



**EDI Climate Study  
for Algoma University**

*Project & Communication Plan Overview*

# Agenda

1. About Higher Education Strategy Associates
2. Algoma's EDI Climate Study Overview
3. Data Collection: Surveys and Consultations
4. Communication Plan
5. Q&A



# About Us

Higher Education Strategy Associates provides strategic advice and guidance to governments and post-secondary institutions through excellence and expertise in policy analysis, monitoring and evaluation, and strategic counselling services.

# HESA Team

## **Alex Usher, President**

**Project Role:** Project Lead

- ▶ Heads the project, ensures overall quality.

## **Nadiia Kachynska, Research Manager**

**Project Role:** Project Lead Researcher

- ▶ Leads data collection & stakeholders engagement efforts.
- ▶ Liaises with the Algoma project team.

## **Jonathan Williams, Vice-President and Director of Research**

**Project Role:** Project Co-Lead

- ▶ To assist with project planning, the development of research instruments and final drafting.

## **Naomi Nishimura, Research Associate**

**Project Role:** Researcher

- ▶ Contributes to data collection & stakeholders engagement efforts.

## **Jacqueline Lambert, Senior Institutional Analyst at the University of Calgary**

**Project Role:**

- ▶ Institutional Research Specialist.
- ▶ Oversees data analysis and Employment Systems Review.

## **Mark Solomon, Dean of Students & Indigenous Education at Seneca College.**

**Project Role:**

- ▶ EDII Expert
- ▶ Develops recommendations for AU's Employment Equity Plan



# EDI Climate Study Overview

# Project purpose

This project aims to contribute to the University's long-term goals of eliminating systemic barriers to inclusion experienced by equity-deserving groups of employees and students, embedding equity, diversity and inclusion (EDI) in all the University's structures and systems.

In studying the EDI climate at Algoma, we are hoping to accomplish the following:

- Uncover any systemic barriers experienced by equity-deserving groups;
- Understand Algoma's aspirations for EDI;
- Understand how the university is performing relative to those aspirations;
- Identify solutions to improve the university's performance.

# Populations of Interest

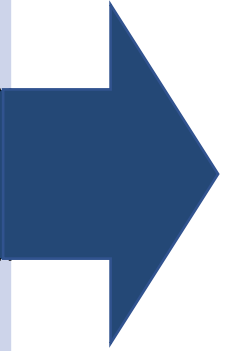
This study will review various forms of inequities at Algoma University. We will focus especially on inequities based on:

- Ability
- Age and mature status
- Citizenship
- Ethnicity
- First-generation students

- Gender
- Immigrants by generation in Canada
- Indigeneity
- Race

- Religion
- Sexual orientation (2SLGBTQQIPA+)
- Socio-economic status
- Urban or rural origins

	PHASE I: Project Initiation				PHASE II: Consultations			PHASE III: Analysis and drafting		PHASE IV: Action Planning
Tasks	Launch meetings	Literature review/ environmental scan	Development of consultation tools and communication plan	Initial key informant interviews/ Algoma-focused desk research	Surveys	Student-focused group discussions	Key informant interviews	Drafting	Outreach to comparator institutions	Validation and conversion to strategy
Dates	June – late September				Late September – mid December			January – mid February 2022		Mid February – end of March 2022
Deliverables	Institutional best practices		<ul style="list-style-type: none"> <li>- RER process completed</li> <li>- Surveys, interview instruments and data collection plan developed</li> <li>- Preliminary report</li> </ul>		Summary of consultations			Presentation of the final report		Strategic actions of EDII Climate Improvement







What to expect moving  
forward

# Phase II: Data Collection (1)

The consultations phase will include four components: surveys, key informant interviews, student-focused group discussions, and employee focused discussions.

## Surveys

- Student demographics and experience survey.
- Faculty & staff demographics and experience survey.
- Surveys will be sent out via email, and be live for approx. three weeks.

## Key informant interviews

- We will interview employees to ask targeted questions relating to student success, EDI, and/or Algoma's performance relative to the recommendations of the Residential Schools Truth and Reconciliation Commission.

# Phase II: Data Collection (2)

The consultations phase will include four components: surveys, key informant interviews, student-focused group discussions, and employee focused discussions.

## **Student-focused group discussions**

- We will consult with students regarding student success and EDI at Algoma University.
- We will consult with specific groups of equity-deserving students recruited through student groups and/or university services.

## **Employee-focused group discussions**

- This might include discussion groups or one-on-one interviews with members of specific equity-deserving groups.
- We will consult with employees regarding EDI at Algoma University.

# Important considerations for your participation



**Taking measures** to protect participant privacy, such as encrypting data, not recording sessions, and deleting data after project completion.



**Creating brave spaces** by foregrounding EDI principles and best practices while facilitating consultations.



**Taking multiple precautionary measures** to enhance individual confidentiality and the de-identification of data.



**Assembled diverse research team** to lead the project and facilitate conversations.

# Communication Plan

Project updates/announcements can be found on Algoma's website, social media platforms, and newsletters.

## Participating in the survey:

- Email from the President detailing the survey launch
- Survey announcements on social media platforms and via newsletters
- Email reminders

## Participating in group discussions:

- Email invitation
- Group discussion announcements on social media platforms and via newsletters
- At the end of the survey, you will have the option to indicate if you want to participate in the group discussion process

For those who cannot participate in the consultations but want to provide comments and/or reflections, they can do so via an anonymous feedback form located on Algoma's website.



Q&A period



# Thank you

Please reach out to Nadiia Kachynska or Naomi Nishimura at any time if you have further reflections or questions.

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