UPDATE 2

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

February 3, 2021

Dear STLHE members,

The STLHE Task Force on Equity, Diversity and Inclusion (EDI) with Dr. Joy Mighty as its Chair has continued to meet and fulfill its mandate to review emerging issues and current practices in EDI with a view to identifying gaps and opportunities for improvement and developing recommendations for specific action items. The Task Force has determined it will focus on:

- STLHE's work and activities as an organization; and
- STLHE as a national advocate on teaching and learning in higher education.

The EDITF knows there are many obstacles faced by equity deserving groups – groups 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. We stand in solidarity with all communities with whom we live and work.

The Task Force is also committed to transparency and inclusion in engaging with STLHE and its members, particularly through consulting and liaising regularly with members and providing updates about its work.

Since its last update, the Task Force has:

- Drafted a **Statement of Core Values**. The core values articulated represent the ideals and standards that EDITF envisions STLHE embracing. The EDITF is committed to using these values to guide our decisions, actions, communications, policies, programs, systems, and procedures - in STLHE specifically as well as more broadly in advocating for post-secondary education.

- Met with award coordinators to contribute resources that can be shared with the adjudicators to raise awareness about our history and the destructive impacts of exclusion, inequity, and racism. The goal is for STLHE to look at the Award nominations through the lens of equity, diversity, and inclusion and to recognize that there are varied ways of meeting the Awards criteria.

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- Established Task Force subcommittees to focus on specific issues within STLHE:

  - Awards

  - Conferences

  - Language

  - Leadership

  - Membership and committees

  - Resources

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

- Developed a workplan for engaging the membership to gather information to inform its work. The EDI TF will be releasing a member questionnaire and inviting members to share their EDI related experiences in the coming weeks. Information gathered from the questionnaire will inform the development of focus groups and potentially key informant interviews on specific topics to gather information to inform recommendations.

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

The EDI 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.

The Mandate of the Task Force is to:

1. *Review current practices in EDI, identify gaps and opportunities for improvement.*
2. *Recommend a set of strategic directions and proactive measures for integrating EDI into the work and culture of the STLHE.*
3. *Submit a final report to the STLHE Membership.*