

**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
<p>1: Train FoLS faculty and staff on Diversity</p>		<p>1. Diversity workshop to be scheduled for late January for all Liberal Studies faculty members. (Soyang Park, Kathy Shailer and Rosemary Donegan)</p> <p>2. Organise a diversity workshop component for the Liberal Studies faculty and TA orientation meetings – August 2011. (Eric Nay)</p> <p>3. Devise ways to introduce our diverse faculty and highlight global perspectives courses to students: Student orientation? Webpage?</p> <p>4. Guest speakers representing diverse perspectives to be invited to speak (class, Faculty of LS, wider audience?). (Julie Nagam and Keith Bresnahan)</p>				
<p>2:</p>						

**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: Showcase FoLS diverse faculty		<p>1. Support the Yukon School of Visual Arts Articulation Agreement – students who complete their first year at KIAC/SOVA will be eligible to attend their second year at OCAD University.</p> <p>2. Support planned collaboration with Laurentian University to develop and implement a joint augmented first-year program for Aboriginal students.</p> <p>3. Expand the Pathways program; funding must be found for expansion of program. This program focuses on assisting first-year ESL students with reading, writing and course material in a supportive environment. Currently a joint venture between Faculty of Liberal Studies and Faculty of Design, an expanded version would involve the Faculty of Art.</p>				

2:		1.				
		2.				
		3.				

**Goal 3: To increase diversity in employee recruitment and retention**

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs& Implications
1: Continue to foreground diversity in our hiring of new faculty		1. Continue to foreground diversity in all our hiring. Hiring is led by the Dean and Associate Deans, and involves faculty committees: Sessionals, CLTA, Continuing, Tenure-Track. Prioritize global and international perspectives in our curriculum and in hiring faculty especially for Tenure Track positions. 2. Identify alternate venues to advertise faculty positions in Liberal Studies. 3. Create a Hiring Policy and Guidelines information sheet which can be reiterated at the start of every hiring committee. 4. Improve and formalize mentoring program for new (non-sessional)				

		faculty.				
2:		1. 2. 3.				

**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:		<p>1. Research new texts for LBST 100-level courses and second-year Design courses. A working group to be created to research new texts with input from TA's and faculty welcomed.</p> <p>2. Address issue of low enrolments in diverse perspectives courses: better promotion of courses (see Goal 1); also ask instructors to revise titles of their courses to enhance appeal and attract a wider cross-section of students and hence increase enrolment.</p> <p>3. Review and revise Canadian course</p>				

		offerings to comprehensively address cultural diversity in Canada.  4. Review upper level curriculum to identify gaps in global perspectives, e.g., Eastern European Studies, African Studies, Middle Eastern Studies.				
2:		1.  2.  3.				

**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:		1. Use Metro Toronto as a lab for course outings and projects. Arrange workshop on best ideas/practices (date?)  2. Collaborate with Faculties of Art and Design to create a service learning program for students. (Deans/Associate Deans).				

		3.				
2:		1.  2.  3.				

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

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
1:		1. Building a syllabus using OCAD U eLibrary resources on November 30 <sup>th</sup> 2010.  2. PODcasting. Goal of having all <u>required</u> 100 and 200 level courses PODcast, such as LBST1B03, LBST1B06, VISC2B01, VISC2B07, etc. This term 8 of these large required				

		<p>courses LS courses are being PODcast. New goal would be to eventually have all large lecture format 200 level LS courses PODcast. LS has been instrumental in working with testing new technologies and the latest body mic is being tested in an LS course to improve sound quality. CSD advisors are now presented with a list of PODcasts.</p> <p>3. Make all LS faculty aware of CSD need for digitized course packs and texts, and providers of this option. Invite CSD to LS Faculty Council Meeting (January).</p>				
2:		<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>				

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

Faculty of Liberal Studies 2010-11 Diversity Action Plan

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
1:		<p>1. : Faculty discussion of 2010/11 LS Diversity Action Plan at November 2<sup>nd</sup> LS Faculty Council meeting.</p> <p>2. Ad hoc committee to use a Sharepoint account to edit document and submit to Director of Diversity and Equity Initiatives by November 15, 2010.</p> <p>3. up/ progress report at every Faculty Council meeting.</p>				
2:		<p>1.</p> <p>2.</p> <p>3.</p>				