

Student Union 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
What you do want to achieve as a department	What challenges/barriers does your department experience that prevents your department from achieving the goal listed above?	What specific actions will your department be engaged in in order to overcome the barrier listed and to achieve the goal set?	Who in your department is responsible for this action item?	How will you know that you have achieved this objective?	Identify only those action items that you can achieve	Identify the needs e.g. staff time and other fiscal needs
1: The Student Union (SU) strives to be a recognized safe(r) space on campus.	Our biggest barrier to being recognized and used as a safe(r) space is our location (which is away from the main campus building) and the limited size of our communal space. In addition, due to operational factors we are not currently able to offer allocated times for students to access the office.	<ol style="list-style-type: none"> 1. The SU has created a Safe Space statement. This statement is available on our website, included in all our board material and is posted in our office. 2. We regularly hold training sessions for our board members on how to foster and maintain a diverse and inclusive SU. In addition, when we hire new students it is mandatory they read our Safe Space statement and commit to helping to make the office a space safe for all. 3. We address discriminatory language and behaviour that happens in our office/workplace and offer workshops to the wider campus on these topics as well. 	All staff, students and volunteers of the SU are responsible for creating a safe space in the office. The SU operates on a non-hierarchical structure. We act as a collective and hold each other accountable for our actions and work ethics.		On-going	<p>Funds would help us in re-ordering and rebranding our office space so it becomes known as a welcoming, available and safe space for students on campus.</p> <p>Staff time and access to communication channels would assist us in keeping OCAD U Faculty and Administrators informed about our services so they can encourage students to visit our office and access them.</p>
2: The SU are in the process of developing a resource collection of anti-oppression literature including material about	We are currently trying to find the space to house the resources and put together a program that will encourage students to dialogue about the	<ol style="list-style-type: none"> 1. The SU is in dialogue with the Facilities department about housing the resource collection in the lobby of 51 McCaul and identifying available furniture resources. 2. The SU will be obtaining and ordering 	Director of Academic & University Affairs		On-going	Money to purchase resources. Time to setup and maintain the resource collection space.

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homosexuality, transgender/gender queer, disAbilities, class divides, issues of race and colour, feminism and body positivity.	issues they read about in the collection.	relevant materials for the resource collection.				
3. The SU offers priority grants to students who apply for accessibility or diversity- related projects on campus.		1. The SU distributes \$12, 000 annually to students in the form of one-time project grants. The projects help to inspire dialogue and ideas about accessibility and diversity at OCAD U.	SU Grants Committee		On-going	
4. The SU is committed to helping make OCAD U a trans-positive environment.	Barriers include coming to an agreement about which washrooms on campus might best be suited for Gender-Neutral designation and the costs associated with amending signage and forms so that they are trans-positive.	<p>1. As a first step towards this goal, the SU is working in conjunction with the Facilities Department to designate and provide signage for some Gender-Neutral washrooms on campus. The SU would like to be able to post the location and information about the Gender-Neutral washroom facilities (as well as those that are accessible) on our website and as a print map.</p> <p>2. The SU is also examining general signage on campus with an eye to considering how those that rely on binary gender classifications might be modified or adapted.</p> <p>3. The SU is considering it's own policies and forms, as well as those of other departments, to see where they require gender specification and how the language used may work against trans-positivity.</p>	Director of Campaigns and Advocacy	When we are able to provide students with an easy to access map of Gender-Neutral washrooms on campus and when we see changes in signage and forms on campus.	The Gender-Neutral washrooms project to be completed before Summer 2011. The other goals are On-going.	

