

# Continuing Our Journey of Inclusion & Diversity at Algonquin College

2022-2023 Annual Report



# OUR VISION & ACTION

## A LETTER FROM THE VICE PRESIDENT OF HUMAN RESOURCES

Algonquin College continued to make inclusion and diversity a priority in 2022-23. While we started on this path not too long ago, already evident is the benefit which comes of integrating belonging, inclusion, equity, and accessibility into the very fabric of our diverse community. As the representation within our workforce demographics change, we have done a lot of the foundational work to make this a workplace that embraces belonging, and will continue implementing changes and enhancements to employee experience.

Change though, is hard, and we've seen so much of it in such a remarkably short time. We are navigating an overwhelming amount of continuous and unpredictable change that can sometimes get in the way of connecting and collaborating with each other. For example, hybrid work schedules can lead to missed connections with colleagues on campus. Knowing what we've been up against, and understanding the difficulties arising from such growing pains, I can't help but be inspired by the work, the time, the love, and the hard work that has gone into making this College one which welcomes, values and supports one and all. We are hearing of many positive effects coming from this shift, that the cultural transformation we've been championing is making a world of difference to many, especially when it comes to feeling a sense of belonging and community at work.

In the pages that follow, you will read how the College is embarking on a new phase of growth and how our focus is framed up to the experiences of all who work and learn here. This past year has seen improvements to our collective listening skills, with plans to deepen our understanding even further, and to participate in robust and compassionate dialogue with our people - all those who expertly enable our learners in transforming their hopes and dreams into lifelong success.

Thank you for being a part of our journey as we continue to travel along this path together. I do not fear growing tired, because I draw such strength from all of you! You are the force in Algonquin College's workforce. You make the work of inclusion so worth the mighty effort we've been putting forth together as a community.

Kind regards,

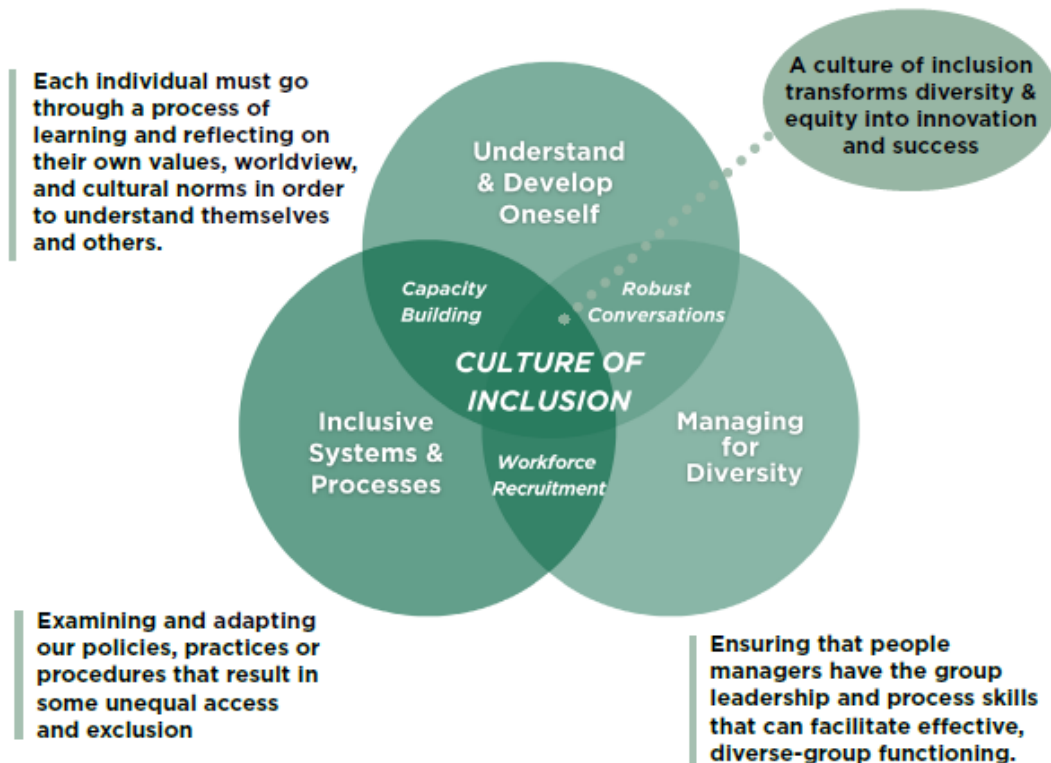
Diane McCutcheon, Vice President Human Resources,

# INTRODUCTION

This annual report seeks to capture and communicate all initiatives and active practice undertaken in the 2022-2023 reporting year which proved to further our community's progress toward improvements in inclusion, diversity, equity and accessibility (IDEA). It is important to note that the activities described herein are both in fulfillment of the 2019-2022 Inclusion & Diversity Blueprint, as well as part of our recommitment to IDEA efforts outlined in the 2023-2026 IDEA Blueprint.

As in any good plan, finetuning and adjustments are made to remain in alignment to business needs and changes to the landscape. Notably, our model for creating an inclusive College has been strengthened, now including tactical clarity on the "how" behind our goals to achieve a true culture of inclusion:

## ALGONQUIN'S MODEL FOR CREATING AN INCLUSIVE COLLEGE



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](#). It does not document the many efforts and activities which fall outside the scope of Human Resources (specifically, it does not include those initiatives driven by Student Support Services, Truth and Reconciliation Initiatives group (TRI), Academic Areas, and Students' Association, among others).

We hope you will enjoy reading about the progress we have made on our journey this year, and if you have comments, questions, or feedback to share, we look forward to hearing from you. Please email [diversity@algonquincollege.com](mailto:diversity@algonquincollege.com) to connect with a member of the AC Inclusion & Diversity Team.

## UNDERSTAND & DEVELOP ONESELF

At the individual level, it is important for employees 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, conflict and communications styles in order to understand themselves and their relationship to others. With this self-reflective knowledge, individuals are better equipped to recognize the breadth of each of those dimensions in others and in relationship to their workplaces, to identify their own strengths and weaknesses, and to adapt their own behaviour for interactions characterized by respect and inclusion.

In the past year, we have maintained an excellent track record for engagement with the employee community, ensuring that opportunities to understand and develop oneself are clearly communicated and easily accessed. The diversity website receives consistent inquiries year-round, the diversity and accessibility email inboxes continue to receive outreach emails from colleagues and managers in need of EDI related support, and the inclusion and diversity blog keeps our champions well informed of events, training opportunities and requests for input or feedback.

