

PBC Agenda Item: Addressing Internal Equity Report Recommendations (Áse)

ACES tri-chairs

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<https://canadacollege.edu/antiracism/FINAL%20Ase%20Power%20Consult%20Canada%20College%20Internal%20Equity%20Report%202021.pdf>



APC Recommendations (short-term: 6 - 12 mos)	Responsible Group(s)	Timeline	D
Restorative Practice; Equitable Scheduling; Communication; Early Access Opportunities <i>IDEA: Summer Leadership Retreat</i>	College Council, Cabinet, Senate Presidents, President's Office	Fall 2022 & Spring 2023	R
Affinity Spaces <i>IDEA: Cultural Center</i>	College Cabinet	Fall 2022	A
Virtual and COVID-19 safe in-person community building	All College	Ongoing	F
White Accountability <i>IDEA: White Privilege Conference</i>	College Council, Senate Presidents, President's Office	Spring 2023	T
Racial/Cultural Bias Incident Accountability	Student Services, Marketing, Student Services	Summer 2022 Planning Meetings	
Champion Equitable Work Commitments <i>IDEA: Summer Cabinet Retreat</i>	Cabinet	Fall 2022 & Spring 2023	
Financial Aid & Student Services	SSPC, College Council	Fall 2022	
Centralize Anti-Racism and Equity Task Forces	Equity & Antiracism Leadership Work Group, PBC	Spring 2022	

1. ACES prioritization of Áse Recommendations

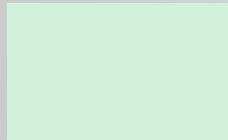
Summary



High Priority (Golden Rod) = 5 Recommendations



Mid Priority (Blue) = 8 Recommendations



Low Priority (Green) = 6 Recommendations

2. Align EMP Initiatives with the Áse Recommendations

2-Affinity Spaces: Prioritize affinity spaces for historically marginalized groups on campus: **6 EMP strategic initiatives**
4-White Accountability: **7 EMP strategic initiatives**
14-Cultural Competency-Anti-Racism Training: **7 EMP strategic initiatives**
9-Financial Aid and Student Services: **15 EMP strategic initiatives**
10-Centralize Anti-Racism and Cultural Equity Task Forces: **1 EMP strategic initiative**

1-Restorative Practice: **1 EMP strategic initiative**
3-Virtual and Covid-19 safe in-person community building: **1 EMP strategic initiative**
5-Racial/Cultural Bias Incident Accountability: **3 EMP strategic initiatives**
7-Champion Equitable Work Commitments: **4 EMP strategic initiatives**
11-Early Access Opportunities: **9 EMP strategic initiatives**
12-Hire a Diversity, Equity, and Inclusion Director: **1 EMP strategic initiative**
17-Bias Reporting: **2 EMP strategic initiatives**
19-Review, Revisit and Re-implement: **4 EMP strategic initiatives**

6-Equitable Scheduling: **2 EMP strategic initiatives**
8-Communication: **3 EMP strategic initiatives**
13-Re-imagine Participatory Governance: **1 EMP strategic initiative**
15-Champion DEI Funding Campaigns: **3 EMP strategic initiatives**
16-Power Redressing: **8 EMP strategic initiatives**
18-Employee Equity: **6 EMP strategic initiatives**

3. Outcomes of our Sense-making

Critical questions

- How does each EMP strategy work group connect (or not) to a recommendation from the ÁSE recommendations?
- How do we know when “enough is enough” in terms of addressing the recommendation?

Identifying gaps

- 20 EMP strategic initiatives with no alignment to ÁSE
- 2 ÁSE recommendations that are not connected to any EMP Strategies
- More potential gaps TBD - need additional analysis and attention

Other considerations, responses, and/or reactions?

Questions?
&
Next Steps