2019-2022 Inclusion & Diversity Blueprint](#):

Algonquin’s Model for Creating an Inclusive College

Each individual must go through a process of learning and reflecting on their own values, worldview, and cultural norms in order to understand themselves.



Examining and adapting our policies, practices or procedures that result in some people receiving unequal access or being excluded.

Means ensuring that people managers have the group leadership and process skills that can facilitate effective diverse group functioning.

Under each area of strategic effort this report documents the actions, outputs and outcomes that have been achieved during 2020-2021. This report meets our commitment to collecting, tracking and reporting on equity data to assess progress and regularly evaluate the effectiveness of equity, diversity and inclusion initiatives as required under [Policy HR24 Inclusion & Diversity](#).

The reach of Algonquin College’s commitment to equity, diversity and inclusion is broad, and as such, this report is not documenting the many efforts and activities that fall outside the scope of Human Resources or directly touch our employees. Specifically, our [Student Support Services](#) teams, Indigenization group, Academic Areas, and [Students’ Association](#), among others, have made ongoing shifts to creating an inclusive environment and culture on our campuses. We encourage you to reach out to those areas to learn more.

Achieving successful and sustainable inclusion and diversity is a continuing challenge. It must be seen as a journey, not a destination. We hope you enjoy reading about the progress we have made on our journey this year and are inspired to get involved in initiatives underway for 2021-2022.

Understand and Develop Oneself

At the individual level, it is important for employees at every level to understand and develop themselves; that is, for each individual to go through a process of learning and reflecting on their own values, worldview, cultural norms and communication and conflict styles in order to understand themselves. With this self-reflective knowledge, individuals are better equipped to recognize the breadth of each of those dimensions in others and their workplaces, identify their own strengths and weaknesses, and adapt their own behaviour. In the past year, we have delivered a record number of learning opportunities focused on equity, inclusion, diversity and intercultural competence, and a record number of employees engaged in personal and professional activities to understand and develop themselves.



Inclusion Infusions

Livestream Events with Expert Speakers: All of the events were recorded and can be found in the [Employee Learning Catalogue](#) as a library. **Eight live events, 840 attendees.**

- **Difficult Conversations in Difficult Times.** June 16th, 2020. This keynote address by speaker Hamlin Grange invited the College community to build understanding of the importance of continuing anti-racism work and the dynamics of inclusion and exclusion. He emphasized the individual's role and responsibilities in creating an inclusive classroom and workplace and encouraged attendees to take personal action through discomfort. 180 attendees live.
- **The Cultural Dimension of the Pandemic.** July 21, 2020. By comparing and contrasting different national responses to COVID-19, this webinar highlights the different mental models that people have of how the world works and provides concrete suggestions on what and how we can learn from this pandemic to support intercultural competence. Presenter Dr. Lionel Laroche specializes in helping professionals and organizations turn the challenges that cultural differences create initially in most organizations into a source of creativity and innovation. *Presented in partnership with Learning and Teaching Services and the International Office.* 34 attendees live.
- **Coping with Culture Change – What Can We Learn from Immigrants and International Students.** August 18, 2020. By looking at the experiences of foreign students and immigrants and comparing the long-term consequences of various approaches, we can identify best practices that everyone can apply when dealing with this pandemic and/or any rapid change that is thrust upon us. *Presented in partnership with Learning and Teaching Services and the International Office.* 45 attendees live with a Net Promoter Score of 21.
- **A Panel Discussion on Race in Education.** September 23, 2020. The Algonquin College community gathered for a candid conversation on Race in Education. The panel featured three experts: Meghan Wills, Chair for Parents for Diversity; Tim McCaskell, author of the book *Race to Equity: Disrupting Educational Inequality*; and Pascale Diverlus, co-founder of Black Lives Matter - Toronto; moderated by Annette Carla Bouzi, professor in the School of Business at Algonquin College and President of the faculty union. 74 attendees live with a Net Promoter Score of 60.
- **Orange Shirt Day - Economic Reconciliation viewing with the Filmmaker.** September 20, 2020. To honor Orange Shirt day virtually, the Algonquin College community was invited to a viewing of the film 'Economic Reconciliation' and a discussion with the filmmaker Andrée Cazabon, Elder