For 2022-2023 we held ten successful **Inclusion Infusions** learning events and workshops attended cumulatively by more than **600 employees**. This series continues to build momentum engaging our communities and deepening their cultural competency, growth of allyship skills, and cultivating curiosity around the importance of inclusion. The following is a summary of the activities undertaken to motivate employees along their personal introspective journey, and how we are conveying the message that inclusion, diversity, equity and accessibility benefits everyone:

## THE INCLUSION & DIVERSITY WEBSITE

In our efforts to continuously build awareness of past and present Inclusion & Diversity initiatives, we have consistently directed our community to explore the resources on the [Inclusion and Diversity Website](#). The Diversity website offers content that is updated regularly, is searchable, engaging, and available on demand. Here, College employees are easily able to engage with new concepts, learning and development opportunities, as well as skill building toward cultural competency and IDEA capacity building.



### Inclusion & Diversity

- Home
- Inclusion and Diversity Circle
- Employment Equity
- Resources and Learning
- Foundations – Policy & Data
- News & Events

#### Inclusion, Diversity, Equity & Accessibility in the Work Environment

Our Plan to Drive a Culture of Inclusion:  
2023-2026 Inclusion, Diversity, Equity & Accessibility  
Blueprint

#### Living the IDEA of Algonquin

Inclusion and diversity are core values of Algonquin College. We value both the dignity and uniqueness of the individual and equity & diversity in our community.

#### Questions?



Inclusion, Diversity,  
Equity & Accessibility

#### Contact the AC IDEA Team:

Email [diversity@algonquincollege.com](mailto:diversity@algonquincollege.com)

613-727-4723, ext. 7660

13,389

Unique Page views of the  
Inclusion & Diversity Website  
(Starting April 2022).

9,931

Users/Visitors to the  
Diversity & Inclusion Website  
(Starting April 2022)

The site is home to the Inclusion & Diversity Circle member biographies and terms of reference, well-used resources such as the Anti-Black Racism Subject Matter guide, the Multi-Year Accessibility Plan, links to IDEA related policies, reports, and survey data, as well as the Inclusion & Diversity Blog, Diversity Mural Project details, the episode guide for the Inclusion Infusion Podcast, and instructions for downloading the Multicultural Calendar in Outlook.

## MULTI CULTURAL CALENDARS



*"Thanks for the multicultural calendar. It gave me pause... I am a white woman, and my husband is Sikh, and this helps us remember the holidays - which brings us closer to his culture, his mother, and our family... this simple thing is very meaningful to our family. So, thank you!"*

*- Algonquin College Employee*

Disseminating both digital and physical copies of the multicultural calendars is a widely appreciated initiative, enabling our communities to set inclusive intentions for the year. Multicultural calendars are a valuable community building tool for anyone working, learning or collaborating in a diverse environment. The calendars allow for easy access to mark multicultural days of significance, helping us all to keep aware of holidays, observances, and occasions of importance across a wide and diverse spectrum of identities, faiths, cultures and more. The distribution of physical calendars, communications around the availability of the digital calendar, and instructions for downloading the overlay were orchestrated prior to the new year. This allowed College employees to ensure their plans could be more inclusive throughout the entire year! The Multicultural Calendars are a simple way in which the EDI team supports and guides incremental culture transformation by incorporating inclusion into planning, routines and process for College employees.

**184<sup>+</sup>**

**Downloads of the digital multicultural calendar overlay.**

**50**

**Physical calendars distributed across three campuses (posted in collaborative spaces)**

**551**

**Page views of the multicultural calendar webpage.**

## INCLUSION INFUSIONS

The Inclusion Infusions Event and Workshop series continues to attract and engage College employees in programming aimed at deepening their cultural competency, growth of allyship skills and the cultivation of curiosity around the importance to inclusion. Live stream events with expert speakers were offered throughout the year, aligning with cultural days of significance and observances, heritage months and important celebrations of diverse communities within our workforce. **Ten live events and learning engagements** were held with a cumulative total of over **600 attendees**. The following details the Inclusion Infusions events that took place in 2022-23:

### APRIL 19, 2022

#### **On Home & Belonging featuring Chelene Knight:** *Keynote Presentation & Workshop for Ethical Upstanders*

This keynote presentation on home & belonging and demanding space was co-hosted by Local Immigration Partnership – Renfrew and Lanark & Inclusion Infusions. It was delivered to inspire colleagues to “do better” in a meaningful way and with intention. Whether it’s seeking belonging in your town, city committee, board, city, or workplace, the need to demand and hold space is priority number one for people of colour, especially women. This talk focused on what it means to create space, tools, and resources when looking at inclusivity and equity in workplaces where there are marginalized people occupying space.

*“I absolutely loved this keynote and workshop! We need more speakers like Chelene Knight as she has a way of bringing people together to acknowledge the space in order to move forward together. Super enjoyed today. Thank you for organizing this speaker!” - Event Participant (Post-event Survey)*

84

92

30

60

# of Attendees  
(Keynote)

Net Promoter Score  
(Keynote)

# of Attendees  
(Workshop)

Net Promoter Score  
(Workshop)



**MAY 25 & 27, 2022**

**Dismantling Anti-Asian Racism Workshop featuring, Dr. Mary Reid:**

*Two workshops delivered to provide attendees with tools for getting Beyond Performativity, Checklists and Hashtags*



For Asian Heritage Month in May, two powerful workshops were held for colleagues to join Dr. Mary Reid in discussion and active practice aimed at Dismantling Anti-Asian Racism: Beyond Performativity, Checklists, and Hashtags. Since the onset of the pandemic, acts of anti-Asian violence and hate were increasing significantly. Anti-Asian racism has deep political, social, and economic roots in Canadian history. The contemporary manifestation of anti-Asian hate continues to impact Asian communities, affecting their health, well-being and safety.

These sessions served to educate participants around Canadian history of Asian diasporas. It provided examples of anti-Asian racism in its current day manifestation, explaining the concept of tools of whiteness and empowering attendees with knowledge on what actions can help dismantle institutionalized discrimination, oppression, and colonization.

*“Dr. Reid was a wonderful presenter. The material was insightful, clear, and incredibly important to my work in Diversity & Public Education. There were many practical tips to support ways to embed anti-racism practices that ultimately support employee engagement and student success.”*

*- Event Participants (Post-event Survey)*

**40**

**# of Attendees**

**100**

**Net Promoter Score**



**JUNE 8, 2022**

**Decolonizing Gender & Sexuality, featuring T'áncháy Redvers:**

*Presentation on the meaning of being Two-Spirit from the perspective of a queer-Indigenous writer and performer.*

On June 8, 2022, T'áncháy Redvers led attendees into better understanding of the meaning of being Two Spirit by speaking to the importance of decolonizing gender & sexuality. In this talk, T'áncháy used their experience as a queer Indigenous writer, drag king and burlesque performer to decolonize concepts of gender and sexuality, and explored how re-building our connection to our bodies can be an act of advocacy and ceremony. A [myAC news article](#) was written to capture the learning from this event.

