

Office of the President 2010-11 Diversity Action Plan

Goal 1: To create a welcoming, supportive, respectful and inclusive campus climate

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/ Performance Indicator	Timeline	Fiscal needs& Implicatio ns
1: Maintain an inclusive and diverse speaker series	Bringing international speakers is expensive and complicated	<ol style="list-style-type: none"> 1. Research world speakers who address art & design topics cutting through the strategic plan key elements 2. Choose speakers/topics which represent diverse groups and are inclusive 3. Look for sponsors, partners and possible research collaborations within the broader community 4. Organize the event to include external academic institutions, NGOs and industry partners 5. Piggyback on international speakers who are in Canada for other events 	Manager, President's Office	A roster of potential speakers	Ongoing	Budget, time

Goal 2: To increase access/opportunity and retention for underrepresented students

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/ Performance Indicator	Timeline	Fiscal needs& Implicatio ns
1: Create and opportunity for underprivileged students to discuss their needs and ways to address them	Finding time and coordinating the event	1. Organize 2 dinners per semester at the President's home co-organized with Financial Aid and the Student Union	Manager, Financial Aid EA, President's Office	Dinners hosted by President	Ongoing	Time, Budget
2: Provide student/faculty with	Budget	1. Contribute seed money towards student/faculty projects that reflect diversity and are representative of	Manager, President's	Seed money from	Ongoing	Budget

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seed money to kick start projects		all sectors of the community	Office	President's Fund		
		2. Supervise implementation of Diversity Action Plan	President			

Goal 3: To increase diversity in employee recruitment and retention

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks Performance Indicator	Timeline	Fiscal needs & Implications
1: Enhance and maintain OCADU's cultural diversity 2: Implement and model inclusive hiring policies throughout OCADU	Make openings available to diverse/immigrant communities	1. Lead the implementation of diverse hiring throughout the actions of all reports 2. Distribute potential job openings in local as well as international/aboriginal job boards and digital newspapers	President Director, HR Manager		Ongoing	

Goal 4: To infuse accessibility and diversity into curriculum and research

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks / Performance Indicator	Timeline	Fiscal needs & Implications
1: Promote research initiatives that integrate diversity and accessibility	Resources: staff, faculty, budget, time	1. Research and cultivate industry/academic potential partners that foster diversity into graduate studies. 2. Support cultural diversity as a component of OCADU's research	President President /VP Research & Graduate Studies	Research initiatives to integrate diversity and accessibility	Ongoing	Resources: staff, faculty, budget, time

Goal 5: To develop and strengthen partnerships with diverse communities in Toronto and globally

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/	Timeline	Fiscal
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				Performance Indicator		needs & Implications
1: Provide strategic direction to the Internationalization Plan with the VPs	Budget, Organization	1. Oversee internationalization strategies on the part of research leaders and administration	President	Implementation of Internationalization Plan	Ongoing	
2. Enhance Board of Governors' representation from diverse communities	Board vacancies and outreach	2. Identify outreach strategy with countries that align with provincial and federal priorities, considering the university's interests and requirements	President		Ongoing	
		3. Continue to include in diversity skill matrix and participate in proactive outreach	President & Secretary to the Board of Governors		Ongoing	

Goal 6: To enhance accessibility for people with disabilities

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/ Performance Indicator	Timeline	Fiscal needs & Implications
1: Enhance current ways of accessing information at OCADU	Time, Budget	1. Support reports on new ways of presenting and delivering information 2. Create AV materials plus online streaming accessible for diverse groups (Speaker Series, Town Halls, etc) 3. Different languages spoken in President's Office to serve as liaison	President Manager, President's Office / AV Services President's office staff	AV materials plus online streaming accessible for diverse groups	Ongoing	Budget

Goal 7: To enhance accountability & commitment to diversity & equity

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/ Performance Indicator	Timeline	Fiscal needs & Implications
1: Support and enforce implementation of initiatives suggested by EEEEC		1. Participate in EEEEC 2. Receive feedback on Diversity Plans throughout OCADU and approve strategy	President	An approved strategy		

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2: Maintain a Board of Governors that is diverse and representative of OCAD University	Board vacancies and outreach	1. Continue to include diversity in skill matrix and participate in proactive outreach 2. Prioritize cultural diversity in next LGIC appointment	President & Secretary to the Board of Governors	A representative Board of Governors	Ongoing	
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