Barbara Hill, and Chief Duke Peltier of Wiikwemkoong Unceded Territory, the largest Anishinabek community on Manitoulin Island. Produced on the heels of the Truth and Reconciliation Commission's (TRC) final report, Economic Reconciliation is the first film on this topic in Canada. The short film features Indigenous and non-Indigenous leaders, sharing their insights and a hopeful glimpse at a respectful and prosperous future. The film demonstrates that reconciliation is key to economic certainty and prosperity in Canada. *This event was hosted in partnership with Student Support Services, the Office of Truth, Reconciliation and Indigenization, and Human Resources.*

- **Building Belonging: Race, Allyship and Work in a Time of Crisis.** November 12, 2020. Revealing new research, case studies and practical applications that have diversity practitioners re-thinking old strategies, Ross shows how we can overcome unconscious bias to truly transform the way we work on both a personal and organizational level. This highly reflective and often inspiring presentation gives participants the opportunity to explore their own relationship with bias and its presence in their own organizations—beginning the journey toward self-discovery that is at the heart of inclusion. 81 attendees live with a Net Promoter Score of 45.
- **Can't Read, Can't Write, Here's My Book.** December 3, 2020. Can't Read, Can't Write, Here's My Book is told through the eyes of Michael Jacques, a passionate and determined young adult with autism and an intellectual disability. He motivates college and university students to continue to be the best educators they can be. His presentations share what it's like to have autism and an intellectual disability and how it feels to live in today's society being different. *Presented in Partnership with Student Support Services – Centre for Accessibility Transition Support.* 110 attendees live with a Net Promoter Score of 56.
- **Keynote Address with Desmond Cole.** February 2, 2021. Journalist and activist Desmond Cole punctured the bubble of Canadian smugness about anti-racism in his bracing and provocative book *The Skin We're In*, which became 2020's national bestseller. The book takes an uncompromising look at the systemic inequalities that continue to exist in this country. Desmond shared his observations on systemic racism in Canadian education, and critiqued practices that put money and power above learning. 153 attendees live with a Net Promoter Score of 71.
- **Women's Courage: A Conversation with Irshad Manji.** March 8, 2021. To mark International Women's Day, the Leadership Development for Women Working Group hosted a dynamic and timely conversation

with Irshad Manji. In this conversation with Irshad, she shared her journey about the ways in which the labels of woman, Muslim, immigrant and lesbian have impacted her path to reconcile seemingly polarizing aspects of her identity with her faith, her relationships and the world at large. 163 attendees live.

I really enjoyed this session - presenter was engaging and made reference to many tangible examples that were applicable to help me build my understanding of such a complex topic.

Helped me to see race in education from a new perspective.

This was an incredible panel, I loved their openness, their frankness with each other and on each topic, they were thought-provoking and I left feeling inspired to action (instead of simply allyship).

Michael Jacques' presentation was inspiring and uplifting. Understanding an individual's perspective, helps make a stronger community. The saying: "Think outside of the box" holds a new meaning for me.

Podcast: Listening to an Inclusion Infusions podcast is an opportunity to listen in on in-depth conversations on identity and inclusion with guests from all walks of life. On each episode the co-hosts engage in a conversation to draw from the guest their perspectives on equity, diversity, inclusion, exclusion, hardship and leadership, and link this to the reality facing employees in Ontario's colleges today. **Six episodes, 547 listens.**

1. [Wisdom of Women Leaders](#). Episode 1, released May 28, 2020. This podcast features interviews with 10 women leaders from every discipline within our College. Listen in as each woman generously shares her leadership journey, experiences for inspiration, and provides advice for aspiring leaders in Ontario's college system.
2. [In Conversation with Lionel Laroche](#). Episode 2, released June 25, 2020. This podcast is an invitation to listen in on an in-depth conversation on intercultural competence with expert Dr. Lionel Laroche. We discuss what intercultural competence actually is, why it matters, and how you can develop it as an introduction to the topic. This podcast ties the concept of intercultural competence to the college system in Ontario today, and how it benefits faculty, administrative and support staff.
3. [The Reality of Virtual Inclusion with Laraine Kaminsky](#). Episode 3, released September 22, 2020. This podcast is an invitation to think critically about this new virtual world and workplaces we find ourselves in through the lens of inclusion and exclusion. This episode's expert thinker Laraine Kaminsky discusses the pivot to virtual classrooms and remote workplaces in the context of the Ontario college system.
4. [A Discussion on Race in Education](#). Episode 4, released on October 8, 2020. This episode is a timely and candid conversation on the impacts of race in the Ontario education system - a difficult but important conversation on issues that need to be confronted in the College system to achieve educational inclusion, such as the trauma of racism and the challenges of performative allyship.
5. [A Vision for Accessible Colleges](#). Episode 5, released on December 3, 2020. This podcast is an invitation to think critically about the challenges and opportunities of making our learning and working spaces work for everyone.
6. [Finding Your Voice with Waubgeshig Rice](#). Episode 6, released on February 16, 2021. Bestselling author Waubgeshig Rice joins Algonquin College for a conversation on lived experiences and the role of culture in authentically finding your voice as an author, writer, chef or any other creative endeavour pursued by College learners.