**40**

**# of Attendees  
(online)**

**25**

**# of Attendees  
(in-person)**



“

**The way to break the cycle of gendered colonization is to reconnect with culture, land, language and spirit.**

***We deserve to live as we so choose and walk this world as our authentic selves.”***

**-T'áncháy Redvers  
(They/Them)**

**AUGUST 28, 2022**

**Capital Pride – Float, Celebration & March:** *Annual participation of AC community in Capital Pride Parade in partnership with AC Student Association.*



Algonquin College joined more than 150 marching groups and floats to celebrate and advocate for the community during Pride Month in Ottawa. In preparation for this event, Algonquin College’s very own firetruck was dressed up for Pride. The firetruck is not only an important part of the training offered to firefighters at the College but crucial to AC’s role in celebrating diversity and inclusion within the broader Ottawa community. As has become the tradition, the Algonquin College firetruck received a new rainbow decal for the day’s festivities — proudly paving the way for the over 50 AC community members who marched for pride (\*largest group participating to date). This year, the firetruck was not only flanked by our College community, but also a group of traditional Indigenous dancers who proudly demonstrated the historic relationship between Indigenous and 2SLGBTQ+ communities.



**SEPTEMBER 20, 2022**

**Let's Talk about Race featuring Nathan Hall:** *The Cost of Being Colour Blind at Work Inclusion Infusions & Local Immigration Partnership –Lanark & Renfrew event.*



In September, we learned about the cost that can come from being “colour blind” at work. Nathan Hall presented on the experiences of racialized groups within organizations and demonstrated how these experiences are different from those who are not marginalized. He helped attendees understand that White privilege exists and dove deeper into a conversation around how unconscious bias disproportionately affects racialized groups. Nathan Hall explored these issues and more with the AC community, sharing his extensive knowledge in this area.

*“I am really enjoying the space for having uncomfortable conversations. As Mr. Nathan Hall said yesterday, “Healing is through community” and in spaces like these we are able to move forward, bring our curiosities and questions without feeling judged in a in a safe space and learn to grow with our communities- all of them- it is empowering as a learning institution.”*

*- Event Participants (Post-event Survey)*

**103**

**# of Attendees**

**90**

**Net Promoter Score**

**NOVEMBER 1, 2022**

**Unpacking Lateral Violence featuring Sandi Boucher:** *Keynote Presentation on the causes and solutions of Lateral Violence and Workshop for Ethical Upstanders exploring how to create safe spaces for courageous conversations.*



INCLUSION INFUSIONS  
**Unpacking Lateral Violence**  
 The Causes, the Solutions, and Where You Fit

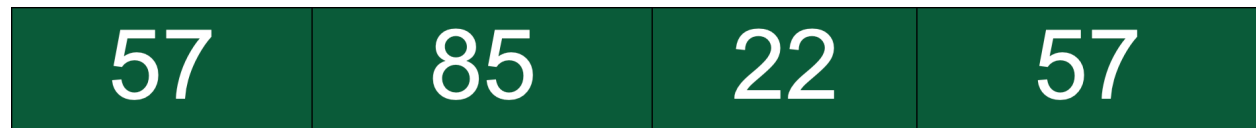
**SANDI BOUCHER**  
 SPEAKER, AUTHOR, FACILITATOR

Tuesday, November 1  
 10:00 am - 11:00 am

AC | Equity, Diversity & Inclusion

In this impactful and thought-provoking speech, Sandi Boucher explained the often-misinterpreted concept of lateral violence. What is it? Who is affected by it? What causes it? And what can we do about it? A perfect sharing for marginalized and allies alike, participants left with not only an increased understanding but with effective tools to make a difference going forward.

For even deeper learning and further engagement for building cultural competency, an afternoon Workshop for advanced learning on ‘How to Create Safe Spaces’ was offered to Ethical Upstanders at the College. Sandi brought attendees into understanding around the fact that safe spaces don’t just happen! In this informative and educational workshop, participants were walked through the 5 essential steps required to create and maintain safe spaces. Practical partner exercises allowed participants to experience the process with time allotted for questions and discussion as well.



**# of Attendees (Keynote)**

**Net Promoter Score (Keynote)**

**# of Attendees (Workshop)**

**Net Promoter Score (Workshop)**

*“It was eye opening to hear how complex and nuanced this issue can be. As a women, I have experienced and witnessed many instances of lateral violence and I feel as if I have a good foundation to start to understand how I can counter (non-violent resistance) these unchecked biases and behaviors when I encounter them in my workplaces.”*

*- Event Participants (Post-event Survey)*



**NOVEMBER 30, 2022**

**International Day of Persons with Disabilities featuring Derick Fage:**

*Keynote Presentation of Derick's Relentless Pursuit of Happiness as a person and professional living with an invisible disability.*

The Relentless Pursuit of Happiness  
Wed, November 30, 1-2:30 pm

KEYNOTE SPEAKER  
**DERICK FAGE**

In recognition of International Day  
of Persons with Disabilities

ALGONQUIN | Equity, Diversity  
COLLEGE | & Inclusion

Virtual Livestream from Algonquin College  
Woodroffe Campus in Ottawa - C100 - Nawapon



On International Day of Persons with Disabilities, Derick Fage joined the Algonquin College community to give a compelling and vulnerable talk about his experience living with an invisible disability. Fage is the host and producer of Daytime Ottawa at Rogers TV and the President of the Canadian Continnence Foundation.

--a cause he has championed since going public with his personal struggle of living with chronic fecal incontinence since birth. Fage's candid conversation focused on what he's coined "The Relentless Pursuit of Happiness", an inspirational chat about how he overcame the mental health challenges, loneliness, and shame he's faced as a result of his disability.