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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: The SU offers accessible, healthy free and affordable, food programs and services for students, especially those who face financial hardships.	Our challenges are to create sustainable methods for financing the food bank and potluck program; maintain student friendly prices at the bulk food store; and keep up with the increased demand for the food bank.	<p>1. The SU has placed donation bins for the food bank at various locations across campus, with a suggested 1 item per month donation.</p> <p>2. For every 10 boxes ordered from Foodshare, we get 1 free large family box of food. We create a free bi-weekly student meal with these boxes. We ask for a \$2 donation for the meal and that money goes back into financing the food bank and the next meal offering.</p> <p>3. The SU runs the Foodshare program, which allows students, and other members of the OCAD U community, to pay for and pick up boxes of extremely affordable fresh fruit and vegetables.</p> <p>4. The SU is considering the possibility of trying to find spaces where we could grow food on campus. As a start, we have collaborated with the Learning Zone to build an area in the window to grow sprouts that students can eat.</p>	The SU Office Manager oversees the running of the food programs and, with the help of the SU Executives, hires students to staff the programs.	<p>Foodshare numbers have increased by 50% over the last 2 years.</p> <p>Potluck meals have increased in popularity - food often runs out within an hour of serving.</p> <p>The food bank is now running sustainably due to the increase of donations and funding from the potluck meals.</p>	<p>Foodbank is all year round.</p> <p>Potluck and Foodshare run from September to May yearly.</p>	<p>Each potluck costs about \$20 - \$30.</p> <p>The Staff time to keep Faculty and Administrators on campus informed about these services so can encourage students to use them!</p>

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<p>2: The SU has increased our employment opportunities for students.</p>	<p>Our jobs provide needed support for students who are not eligible for OWSP positions and are struggling financially to stay in university. This need is especially pronounced among international students who need jobs to sustain their stay in Toronto and yet have very limited access to most positions on campus due to their non-OWSP status.</p>	<ol style="list-style-type: none"> 1. It is key that we are extremely diligent with budgeting and financing our services. 2. We aim to be flexible with our hiring practices and opportunities, which includes creating new positions to accommodate students' abilities and needs. 3. The SU is a student friendly workplace. For instance, we allow students to bring their homework and assignments to work as long as it does not interfere with their duties and we offer flexible work schedules based on student's class timetables. 	<p>SU Office Manager and Director of Finance & Operations</p>	<p>Throughout 2010 we were able to hire 8 permanent PT positions due to our increase in food services on campus.</p>	<p>September 2010 until May 2011</p>	<p>There should be budget allocation for hiring outside OWSP. Currently, on average we pay up to 4 times more per hour per student to make up for this shortfall.</p>
<p>3. The SU is actively engaged with diversifying student representation on SU Board of Directors.</p>	<p>Previously, positions for OCADSU Board were department specific but we recently re-wrote the by-laws to include specific positions related to diversity, however we are finding that applications for these positions are low.</p>	<ol style="list-style-type: none"> 1. New SU Board positions include Diversity and Equity Representative, and Sustainability and Ethics Representative. Typically we advertise elections in March, however we have already begun to advertise all positions this year (Feb) so that we can increase awareness of these new positions. 	<p>The SU Office Manager oversees the running of the elections with the Chief Returning Officer, and, with the help of the SU Executives elections are widely advertised on campus.</p>	<p>When the Diversity and Equity Representative, and Sustainability and Ethics Representative positions are filled.</p>		
<p>4. The SU is actively engaged with ongoing recruitment of student representation on governing councils and committees at OCAD U especially</p>	<p>Not enough information is available on campus for students interested in attending meetings and getting involved with decision-making at OCAD. Not all students are</p>	<ol style="list-style-type: none"> 1. The SU regularly invites our student leaders to public meetings. 2. An easy-to understand guide to Robert's Rules of Order is available in our office and we are happy to provide this for students. 3. We would like to work with the 	<p>Director of Academic & University Affairs</p>	<p>There are 9 available student positions on the Academic Council and 3 on the Board of Governors - we would like to see all of these positions consistently filled. In addition, the student representatives should appreciate the importance of their role and regularly attend all meetings and participate in at least</p>	<p>On-going.</p>	<p>This is not an achievable goal for the SU independently; it requires the ongoing commitment of Administrators and Faculty offices to recruit interested students.</p>