Blogs: The Inclusion Infusion's Blog has become a staple in the Equity, Diversity and Inclusion (EDI) learning suite. Designed to be a short, informative and factual review of new research or other relevant topics foundational to EDI, it aims to connect the topics addressed to the College community. Each blog reaches over 300 individuals through the diversity website, an internal distribution list, on myAC, and on LinkedIn for the broader community to also use as a resource. Notable posts this year included: [History of Xenophobia in Canada](#), [Seek First to Understand](#), [Leveling Up Your Inclusion Language](#) and [Addressing Anti-Asian Racism Supports](#).

26 blogs authored. 7,800 learning touchpoints.

Self-Directed Learning



Introduction to Inclusion & Diversity at Algonquin College
Ongoing

Introduction to Inclusion & Diversity at Algonquin College

On September 25, 2020, the Introduction to Inclusion & Diversity at Algonquin College online course was launched. In this course, learners are exposed to the foundations of inclusion and diversity at the College. By the end of this course, learners will have demonstrated the ability to perform the following outcomes and receive a digital badge for their achievement:

- Identify and articulate the reasons why inclusion and diversity are a strategic imperative for Algonquin College and why inclusion and diversity are key competencies for all employees.
- Define and demonstrate Algonquin College's beliefs, values and commitment regarding inclusion and diversity in the workplace.
- Identify key concepts of diversity and inclusion as articulated in Algonquin College's Diversity and Inclusion policy (HR24).
- Articulate and enact by key Algonquin policies that are directly connected to creating a foundation for inclusive workplaces.
- Generate documents and converse with employees using inclusive terminology and behaviours to create and sustain an inclusive work environment.
- Engage in personal growth and learning in relation to diversity and inclusion by taking action.

To date, 302 employees have registered for the course, and 112 employees have received a digital badge signifying completion.



Building Relationships: Learning about Truth and Reconciliation
Ongoing

Building Relationships: Learning About Truth and Reconciliation

Led by the Office of Truth, Reconciliation and Indigenization, on February 11, 2021 the new course [Building Relationships: Learning About Truth and Reconciliation](#) was made available to all College employees. This self-paced multi-media course provides a basic, foundational knowledge on Truth and Reconciliation that nearly all Canadians missed during their education journey, and is intended for Indigenous and non-Indigenous learners. This 2.5 to 3 hour course offers a concise primer on the truths and implications

of the historical and contemporary relationship between Indigenous Peoples and those who settled on their lands in Canada. **Seventy learners have enrolled in the course, and 17 learners have completed the learning and received a certificate from The First Nations University of Canada.**



**PRIDE AT
WORK
CANADA**

Pride at Work Canada Webinars

Through dialogue, education and thought leadership, Pride at Work Canada empowers Canadian employers to build workplaces that celebrate all employees regardless of gender expression, gender identity and sexual orientation. All Algonquin College employees are invited to participate in the monthly

learning, networking and community events, connecting the most inclusive Canadian employers. Topics addressed this year include:

- Building Successful Pride Events
- Mapping the Inclusion Continuum
- Rethinking LGBTQ2+ Inclusion Training
- Queer Teachings from Black Lives Matter
- Decolonizing Inclusion & Diversity
- Inclusive Talent Acquisition
- Trans Inclusion in the Workplace
- Queer & Trans Women Leading the Way
- Exploring the Plus in LGBTQ2+
- Gender-Inclusive Workplace Policies: Where Are We in Canada? Where Could We Be?
- From Criminality to Celebration: The History of LGBTQ2+ People and Employment in Canada

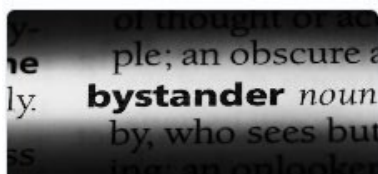
AODA Training Update

The Accessibility for Ontarians with a Disabilities Act (AODA) Integrated Accessibility Standards Regulation section 7 requires that



every obligated organization shall ensure that training is provided to all employees and volunteers on the requirements of the Act, on the Human Rights Code, and on providing appropriate customer service as it pertains to persons with disabilities. As an educational or training institution, Algonquin College must also provide educators with accessibility awareness training related to accessible program or course delivery and instruction. Prior to January 2021, the College had been providing this training via a custom built program on a third-party learning management system. In collaboration with the Centre for Organizational Learning and Learning and Teaching Services, the EDI team guided the adoption of a publicly available training program for customer service, administrators, an introduction to the Integrated Accessibility Standard and Human Rights. A newly built training was developed and launched for faculty. The training modules were migrated to the College’s new employee Learning Management System to allow for more efficient training access and future compliance reporting.