*"In having a disability which is very similar to the speaker, it was so heart warming to understand I am not alone. In all my years at Algonquin, this presentation meant the most personally to me. Thank you for the opportunity to understand we are not alone."*

*- Event Participants (Post-event Survey)*

**125**

**217+**

**74**

# Tickets Sold on  
Eventbrite

# of views of the event  
livestream/video

Net Promoter Score

**JANUARY 20, 2023**

**Lunar New Year Celebration Featuring Paul Ng & Rabbits from Canada’s Food & Agriculture Museum:** *Virtual celebration with a variety of learning touch points, activities, and engagements.*



On Jan. 20 Algonquin College employees were invited to attend a virtual celebration to ring in the start of the Lunar New Year! We learned all about the significance behind the zodiac and the lunar calendar, coming into understanding around the meaning behind Year of the Rabbit or the Year of the Cat. Online activities included a Kimbap Cooking Demonstration, guest speaker Paul Ng, who spoke of his predictions for

the year ahead, a guided craft demonstrating on how to make a paper lantern, and we wrapped up the celebration with a special guest appearance from the bunny rabbits at the Canadian Agricultural Museum. All who registered early were also sent a craft kit complete with a traditional lucky red envelope.

*“Thank you for incorporating various elements i.e. history, historical context, food, crafts & a ‘field trip visit.’ It is evident that a lot of work went into this event and it ran so smoothly.”*

*“I greatly enjoyed the Lunar New Year event, and learned a lot from the special guests! The predictions, Kimbap demo, and seeing the live rabbits were all great highlights.”*

*- Event Participants (Post-event Survey)*



**# of Attendees**

**Net Promoter Score**

**JANUARY 27, 2023**

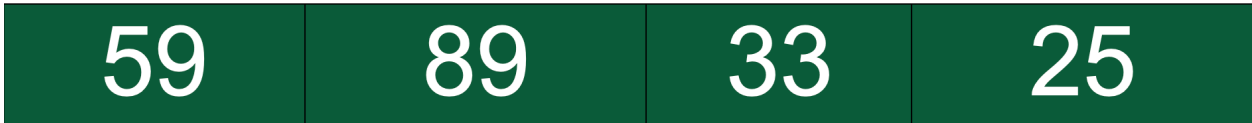
**International Holocaust Remembrance Day** featuring Niv Ashkenazi, Dr. Raoul Korngold, and a workshop delivered by the Friends of Simon Wiesenthal in partnership with Learning and Teaching services. Online event with a musical performance, Holocaust survivor testimony and workshop on antisemitism.



On January 27, in collaboration with the Center for Holocaust Education and Scholarship, our community recognized marked and observed Holocaust Remembrance Day by gathering to listen to the Holocaust Survivor testimony of Dr. Raoul Korngold (former professor for the college).

The event opened with a performance of the theme from Schindler’s List as interpreted by virtuoso violinist, Niv Ashkenazi who also told the incredible story of the violin of hope he played on, an instrument of incredible historical significance. Following the opening performance, Sara-Lynne Levine led an interview in conversation with Dr. Raoul Korngold – and all attendees were brought into awareness of the importance of remembering to ensure events like the Holocaust are never repeated. CHES Ottawa featured the event in a story for their community newsletter. [Read the story here.](#) Later in the afternoon, we were joined by a pair of facilitators from Friends of Simon Wiesenthal, who guided attendees in a workshop meant to impart skills for identifying and addressing antisemitic hate in our contemporary world today. We discovered patterns of antisemitism from antiquity to present day and with the help of our Learning and teaching services team, were given tools to promote and stand up for inclusion.

*“So wonderful--the historical/background info was just enough to give a strong foundation for the present-day info. Appreciated the historical facts/personal experience ratio. Sharansky's 3D test was a great tool and I appreciated the resource list. - Event Participants (Post-event Survey)*



**# of Attendees (Presentation)**

**Net Promoter Score (Presentation)**

**# of Attendees (Workshop)**

**Net Promoter Score (Workshop)**



**FEBRUARY 13, 2023**

**Black History Month Fireside Chat Featuring Spencer Alexander:**

*Livestreamed & In-person event hosted by Jamie Bramburger, a conversation that took attendees on a journey Black to the Past.*



In recognition of Black History Month 2023, colleagues were invited to the Black to the Past fireside chat hosted by Jamie Bramburger in conversation with retired Assistant Curator of Buxton National Historic Site and Museum, Spencer Alexander.

This conversation explored themes related to Black history in education, Black history appreciation, dispelling of Canada-specific Black history myths and misconceptions, as well as speaking to the relationship between the preservation of Black history for the promise of successful Black futures.

*“Wonderful way to reflect on Black Canadian History. Mr. Alexander was knowledgeable and answered questions with so much heart and honesty, his time and insights were so appreciated!”*

*- Event Participants (Post-event Survey)*

**23**

**# of Attendees  
(In-person)**

**52**

**# of Attendees  
(online)**

**71**

**Net Promoter Score  
(Workshop)**

## INCLUSION INFUSIONS PODCAST



CLICK [HERE](#) TO LISTEN

### The Inclusion Infusions Podcast

series continues to be a popular introduction for many listeners inside and outside of the College who are interested in furthering their **allyship** skills and **curiosity** about inclusion and belonging. 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. In 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. After publishing only **3 new episodes**, our audience base has continued to grow, recording over **449** plays of inclusion infusion podcast episodes this year!

## INTRO TO INCLUSION & DIVERSITY



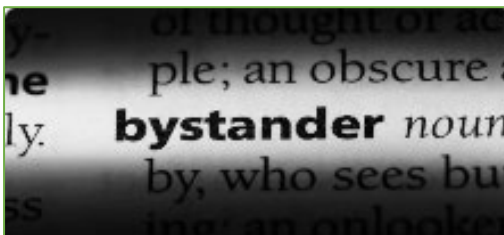
Introduction to Inclusion &  
Diversity at Algonquin  
College  
Ongoing

On January 10, 2023, the Introduction to Inclusion and Diversity training course was updated and refreshed. New content included the addition of pointers for neurodiversity allyship, an update to gender identity terms with updates to inclusive language and expanded lessons on our College's roadmap were added in order to ensure this self-guided learning remains aligned to present-day issues facing our communities. The Inclusion & Diversity at Algonquin College training course was originally published in September of, 2020, and since that time over total of **248** colleagues have earned a badge for completion of the course to date.

This year alone **86** completed this introductory course, where learners are exposed to the foundations of inclusion and diversity. By the end of the course, learners are able to demonstrate the following learning outcomes:

- 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).
- Be able to 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.

## ETHICAL UPSTANDER TRAINING WORKSHOPS



Ethical Upstander Training  
for Inclusion Leaders - Jan  
25  
21<sup>st</sup> Winter

This year saw over **59** employee learners engaging in active allyship, learning the skills for Ethical Upstanding practice, promoting anti-racism and learning how to address discrimination, prejudice and injustices in the workplace. Our team of trained facilitators for the Ethical Upstanding course has grown as well, with two new trainers onboarded this year, allowing this busy team to offer **Eight half-day workshop sessions** to groups of employees who have done the work and earned a badge in the introductory Inclusion & Diversity course.

