

Faculty of Design 2010-11 Diversity Action Plan

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

<b>OBJECTIVES</b>	<b>BARRIERS/ CHALLENGES</b>	<b>ACTION STRATEGY</b>	<b>RESPONSIBILITY CENTRE</b>	<b>BENCHMARK/ PERFORMANCE INDICATORS</b>	<b>TIMELINE</b>	<b>FISCAL NEEDS</b>
1.0 Establish additional Faculty Ambassadors for Diversity in Design	Work overload	1.0 Call out to Faculty 2.0 Announce Diversity Ambassadors at Faculty Town Halls, E-mail & Design Web	Deans, Current Diversity Ambassador, T. Kerr	Faculty Ambassadors engaged in faculty activities and names published on printed, web materials	Winter Term 2011	Budget for hosting periodic events/ tours, & info sessions
2.0 Establish Student Ambassadors for Diversity in Design	Student Schedule, Timing and resources must be considered	1.0 Call out to Students 2.0 Create Roster of Potential Ambassadors	Faculty Ambassadors		Start Search Summer Term 2011	Budget for hosting periodic events/ tours, & info sessions
3.0 Work with Recruitment Office in developing new ideas for Open Houses for Fac of Design			Faculty & Student Diversity Ambassadors		Start Spring 2011	
4.0 Assist Students in Design to create their own DAP		Engage Student Ambassadors to lead project, liaise with OCADSU, et al	Faculty & Student Diversity Ambassadors, with mentoring from Chairs and Faculty		Start up Summer 2011	

**Goal 2: “To increase access/opportunity and retention for under represented students”**

OBJECTIVES	BARRIERS/ CHALLENGES	ACTION STRATEGY	RESPONSIBILITY	BENCHMARK/ PERFORMANCE INDICATORS	TIME LINE	FISCAL NEEDS
1.0 Enhanced outreach to Communities recruitment i.e new Canadian communities, under represented groups. Identify what “Designers do”	Requires identification of underrepresented groups, commitment to undertake;  Potential to overlap existing recruitment efforts at OCADU	Enhance Web/Media presence with short iTunes Videos that can be shared in a variety of venues, and languages  Engage new communities in design activities, workshops, information sessions and go out to the communities with public talks aimed at young people in High School and Junior Schools  <b>Communities such as Toronto Community Housing; Maytree Foundation’s School of Civics, etc</b>	Senior Admin; Diversity Ambassadors, Deans	Increase in enrollment in Design from underrepresented groups or new communities		Budget to invite leaders/guests from diverse communities to visit Faculty of Design through a series of tours. i
2. Enable student body to get word	Work with OCADSU to		Senior Admin, Faculty & Student			Budget for Campaign

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out on the street that OCAD U is inclusive, diverse	identify Diversity issues, branding, language, etc		Ambassadors, Deans, & Chairs			
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### Goal 3: To increase diversity in employee recruitment and retention

OBJECTIVES	BARRIERS/ CHALLENGES	ACTION STRATEGY	RESPONSIBILITY	BENCHMARK/ PERFORMANCE INDICATORS	TIMELINE	FISCAL NEEDS
1.0 Work with Diversity Office, HR, VP-Academic and others to employ strategies in Diversity recruitment	Need for greater number of permanent positions for the Faculty of Design to attract underrepresented groups. Seeking faculty who might make fuller commitments to OCADU if positions were attractive	Engage in discussions as HR policies and processes roll out	Decanal level	Change in employment processes i.e. make up of interview panels, and change in interviewing procedures.	Current-2010 Commences with Decanal Search and faculty hires for 2011-2012	HR /operating funds to support more permanent faculty positions
2.0 Identify programs, theme areas and initiatives for enhanced	Engagement with program faculty. This will need a transparent process to open up dialogue	1.0 Start work with Chairs of Programs to identify underrepresented	Decanal and Chair level with faculty engagement		Start in Spring 2011 with Deans Advisory Group	

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Diversity	on	groups 2.0 Include topics for discussion in FoD meeting agendas	nt as necessary		(DAG) committees	
3. 0 Extend/broaden pool for diverse candidate	May need to update or change traditional avenues for recruitment	1.0 Work with HR to identify new sectors, organizations, and communities where recruitment notices might occur 2.0				

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

<b>OBJECTIVES</b>	<b>BARRIERS /CHALLENGES</b>	<b>ACTION STRATEGY</b>	<b>RESPONSIBILITY</b>	<b>BENCHMARK/ PERFORMANCE INDICATORS</b>	<b>TIMELINE</b>	<b>FISCAL NEEDS</b>
1. 0 Continue to develop curriculum with rich student experience and engagement with diverse communities						
2.0 Build connection with Inclusive Design Research Institute at OCADU						

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3.0 Embed Diversity mission in course materials/handouts and syllabi. Provide synopsis of OCADU DAP online at My Courses					Started Fall 2010	
4.0 Build partnerships through funded course and research projects, and outreach initiatives through granted work						
5.0 Create a Student "Bill of Rights" or equal to be made visible in handbook and online		Work with Diversity Office, Student Unions, and Faculty				

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

<b>OBJECTIVES</b>	<b>BARRIERS/ CHALLENGES</b>	<b>ACTION STRATEGY</b>	<b>RESPONSIBILITY</b>	<b>BENCHMARK/ PERFORMANCE INDICATORS</b>	<b>TIMELINE</b>	<b>FISCAL NEEDS</b>
<b>1.0 Engage communities to become stakeholders with Design</b>						

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<b>2.0 Expand Speaker series to include Diversity topics, issues, initiatives</b>						
<b>3. Identify diverse Mentors in the Design Industry Seeking young designers as Co-Op students or Interns</b>						

**Goal 6: To enhance accessibility for people with disabilities**

OBJECTIVES	BARRIERS/ CHALLENGES	ACTION STRATEGY	RESPONSIBILITY	BENCHMARK/ PERFORMANCE	TIMELINE	FISCAL NEEDS
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				INDICATORS		
<b>1.0 Upgrade facilities to accommodate students and faculty with accessible devices. Work in concert with OCADU wide facilities upgrade and efforts</b>	<b>Space and funding constraints</b>	<b>Request items in annual budgets for space, equipment</b>			<b>Started with 2010-2011 FF&amp;E Budgets</b>	<b>Annual Budget for implementation of accessibility projects</b>
<b>2.0 Add references to AODA implementation to all planning documents and processes i.e. space curriculum requests, studio assessments, etc.</b>	<b>Ensure issues are discussed at all committees, and plans of action are developed</b>	<b>Prepare items for committee agenda to ensure discussion at faculty wide committees</b>	<b>Decanal level with Office Manager, Assistant to the Dean input/assistance</b>			
<b>3.0 Review</b>						