Ethical Upstander Training



Ethical Upstander Training
for Inclusion Leaders - Jan
25
21' Winter

On October 6, 2020, Ethical Upstander Training became available for employees of the College. This is an advanced four-hour Inclusion and Diversity workshop that provides participants with the basic skills to become an active bystander. This training includes short videos, partner sharing, small group activities, templates for challenging discussions, scenarios and activities for practise. As the signature training offered by the Inclusion and Diversity Circle, six members are qualified to deliver the workshop to employees across the College: Martin Lee, Christopher Doré, Angela Lyrette, Jackie Tenute, Ian

Pineau and Sarah Gauen. At the completion of workshop, participants are able to:

- Identify commonly targeted social identity groups
- Understand and counter the “bystander effect” psychology at the root of inaction
- Recognize the conditions which promote and inhibit bystander intervention
- Use a variety of strategies to effectively interrupt potentially harmful situations
- Respectfully support those who have been targeted
- Effectively “call in” those in our community who are doing the harm

A very important training opportunity. The information shared showed us how we can intervene respectfully, and the facilitators led by example. Much appreciated!

The role playing between instructors was excellent. The content was clear, easy to follow and I am grateful that the materials are available.

I really enjoyed this session as its application extended beyond the scope of our professional work environments to also include our personal lives and ways to improve moving forward.

During 2020-2021, five workshops were hosted, with 69 employee learners receiving a digital badge as Ethical Upstanders. The Net Promoter Score for the Workshop is 71. Monthly workshops will continue to be offered throughout 2021-22.

Taking a Stand: Disrupting Black and Indigenous Racism Week

The Inclusion and Diversity Circle, along with Indigenous and Black advisors and the support of the entire College community, planned and delivered the College’s first **‘Taking A Stand: Disrupting Black and Indigenous Racism’** week to 847 participants. Occurring from February 1-5, 2021, the 10 main events featured 24 speakers and performers; parallel actions such as fundraising, targeted outreach for employee mentoring and calling for support creating diversified course content and centering the wellness of Black and Indigenous learners and colleagues. The strong communications activities were highly effective in achieving the week’s goals of:

- Building awareness and offering the opportunity to learn about racism and becoming anti-racist
- Providing visible commitment and support to the Black and Indigenous members of the Algonquin College community
- Celebrating Black and Indigenous cultures
- Encouraging the community to take action to foster an inclusive College

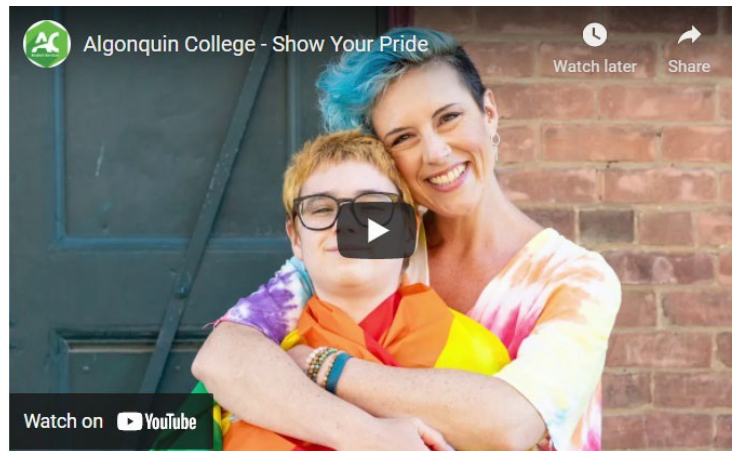
The programming was executed in a decentralized format, selected by Black and Indigenous employees at the College and delivered by each member of the Inclusion and Diversity Circle taking a lead role for one event. The Hub, Students’ Association, Events, Information Technology and Communications teams all played important roles in seamless delivery. This is allyship – where a person of privilege works in solidarity and partnership with a marginalized group of people to help dismantle the systems that challenge that group’s basic rights, equal access and ability to thrive in our society.