*“The facilitators were supportive and did a great job of fostering an open and comfortable environment for learning. I feel a bit more comfortable with this topic and I know where some resources are to help me be a better ethical upstander.”* Source: Post Training Survey Responses

Ethical Upstander training 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. At the completion of workshop, participants are able to:

- Identify commonly targeted social identity groups.
- Understand and counter “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.

Since the introduction of this training, **195 employee learners** cumulatively have received a digital badge as Ethical Upstanders. Quarterly workshops will continue to be offered throughout 2023-24.

## 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 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 frequently by faculty, deans and chairs to support creating an inclusive college community.

## INCLUSION & DIVERSITY TEAM INVOLVEMENT IN EXTERNAL ENGAGEMENTS

For 2022-2023 the team’s expertise was leveraged by the external community through involvement in a number of informational events. Events ranged from panel discussions to informational roundtables and educational dialogues, where partners in our community reached out for support to promote inclusion externally.

**DECEMBER 2, 2022**

**National Dialogues and Action for Inclusive Higher Education Communities**  
*Addressing Ableism, Disability, & Accessibility in Canadian Higher Education*

---

Invited to participate as a panelist in the 2022 National Dialogues & Action for Inclusive Higher Education and Communities, Sarah Gauen, EDI Specialist, made a valuable contribution to the session focusing on addressing ableism, disability, and accessibility in Canadian Higher Education. The conversation explored barriers to learning and working in the post-secondary education sector for persons with disabilities. The session facilitated the co-creation of solutions that provide an inclusive environment for these students, faculty, and employees to fully access and participate in the life of their institutions, to flourish, and to feel a meaningful sense of belonging.

**JANUARY 25, 2023**

**Canadian Centre for Diversity and Inclusion Higher Education Virtual Roundtable Discussion**

*Ask Me Anything (AMA) format with 3 expert panelists sharing and answering questions on topics related to higher education and inclusion.*

---

Invited to participate as an expert panelist and Inclusion and Diversity Specialist, Sarah Gauen's contribution to the roundtable discussion focused on Learning Paths – Understanding Ourselves and Understanding Others. Sarah enlightened attendees on the elements of a successful model for building a culture of inclusion, speaking to the creation of staged learning paths with memorable branding such as Algonquin's Inclusion Infusions learning series. She walked attendees through the creation of a learning program aimed at drawing learners into building skills for allyship and change. The event also featured panelists speaking on decolonizing the mindsets of educators and the process for EDI policy and action plans.

**MARCH 21, 2023**

**Allyship #ITSTARTS with me Panel discussion for international day for the elimination of racial discrimination.**

*Campaign developed by the Simcoe County, Lanark, Renfrew, and Grey Bruce Local Immigration Partnership to encourage positive communication among residents to reduce racism and discrimination.*

---

Invited to participate as a subject matter expert and co-moderator, Equity, Diversity, and Inclusion Coordinator, Kara McNeil, helped to guide three panelists in a robust conversation on the topic of allyship. The event took place on International Day for the Elimination of Racial Discrimination and featured three ally-knowledgeable speakers who brought personal stories, professional and lived experience, as well as practical advice for those wanting to learn how to be an effective, active and anti-racist ally to stand up against racial discrimination.

## **Partnerships & Leadership with IDEA Community Organizations** **The Canadian Association for the Prevention of Discrimination and Harassment in Higher Education; CAPDHHE** <https://capdhhe.ca/>

---

The Canadian Association for the Prevention of Discrimination and Harassment in Higher Education is the national association of equity, diversity and inclusion (EDI) and human rights practitioners that centre on the dignity of the individual and work to foster respect and inclusion on Canada's post-secondary campuses. They do this proactively through education, networking and sharing, as well as responding to prevent harassment and discrimination on campuses. Sarah Gauen is the 2022-2023 Vice President.

## **Employment Accessibility Resource Network; EARN** - <https://earn-paire.ca/>

---

EARN's Leadership Group is comprised of employers, service providers, and other interested stakeholders. Local employers are leaders in the community who foster a culture of inclusion and accessibility in their workplaces. Service providers give advice, assistance and expertise to employers regarding disability issues, best practices and accommodation supports. EARN's Leadership Group helps to plan and deliver on the goals set out by the Steering Committee to satisfy the overall mission of the network. It also supports mechanisms for additional EARN initiatives and activities that help to further advance its mandate. **The Leadership Group meets on a monthly basis.** Sarah Gauen is the Chair.

## **Hire Immigrants Ottawa** - [www.hireimmigrantsottawa.ca/](http://www.hireimmigrantsottawa.ca/)

---

Hire Immigrants Ottawa (HIO) is an initiative that brings together employers, immigrant agencies and stakeholders to enhance employers' ability to access the talents of skilled immigrants in the Ottawa area. The initiative was launched in 2006 as a response to a growing need to identify and address barriers and challenges employers face in attracting, hiring and integrating skilled immigrants into the labour force. HIO's mandate is to increase the capacity of employers in the Ottawa region to more effectively attract, hire and integrate skilled immigrants into skills-appropriate positions. Kara McNeil is the representative for Algonquin College as an employer-partner organization. Kara attends monthly working group meetings and regularly scheduled newcomer employment opportunity coaching events.

## **ACADEMIC MANAGERS: INTRO TO DIVERSITY & INCLUSION**

On January 13, 2023, Senior Vice President, Academic, Chris Janzen, issued a memorandum addressed to all Deans and Chairs. In this letter he stressed the importance of "continually improving our skills as inclusive leaders in the College which is characterized by diversity" and asked that all academic managers take the



opportunity to learn and grow in their very important roles as leaders by completing the Introduction to Inclusion & Diversity at Algonquin College by March 31, 2023.

For 2022-23 already **29 Vice Presidents, Deans and Chairs** have enrolled and completed the I&D intro course since this was announced.

## MESH MASTERCLASS



Dr. Leeno Karumanchery  
**Co-Founder and Head of  
Behavioural Sciences**

Leeno has over 30 years of experience and is world renowned for his expertise in the fields of Emotional Intelligence and Diversity. Leeno's research underpins the MESH/ Diversity platform.

On December 5, 2022, from 11:30 – 1 pm, ACLT members were invited to participate in a MESH masterclass on Inclusive Leadership, led by Dr. Karumanchery, a published author, internationally recognized speaker, consultant and sociologist with a PhD focused on Equity Studies and 20+ years of experience in the field of diversity and inclusion.

