

Aboriginal Arts & Visual Culture (ABVC) Program 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& Implications
1. To achieve a cross-fertilization of ideas and cultures, to collaborate in an environment of goodwill and mutual respect.	Effective student outreach and communication	1. Weekly Buffalo Stew Lunch – open to all students, faculty and staff 2. Annual traditional ceremony to welcome all students at orientation 3. Open door policy in ABVC office for all students, faculty and staff 4. Annual history walkabout with an Aboriginal artist to teach, walk and share, called “A Mile in Our Moccasins”	ABVC Staff Student Union and ABVC Program Duke Redbird ABVC Office	Record weekly attendance Request feedback from Student Union Track attendance by providing a guest book. Receive feedback and welcome dialog with a suggestion box Attendance and participant feedback	January 2011 Annual – every September. January 2011 Spring /Fall Equinox	MTCU – Aboriginal Spaces Grant Honorarium for ceremony MTCU Aboriginal Spaces Grant Honorarium for tour/talk

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

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs& Implications
1. Outreach to Aboriginal students, as well as community organizations in and outside of Toronto	Limited follow up, difficulty tracking students once they enter OCADU	1. Develop and maintain ongoing relationships with Aboriginal community organizations - Native Child and Family Services, Miziwe Biik, Native Canadian Centre and Evergreen 2. ABVC and First Generation/Student Success collaboration – panel discussions, student outreach and social events 3. Provide counseling to Aboriginal students from an Aboriginal perspective 5. Touring Aboriginal Recruitment Officer 6. Augmented first year program in collaboration with	ABVC Office ABVC Office and Zev Farber Duke Redbird, Mentor Advisor, Jennifer Robinson, Clinical Counselor ABVC & Recruitment and Admissions ABVC	Track successful applications to OCADU from community partners Track student attendance, request feedback Track participation Record communities, schools and organizations visited, track Aboriginal enrollment as a direct result of recruitment effort Track student participation, from successful	Ongoing January 2011 Ongoing Ongoing In development	Regular meetings and events Cost of social events Positions funded through MTCU multi year funding MTCU and OCAD staffing Consultant hire via MTCU multiyear funding

		Laurentian University		transition to second year to graduation		
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Goal 3: To increase diversity in employee recruitment and retention

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs& Implications
Improve job application rates from Aboriginal and other under-represented populations	Popular perception that OCADU is a Euro-centric institution	<ol style="list-style-type: none"> 1. Advertise job opportunities in Aboriginal-friendly journals, list serves, and web sites 2. Ongoing promotion of OCADU's ABVC program, diversity policy and initiatives 	<p>HR in collaboration with ABVC</p> <p>OCADU Marketing and Communication</p>	<p>Ask job applicants where they learned about the opportunity. Continue to seek new venues to advertise</p> <p>Track applicants and hires from under-represented populations</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Minimal</p> <p>Advertising should emphasize OCAD's diverse population</p>

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. Develop and implement new curriculum in every faculty & at every level that reflects an Aboriginal perspective	Curriculum change needs to be developed thoughtfully, in concert with the academic goals and directions of the university	1. Continue to develop new curriculum and revise existing curriculum as needed to address the academic needs of an increasingly diverse community	ABVC in collaboration with the Faculties of Art Design and Liberal Studies	Growth of the ABVC minor, Development of the ABVC major, and the introduction of Aboriginal curriculum in the graduate school	Ongoing	OCAD investment in faculty, MTCU multi year funding to support ongoing program development
2. To welcome scholars, artists and designers from Aboriginal and diverse communities as guest lecturers, speakers etc	Limited funding for travel and accommodation	1. Seek new funding avenues/partnerships for speakers series, artists' residencies etc	ABVC, Research Department, Development Office	Track visiting Aboriginal artists/designers/scholars	Ongoing	Secure funding for an Aboriginal Speakers Series

3. Develop innovative workshop programming	Space requirements	<ol style="list-style-type: none"> 1. Tee pee Painting workshop 2. Outdoor fire making workshop 3. Classroom visits by Duke Redbird 4. Encourage divergent thinking at all levels 	ABVC	Track attendance and participation at all events. Faculty participation	January - June 2011	MTCU funding will need to be allocated for these projects
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Goal 5: To develop and strengthen partnerships with diverse communities in Toronto and globally

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
1. To outreach and initiate collaborations with community groups, friendship centres and other academic institutions	Limited time, resources and manpower	<ol style="list-style-type: none"> 1. Maintain an open-door policy to potential opportunities and partners, ie. Miziwe Biik, Native Learning Centre, Imaginative, Metis Nation, Six Nations Polytechnic 2. Remain responsive to community needs 3. Visit other institutions regularly to maintain contact and stay current with developments 	ABVC staff and faculty	<p>Track and record collaborations.</p> <p>Maintain and grow contact lists.</p> <p>Schedule visits and follow up</p>	Ongoing	Project funding required for large and small initiatives

Goal 6: To enhance accessibility for people with disabilities

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
1. To ensure that visitors to ABVC facilities will not be obstructed by physical or psychological barriers	Space, flow, thoughtlessness	<ol style="list-style-type: none"> 1. Rearrange offices and kitchenette area to be wheelchair friendly 2. Provide a welcoming, safe, non-judgmental atmosphere 3. Regularly review office norms to ensure a high level of sensitivity is maintained 	ABVC staff and faculty	Invite feedback from visitors via a guest book	Ongoing	Minimal

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

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs& Implications
1. Support an OCAD-wide zero tolerance policy toward racism, homophobia, bullying etc	This behaviour is often insidious, subtle and intimidating.	<ol style="list-style-type: none"> 1. Provide a safe place to discuss any and all issues 2. Establish a culture of acceptance and kindness. 3. Workshops on racism and two spirited peoples 	ABVC Staff and Faculty		Ongoing	Promotional material costs, refreshments, honorariums
2. Build information sessions and workshops on Aboriginal peoples and their issues	Space requirements and attendance	<ol style="list-style-type: none"> 1. Outreach across the campus 2. Mentor advisor classroom visits 3. Faculty workshops 4. Workshop series posters 5. Work with other faculty to develop workshops 	ABVC Mentor/advisor, faculty and staff	Evaluation and feedback sheets at all events, workshops and info sessions	January 2011	Promotional material costs, refreshments, honorariums,