Attendance at the events was driven by invitation emails to all administrators, employees and students, as well as pre- and post-event coverage on myAC. Marketing and Communications work garnered significant external media and public attention. Feedback during and after the events was predominantly positive, but more importantly, was entirely respectful. The Net Promoter score for the week is 62, and each event is listed below:

- **Ceremonial Opening** - MC Ron (Degandus) McLester, Vice President – Truth, Reconciliation & Indigenization, drumming performances from Bear Nation and Soul Drums, and remarks from influential delegates including Elder Barbara Hill, President and CEO Claude Brulé, MP for Hull-Aylmer Greg Fergus, City Councillor Rawlson King, and current and former Students’ Association Presidents Emily Ferguson and Deijanelle Simon.
- **White Fragility: What to Know and How to Combat it.** During this presentation, Larissa Crawford (Founder and Managing Director, Future Ancestors Services) discussed the definition of white fragility and the history behind it; understanding the impact of white fragility; how to respond to being called out on racist actions in a non-defensive way; and the harms that are done when we respond defensively.
- **Entrepreneurship as a Form of Self-Determination with Justin “Jah’kota” Holness.** Providing context and empowerment for the Indigenous and Black communities from the perspective of an Afro-Indigenized entrepreneur.
- **Hair, Culture, & Identity.** This session explored the cultural importance of hair, and its place as an artefact of oppression for Black and Indigenous people.
- **In Conversation with Blair Imani.**

Show Your Pride

In June 2020, Algonquin College and the Students' Association [invited the entire College community](#) to share our Pride and support for Algonquin's 2SLGBTQ+ community with Show Your Pride, our virtual Pride month. [Click here to view a copy](#) of the creative invitation to submit to the project. Pride celebrations started as an uprising against police violence. While celebrating Pride, we were also tuned in with current events in Canada and within our own community, which is why the College is supporting conversations to address anti-Black racism. The [final video of submissions](#) below received nearly **200 views**.



This area of strategic impact produced more than 10,675 meaningful touchpoints with Algonquin College employees in order to better understand themselves and others during 2020-2021.

Managing for Diversity

Managing for Diversity means more than simply acknowledging that diversity is a fact in the workplace, it means ensuring that people managers have the group leadership and process skills that can facilitate effective diverse group functioning. Managing diversity to achieve inclusion requires the use of tools to effectively create an environment in which all members can contribute to their maximum potential and in which the 'value of diversity' can be fully realized. Only by including the tactical management of differences can the insights, skills, and experiences of all employees be used to positively leverage diversity.

The College's **Inclusion subject matter experts are available on demand** to provide advice and resources to our employee community. They are called upon weekly by faculty, Deans and Chairs to support creating an inclusive college community.

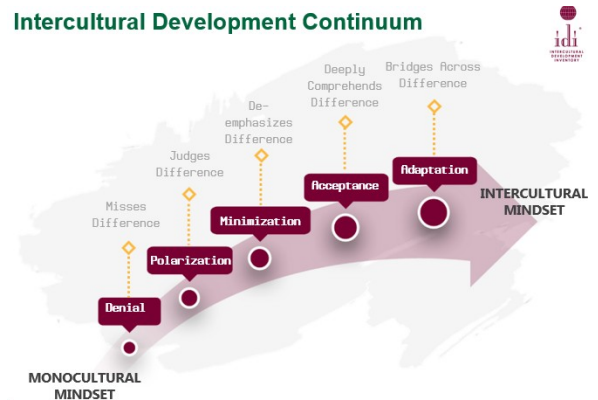
Algonquin College's EDI and Talent teams within Human Resources are **active in supporting and developing a talent pool full of members of equity deserving community members**. This specifically includes:

- Presentation to **Immigrant Women from World Skills Employment Centre** on 'Career Success at Algonquin College' with a Talent Advisor during November 2020.
- Supporting a project with International department and Colleges and Institutes Canada for the Sustainable Agriculture in the Green Economy international development project, specifically leading the delivery of a gender-based analysis for two post-secondary educational institutions in St. Lucia.
- Participating on the **leadership committee and within working groups** to support our partners at **Employment Accessibility Resource Network (EARN)** whose role is to bring together employers, service providers and other stakeholders with the goal of increasing employment opportunities for people with disabilities and promoting inclusive and accessible workplaces.
- Maintaining a national network and leadership role, Algonquin College is also represented at the **board level with the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE)**. CAPDHHE provides professional development, presentation of research and the exchange of information, ideas and innovations for individuals employed at colleges and universities in the area of discrimination and harassment, including harassment as identified under human rights law.