Dr. Leeno Karumanchery discussed power dynamics and how and where oppression may manifest in everyday practices. This session served to increase self-awareness about the reality of social oppression and helped participants recognize, understand and articulate: a) how they personally benefit from their privileged position (e.g. heterosexuality, social class, etc.); b) how to best understand their own experiences of marginalization and/or social oppression if they have them; and c) how to leverage emotions to push towards engagement based on diversity and inclusion that is purposeful, planned, and practical.

**75**

**Net  
Promoter  
Score**

***“It is helpful to learn from different perspectives/ approaches and reassuring when the content is supported by research. An engaging facilitator is a definite bonus.”***

***“Training like this is awesome. I like his approach. I did feel that the information was practical and relevant. More training like this would be great.”***

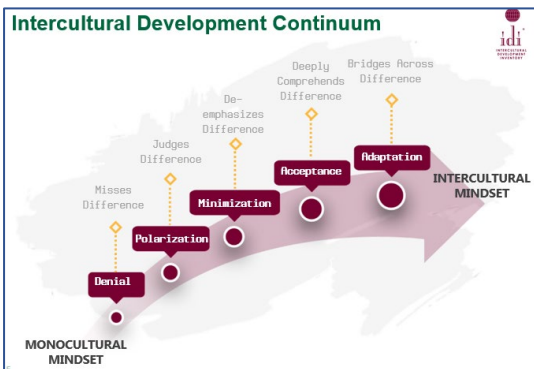
*Source: Post Event Survey*



This in-person event required that all participants engage with session Pre-work, listening to a podcast episode on the science of leadership: [Podcast on Culture, Contact & Inclusive Leadership](#). In the recording, Leeno explains why and how history, context, and self-awareness can be three of the most powerful tools guiding inclusive leaders toward both organizational and personal success.

## INTERCULTURAL DEVELOPMENT CONTINUUM

**Intercultural Development Inventory (IDI) Group Assessment and Planning Sessions** are a training and learning opportunity on offer to teams of College employees who are interested in assessing and building upon their collective intercultural competence and skills.



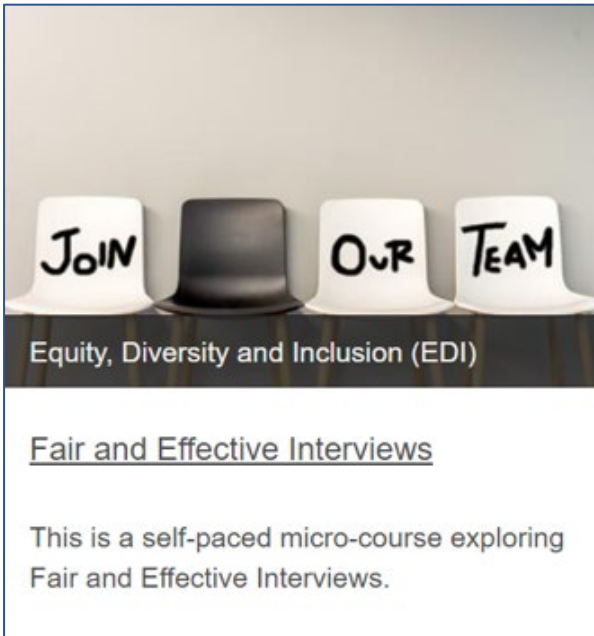
During each session, registered teams complete an individual assessment, and work through the results to develop an action plan for personal and inter-personal development. In addition to the 2.5-hour workshop, each employee receives an individual assessment and individual personal development plan delivered one-on-one to improve their intercultural competence.

This training was delivered to **two intact teams** this year: one group of **15 team members** and then another group of **20 leaders in training** through the Algonquin College Leadership in Education Institute. A total of **35 assessments** were completed in 2022-2023.

Learning outcomes from these sessions include:

- To build a theoretical foundation for understanding intercultural competence.
- To build common understanding about the impact of culture on team dynamics.
- To provide an opportunity for individual professional development on intercultural competence. (Post-session/optional)

## FAIR & EFFECTIVE INTERVIEW TRAINING COURSE



Targeted to people Managers at Algonquin College, Fair and Effective Interviewing for Diversity and Inclusion with Vernā Myers is a video driven and self-paced course structured to provide full flexibility - taking less than 40 minutes to complete and the ability to come back and re-watch as needed. The content is developed to be both interesting and useful for leaders wanting to run fair and equitable hiring competitions.

For 2022-23, this offering was taken up by **19 managers**, who once completed the training will come away with the skills to conduct fair and effective Interviewing with the following additional learning outcomes:

- a) the ability to account for our own cultural diversity lens.
- b) the skills to overcoming discomfort with difference.
- c) learning to check ourselves for stereotypes and biases; and
- d) practical tips for applying these new skills to fair and effective interview in active practice.

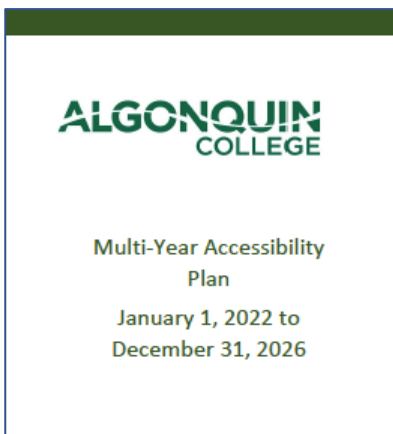
## SYSTEMS & PROCESSES

Systems and processes are a foundational and often underestimated aspect of inclusion. They are also often the most difficult to change due as they are often entrenched in the fabric of the organization. As the College develops people through the other two components (understand and develop oneself; managing 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: the policies, practices or procedures that result in some people receiving unequal access or being excluded. Activities undertaken in 2022-23 to challenge systems and processes to achieve greater inclusion included the following:

## THE MULTI-YEAR ACCESSIBILITY PLAN

In accordance with the Integrated Accessibility Standards Regulation (IASR), the Accessibility Committee of Algonquin College presents the Algonquin College 2022-2026 Multi-Year Accessibility Plan.

This plan represents a departure from previous plans in that the current accessibility standard requirements have been reached, and this plan identified further refinement of accessibility goals and anticipation of emerging new requirements under the AODA.

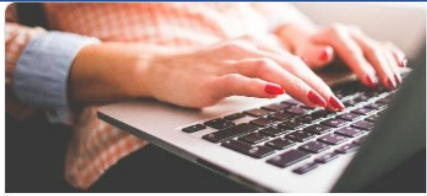


The [2022-2026 Multi-Year Plan](#) focuses on three main themes: Accountability, Education and Training and Physical Accessibility Improvements. These themes directly correspond to the Algonquin College [Strategic Plan](#) and its foundational themes of a Learner-Driven and People-Centred Culture.