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<p>the Board of Governors, and Academic Council.</p>	<p>familiar with Robert’s Rules of Order, and this is a barrier to their participation on campus committees and councils.</p> <p>Due to a lack of student recruitment by Departments on campus, the SU Executives are finding themselves spread thin as they are asked over and over again to be the student voice on multiple committees. This situation results in the student perspective often being missing in the room as SU Executives can’t always make the many meetings for the committees they are on.</p>	<p>Faculty departments and Administrative offices to improve the student recruitment process on campus.</p> <p>4. Through the free Student Handbook we provide each year, we share information about how OCAD U is governed, as well as offering relevant campus contact information.</p>		<p>one sub-committee.</p> <p>Seeing new student faces at all meetings would show that this barrier had been overcome.</p>		
<p>5. The SU believes that Education is Right and that everyone should have access to it no matter what their level of family and personal income.</p>	<p>Increasing miscellaneous and tuition rates have generated a major barrier for low-income students, both those wishing to apply to OCAD U and those already in attendance.</p> <p>The costs of supplies and books at OCAD U are significantly greater than those of other institutions in Toronto.</p>	<p>1. The SU plans to continue actively lobbying the OCAD U Administration to find alternative sources of funding rather than over-relying on increasing fees for students.</p> <p>2. All of our events are PWYC (pay what you can). No student has ever been turned away due to lack of funds.</p> <p>3. All of our services including the Ombuds Office and Legal Service are completely free and no forms or proof of income are requested.</p>	<p>SU Executives</p>		<p>On-going.</p>	

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<p>Unfortunately, increasing student fees have traditionally been OCAD U's main means of dealing with operating budget shortfalls, a trend which seems to be continuing.</p>					
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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
<p>1: The SU has created a diversity employment statement, which is attached to all our job postings to encourage students from marginalized groups to apply.</p>	<p>The challenge is to ensure that ALL students have access to our job postings.</p> <p>This includes being flexible with our job positions to accommodate the needs of students with disAbilities.</p>	<p>1. We are making use of various social networking tools to initiate diverse methods of outreach and communication to students, these include: the OCAD U Student Server, Facebook, Twitter, SU website, Posters, Flyers and Word of mouth.</p> <p>2. The SU strives to participate in campus workshops on equitable hiring practices.</p>	<p>Office Manager and SU Executives.</p>		<p>On-going</p>	

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

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Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs& Implications
1: The SU is currently in the process of researching and developing an Anti-Calendar (campus-wide course evaluations) initiative at OCAD U.	The challenge is to create an Anti-Calendar that finds the right balance between providing students with the opportunity to offer their perspectives and critiques on teaching at OCAD U and serving as a useful academic/faculty feedback system, which can be used for teaching evaluations and professional growth.	<p>1. The SU is working collaboratively with different Departments and Offices across campus, along with a student working group, during this development phase of the Anti-Calendar. In this way, the SU is striving to ensure that the diverse needs and perspectives of students, faculty and staff are represented throughout the Anti-Calendar.</p> <p>2. As part of the Anti-Calendar initiative, the SU is committed to developing an evaluation system that allows students with disabilities and students from underrepresented groups (including those with socio-economic barriers) to be able to access information which allows them to choose courses best suited to their needs. For instance, proposed evaluative questions include those about accommodations and financial costs.</p>	Office Manager and Director of Academic & University Affairs		We hope to have the Anti-Calendar implemented by 2012.	Costs will be divided between the SU and OCAD University. The SU will need to employ a Chief Editor and Data Analysis staff. We are hoping OCAD U will assist with printing costs.

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

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1. The SU is exploring creating partnerships with local student residences and housing cooperatives to see if they can accommodate OCAD students in need of housing or studio space.	OCAD U currently has no student housing or studio space available to rent to students on a budget.	1. The SU is researching what other small institutions are doing in regards to student's housing needs. 2. The SU is seeking to strengthen our relationship with local housing initiatives such as Chestnut, Campus Co-op, and Neil Wysick. In particular, we are looking into the potential for OCAD U to rent an entire house from Campus Co-op for our students.			Ongoing	
2: XPACE Cultural Center connects students with emerging artists in the community.		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: The SU is committed to ensuring that our physical space and all our service offerings are accessible for students with disabilities.	The SU recognizes that this is a goal that needs to be continually re-examined as new information comes to light.	1. The SU has been developing accessible formatting of all SU information, including the student publication – Cadmium. 2. The SU recently re-organized our office, which enhanced the physical accessibility of the space. 3. The SU ensures that all our events are held in accessible	Office Manager and SU Executives.		On-going.	

