STLHE SAPES

Society for Teaching and Learning in Higher Education
La société pour l'avancement de la pédagogie dans l'enseignement supérieur

UPDATE 1

First Update on the Work of the STLHE Task Force on Equity, Diversity and Inclusion

November 24, 2020

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Dear STLHE members,

In June 2020, the STLHE Board of Directors agreed to establish a Task Force on Equity, Diversity and Inclusion (EDI) with Dr. Joy Mighty as its Chair. Dr. Mighty was nominated jointly by the EDC and the President of STLHE. On August 3, STLHE published a call for expressions of interest in membership of the Task Force. The call invited candidates to submit a 150-word statement of interest outlining their rationale for applying for membership on the EDI Task Force. It asked applicants to highlight their academic and/or lived experiences with EDI issues, as well as their passion, commitment, or activism relevant to EDI. Further, the call asked individuals to indicate whether they wanted to be considered as representatives of the Society's three official constituencies (3M Council of Fellows, Educational Developers Caucus, and SoTL Canada). It was made clear that such representatives would be chosen by the Executive Committee of the constituency in which they applied to represent.

The Mandate of the Task Force is to:

i.   Review current practices in EDI, identify gaps and opportunities for improvement.

ii.   Recommend a set of strategic directions and proactive measures for integrating EDI into the work and culture of the STLHE.

iii. Submit a final report to the STLHE Membership.

The Task Force consists of members with different perspectives and lived experiences in relation to EDI. The Task Force is a representation of the STLHE's membership including colleges, universities, faculty, students and various constituencies, as well as diverse social identities, with most members identifying as one or more of the equity deserving groups as identified by Tri-Council. In addition, all members have had experience researching, teaching, organizing or leading initiatives on issues

related to equity, social justice, intercultural competence or anti-racism at their institutions or in their respective communities.

Thus far, the Task Force has held three meetings during which it has:

- Established terms of reference that describe the roles and responsibilities governing how it will do its work.

- Begun to articulate a statement of values, including a commitment to actively fighting racism in all its forms and promoting the principles of equity and inclusion to ensure fair access to opportunity and services for all individuals and groups that have been historically disadvantaged including but not limited to, women, Indigenous Peoples, persons with disabilities, members of racialized groups, persons with different socioeconomic status and members of 2SLGBTQ+ communities. The values statement reflects a commitment to EDI, especially in relation to teaching and learning, both within STHLE programs and more broadly, emphasizing a focus on:

    o practices and policies that work towards inclusivity and broader representation;

    o classroom practices and curricula that decenter whiteness, western-ness, masculinist, ableist, heteronormative, and other privileged approaches to

knowledge and the ways in which those are so often embedded in ideas about what is knowledge and whose knowledge gets reflected in teaching and research; and

    o ensuring that policies, practices, and programming work to decenter embedded assumptions.

- Committed to transparency and inclusion in engaging with STLHE and its groups, particularly through consulting and liaising regularly with members and providing updates about its work.

- Begun to consider potential questions for STLHE members about ways in which STLHE may not have been inclusive and possible steps for the Society and its initiatives to be more inclusive in future.

- Begun to identify issues that the Task Force would address, including:

    o Awards

    o Conferences

    o Language

    o Leadership

    o Membership and committees

    o Resources

    o Values Statement to act as a framework to guide work

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- o the "Anti-Racism List of Demands" submitted to the STLHE Board by an ad-hoc working group led by 3M National Student Fellows and the concerns of the EDC Executive Committee; and

- o Building STLHE's role as a national voice in teaching and learning

Regular updates will be posted to the STLHE website.

Respectfully submitted,

Joy Mighty, Chair of the EDI Task Force, member of EDC, member of SoTL Canada

Ann Braithwaite, Member at Large, member of SoTL Canada

Jacky Deng, Student member, member of SoTL Canada and member of TAGSA

Shaobo Huang, SoTL Canada representative, member of TAGSA

Brian Leacock, Member at Large and member of SoTL Canada

Valerie Lopes, STLHE Board representative, member of EDC, member of SoTL Canada, and member of the Council of Fellows

Rodrigo Narro Pérez, Student member, member of SoTL Canada

Pamela Toulouse, Council of Fellows representative