Further, this plan anticipates the emerging new accessibility standard for Post-Secondary Education and its proposed nine barrier types by aligning the plan components with the barriers that can be impacted by plan implementation.

The plan reaches five years into the future and so the specificity of the plan decreases as the plan moves forward. This allows for the addition of evolving issues and the inclusion of new requirements over time. The plan can be viewed as firm for Year 1, flexible for Years 2 and 3, and fluid for Years 4 and 5. The overarching goal of the plan is to ensure the College remains barrier-free and continues to be a leader in the area of accessibility in the Ontario College sector. To read the plan visit the following link to open the [Multi-Year Accessibility Plan](#).

## ACCESSIBLE COMMUNICATIONS STANDARDS & TRAINING



### Accessible Workplace Communications Ongoing

On October 20, 2022, a memo to all employees was issued by the Vice President of Human Resources, Diane McCutcheon, providing direction on email font uses to align with accessibility standards and College branding. This request asked for the then-current default settings to be updated to use Arial 12pt font for all email communications going forward. This was to ensure important communications and information would be accessible to all with special emphasis on inclusion of those living with impairments to their visibility. Soon after this memo was issued, an invitation on behalf of the College's [Accessibility Committee](#) was extended to all employees, encouraging enrollment and completion of a new training offering on Accessible Communications.

On January 9, 2023, the launch of Accessible Communication training was added to the College's robust learning opportunities. The Accessible Workplace Communications training program was designed to support employees who produce and disseminate College-wide communications in ensuring greater levels of accessibility when producing content. The training has engaged all employees whose roles are focused on developing written communication and marketing collateral, encouraging them to upskill in applying accessibility to published documents and correspondence.

The 90-minute self-directed learning helps to address invisible barriers that exist throughout our workplace, promoting inclusion by working to remove obstacles that can create a less than ideal experience for some of our colleagues.

Participants in this course learn the practical skills for locating, identifying, and repairing potential accessibility barriers in workplace communications through videos, discussions, various authoring tool resources, as well as guided tutorials where participants can reflect upon the importance of ensuring accessibility and demonstrate the use of built-in accessibility tools.

To date, **13 employee learners** (including those in communications positions) have completed the accessible workplace communications course and earned a certificate.

By the end of this course learners will be able to:

- Identify provincial legislation and College policies that relate to accessibility;
- Participate in the end-user experience that inaccessible documents create for people attempting to read them using assistive technologies.

- Discuss common accessibility barriers that are present in the workplace.
- Explain your role in ensuring that office communiques are accessible.
- Identify built-in accessibility tools in common office communique creation and editing software.
- Locate accessibility issues in a document using built-in accessibility tools; and
- Correct accessibility barriers in an inaccessible document.

## INCLUSION & DIVERSITY CIRCLE INITIATIVES

Algonquin College's [Inclusion and Diversity Circle](#) (IDC) is a group of committed employees who advise and act as representatives for diverse lived experiences on behalf of the College. Members of the circle support the management of Inclusion and Diversity progress and champion initiatives to interrupt systems of exclusion as well as recommending approaches for removal of barriers for equity deserving groups of employees.

Collaboratively, this group utilizes their expertise, knowledge, professional skillsets, and their lived experiences to inform their work in identifying, developing and implementation of mechanisms to ensure there are no groups excluded from the structures and systems comprising Algonquin College Workplaces. This work includes:

- Identifying ways to eliminate barriers in employment policies, procedures, and practices.
- Supporting the implementation and monitoring of an employment equity program.
- Informing the development of an Inclusion and Diversity Policy, Strategy, and subsequent monitoring of adherence and implementation.
- Being a catalyst for new initiatives that will help our workforce develop an understanding of, and commitment to, inclusion and diversity.
- Communicating Algonquin College's clear commitment to inclusion and diversity for employees.

This year, Inclusion & Diversity Circle activities were prioritized around a crucial need at the College for capacity building. The group therefore elected to support efforts to **retrain all ethical upstanders**, as well as to **onboard 2 additional facilitators** certified to deliver this training, enabling the continued success of this workshop training program. The IDC held a total of **11 meetings** in 2022-23.



## EMPLOYER PARTNER

The other important investment endorsed by the IDC was the **purchase of an employer partner membership with the Canadian Centre for Diversity and Inclusion (CCDI)**.

Partnering with CCDI has brought with it a wealth of resources, access to evidence-based data, insights, and research, as well as a consistent offering of foundational learning opportunities available to all employees at the College.

Some examples of the CCDI webinars which were available and advertised for free registration to all College employees on the myAC's events calendar included webinars on the topics of:

- Exploring Allyship and Privilege (December 6, 2022)
- Allyship what type of ally are you? (November 8, 2022)
- Navigating Religious and Spiritual Diversity in the Workplace (Dec 1, 2022)
- Bias in Artificial Intelligence (November 17, 2022)
- Diversity, Equity, Inclusion The fundamentals: (January 19, 2023)
- Microaggressions, Micro interventions and microaffirmations (March 21, 2023)

## EMPLOYMENT EQUITY CENSUS CAPABILITY

The College's work to implement equity census capabilities is outlined as part of Goal Three (3) of Algonquin College's [Strategic Plan](#). To create an equitable, diverse and inclusive work environment.

### FAQ – Employment Equity

+ 1. Why does Algonquin College want to collect my personal identity information for Employment Equity?
+ 2. How can I be sure that the information I give will be confidential?
+ 3. What is Equity?
+ 4. What diversity demographics are being measured, and what definitions you are using for self-identification?
+ 5. Who will be asked to provide information?
+ 6. What happens if I don't fill out the Self-Identification Survey?
+ 7. How do I change my responses?
+ 8. How often will this information be collected and updated?
+ 9. Will the College be sharing the results of the data with employees as well as with management or my direct manager?

Tuesday February 7  
11 am to 12 pm

[JOIN HERE](#)

Wednesday February 22  
3 pm to 4 pm

[JOIN HERE](#)

#### Equity Survey Program Drop-ins

If you can't make it to the Q&A session online, feel free to stop by the Ottawa Campus Employee Learning Exchange (ELX) in-person to get your questions answered and complete your response to the survey.

#### IN-PERSON DROP-IN TIMES

Ottawa Campus  
ELX (C123)

Monday February 6

This past year, Algonquin College met the conditions requiring us to participate in the Federal Contractors Program (FCP). The FCP "requires that organizations who do business with the Government of Canada implement employment equity in their workplaces."