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		<p>venues.</p> <p>4. All SU Executives participated in the Access for Ontario with Disabilities training offered on campus.</p>				
<p>2. The SU strives to facilitate the participation of students with physical disabilities by offering programs that are pre-scheduled.</p>	<p>We recognize that students with physical disabilities often have to make significant effort to come to campus (e.g. relying on Wheel-Trans or rides from family/friends).</p>	<p>1. Our office has regular office hours Monday- Friday and we post this schedule on our front door. If we close for any reason, we make sure to leave a note to tell students when we are going to be back and/or how we can be contacted.</p> <p>2. We widely advertise our meetings and events through email, flyers, the Student Handbook and large-scale calendars posted on campus. We also strive to advertise our offerings well in advance. By doing this we allow students, especially those with physical disabilities ample time to make the needed practical arrangements to attend our events.</p> <p>3. Our services, such as the Lawyer and Ombudsperson, as well as our SU Executive staff all keep consistent part-time hours so students know when they are available.</p>	<p>Office Manager</p>	<p>We do not cancel public meetings unless it is at least 24 hours in advance.</p>	<p>On-going.</p>	

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

Objective	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
<p>1: The SU, in partnership with Health & Wellness, has launched a workshop series, which address a range of diversity topics affecting students on campus. Examples of workshop topics offered include: Building Sexual Consent, Queer Sexual Health & Sexuality, Unpacking Mentalism, Transgender & Gender Queer, DisAbilities & Sexualities and De-colonizing</p>	<p>An ongoing challenge is getting students to participate in the workshops.</p> <p>In addition, it would be advantageous to have more faculty and staff participating in the workshops for their own education, but also as a way of facilitating dialogue between students, faculty and staff on campus.</p>	<p>1. We programmed workshops at different times and days of the week to establish which times seemed the most effective for students to participate.</p> <p>2. We designed each workshop to be inclusive for both students who directly identified with the subject at hand, and for other students, faculty & staff wanting to learn how to be an ally. We wanted to create an inclusive learning environment that was open and respectful to all.</p> <p>3. Depending on the workshop topic the SU seeks support and assistance from different OCAD U Departments. We found this was an excellent opportunity to create campus wide networking and support for SU initiatives.</p> <p>4. We advertised each workshop in variety of methods. This was extremely important for guaranteeing participation.</p>	<p>The Office Manager was responsible for organizing the series.</p> <p>The Director of Campaigns & Advocacy provided community outreach and marketing for the series.</p>	<p>All workshops so far have had about 20 – 25 people in attendance. As the workshop series continues we have noticed a greater increase in students attending, including those with diverse ethno-cultural backgrounds. In addition, we regularly receive very positive feedback from those who have attended the workshops.</p>	<p>May 2010 – April 2011.</p>	<p>\$200 per workshop paid to facilitator/s.</p> <p>\$50 per workshop spent on poster – print, creation and distribution time.</p>

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Aboriginal Art Practices.						
2. Through our student newspaper, Cadmuim, we try to facilitate respectful dialogue and debate among students on campus.	<p>We have a large student population with diverse opinions and are aware of the challenge of balancing openness and discussion with the need to not be offensive or oppressive.</p> <p>We also want to make sure Cadmuim is as visually accessible as possible to any student with impaired vision.</p>	<p>1. Each issue is proofread by the SU Executives and Office Manager who screen the paper for oppressive language or content in accordance with our Safer Spaces Policy.</p> <p>2. The paper is printed in a minimum of size 12 font.</p>	<p>Office Manager and SU Executives.</p> <p>Cadmium Editor</p>		On-going	Monthly Printing Costs