In addition to all of the learning opportunities made available to all members of the College employees, there have been **activities directed at administrators with people management responsibilities**, including:

- **Book Clubs on 'Danger and Opportunity Bridging Cultural Diversity for Competitive Advantage'** were held on September 28 and October 2, 2020. Fifteen managers were in attendance, along with the author Dr. Lionel Laroche. *This was delivered in partnership with International programs.*

- The Intercultural Development Inventory (IDI) Group Assessment and Planning Session:** The Intercultural Development Inventory® (IDI®) is the premier method to assess and build intercultural competence. Teams will complete an individual assessment, and work through the results to develop an action plan for personal and inter-personal development. In addition to the 2.5 hour workshop, each employee receives an individual assessment and individual personal development plan delivered one-on-one to improve their intercultural competence. This training was delivered to four intact teams this year at the request of their manager, as well as eight employees who independently requested this professional development opportunity. A total of 49 assessments were completed in 2020-2021.



Algonquin College is a trusted community and internal partner, who's administrators have demonstrated commitment to managing for inclusion.

Systems and Processes

Systems and processes are a foundational and often underestimated aspect of inclusion. They can also be the most difficult to change because they are often entrenched in the fabric of the organization. As we develop our people through the other two components (understand and develop oneself; manage for diversity), if we don't also change the structures under which they operate, the skills and knowledge for inclusion will be halted by processes that don't allow for equitable participation in the workplace. These challenges are also known as systemic barriers, which are the policies, practices or procedures that result in some people receiving unequal access or being excluded.

Activities undertaken in 2020-21 to challenge systems and processes to achieve greater inclusion were:

- On October 6, 2020, the College announced that the **Diversity Champion Employee Award** was added to the College employee recognition awards for 2020-21. It was identified as a priority by the Inclusion & Diversity Circle as a way to recognize excellence and action in demonstrating the value of equity and diversity in our College community. This will allow the College to identify and celebrate role models for the Algonquin College community. The inaugural winner was professor Kathryn Reilander, for her work fostering inclusion for women in STEM.

- Algonquin College has more than 130 washrooms across our three campuses. To ensure that our washrooms are safe spaces for gender diverse members of our community, HR and Student Support Services launched an awareness campaign placing posters in all the men's and women's washrooms across the three campuses in 2019. In 2020, after receiving feedback from members of the 2SLGBTQ+ community and the Students' Association, **the signage was updated, the Facilities department supported the program by renewing all the posters across the campuses.**

- The AC05 'Use of Authorized Animals on Campus' policy received an innovative update during 2020. The purpose of this policy is to regulate the presence of authorized animals and ensure the health and safety of the College community and authorized animals on campus. After receiving feedback from students who use service animals that in several instances inappropriate questions were asked regarding the validity of their animal, the EDI team collaborated with the Centre for Accessible Learning, Security Services and Campus Services to find a solution. It was identified that an optional **student/employee ID card could be issued to the animal**, which can be presented should the authorization of the animal ever be in question. The aim is to diffuse any situations quickly, and also build belonging for the animals and their handlers as a part of the community. Although due to the pandemic and limits on access to campus this year, no cards were issued.
 - *“Upon request of the student or employee, and with a complete Authorized Animal Registration form Appendix 1, the authorized animal may be eligible to receive an*



Algonquin College Student/Employee ID badge from Campus Services. This card can be displayed to any member of the College Community who is questioning the appropriateness of the animal under this policy.”

- The College’s Academic Development area is driving for greater equity and inclusion in all of its efforts. In early 2021, the Program Quality Assurance Committee (PQAC) acted on its mandate to solicit and evaluate proposals for new general education and degree-breadth courses, with a directive to develop new courses on *Indigenous Culture and History*, and *Diversity, Inclusion, and Anti-Racism*. The collaborative approach and close consultations taken by the PQAC with the Indigenization and EDI team resulted in the **addition of Inclusion & Diversity Circle members into the proposal review team, placing bias awareness at the centre of the review process, and an analysis of how the process itself may present barriers for equity-seeking groups to participate.**

Algonquin College implemented four changes to addressing systemic barriers found in our policies, practices, procedures, and physical spaces, creating the foundation upon which we live our commitments to inclusion and diversity.

All of these efforts speak to the value that Algonquin College places in its people, and in creating a culture where everyone can bring their fullest self to work to achieve our mission of *transforming hopes and dreams into lifelong success.*