This includes ensuring their workforce is representative of Canada's labour force with respect to the members of the following four designated groups under the [Employment Equity Act](#):

- Women
- Indigenous people
- persons with disabilities
- Visible Minorities

Algonquin College prioritized the development of system to deploy an equity census survey. We acted swiftly with caution to build our capability in order to collect, analyze, secure and store equity data to remain in compliance with this program requirement.



In 2022-23, starting February 2023, a 4-week campaign was successfully launched and over 80% of the College's full-time and permanent part-time employees responded to the self-identification survey.

As a result of this campaign, Algonquin College is now better positioned to address and deepen our understanding of barriers experienced by marginalized groups of employees. This data and insights from the survey will be critical to supporting our efforts to build an inclusive College and deliver on goal three within our 2022-25 [Strategic Plan](#), seeking to create an equitable, diverse, and inclusive work environment. This work has additionally achieved compliance with the Government of Canada's Federal Contracts Program for Employment Equity.

With this capability now launched and active ongoing, we will move next to integration of these findings into the [2023-2026 Inclusion & Diversity Blueprint](#) (the College's vision and strategy for creating a culture of inclusion). In we can now more effectively measure progress toward improving diverse representation so that our workforce is representative of our communities.



THE 2023-26 IDEA BLUEPRINT



On March 2, 2023, the 2023-26 Inclusion, Diversity, Equity and Accessibility Blueprint was published as a call to action for our leaders and workforce. Refining the model for creating an Inclusive College first introduced in 2019, this newly minted plan clears our path toward a culture of inclusion by narrowing in on three strategic areas of focus: **Capacity Building, Robust Conversations, and Workforce Recruitment.**

Before this plan was endorsed by the College’s Inclusion and Diversity circle, our efforts to build the strategy started with a thorough analysis of input from employees, leadership, unions, as well as the consultation of EDI subject matter experts, and the execution of industry and sector best practices (i.e., Global Diversity Equity and Inclusion Benchmarks);

Once we completed an honest and thorough assessment of our current culture, agreeing on what changes our culture has seen over time, and what culture we intend to foster forward, our draft came together and was circulated amongst stakeholders for further refinement.

**TACTICS**

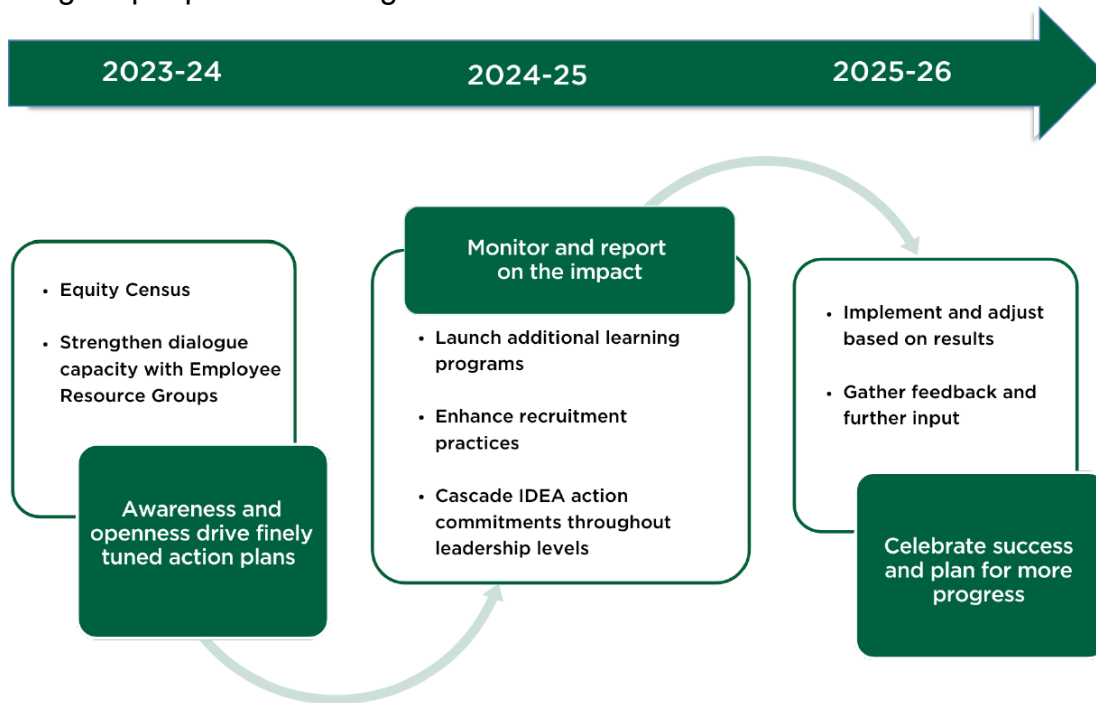
**2. ROBUST CONVERSATIONS**

- Assemble three additional Employee Resource Groups (ERGs) to provide forums for discussion, input to policy development, etc. Craft the groups to meet needs expressed by interested groups with shared identities.
- Conduct an equity census to more fully understand our workforce population and provide an information base for meaningful conversations and action. Develop cascading plans to close any gaps and to ensure our population reflects the diversity of the population and the communities we serve.
- Maintain the successful momentum of the Inclusion & Diversity Circle and the Accessibility Committee.
- Leverage ongoing IDEA events related to inclusion, diversity, equity and accessibility to foster robust conversations and model a safe space.

**SUCCESS INDICATORS**

- 80% participation in the equity census; employees demonstrate comfort with self-identification of their demographic characteristics.**
- Three new Employee Resource Groups established and supported; a total of at least 12 sessions held.**
- Safe space principles consistently reflected in Algonquin College IDEA engagement sessions.**

From 2023 until 2026, with this Blueprint as our guide, we will use the building blocks of Inclusion, Diversity, Equity and Accessibility to construct an Algonquin College welcoming for people of all backgrounds and characteristics.



By 2026, with this we aspire to see an Algonquin College where:

- Our workforce reflects the world around us. If there are still gaps, we are working diligently to close them.
- Our people are proud and confident in their individual identities and trusting enough to identify themselves.
- Any of our employees who see hurtful interactions in our work environment, as well as those who experience them, have the comfort and skills to take action and be an influence for positive change.
- Our people management processes are rapidly becoming best in class.
- Our work climate reflects our thirst for knowledge and skill-building. An active IDEA program of events, resources, and networks prompts us to challenge ourselves and learn together in safe spaces.

This Blueprint is only the design; it will take the actions and commitment of all of us to succeed with the building effort.