



COMMUNICATION MEMO

Office of the President and Vice-Chancellor

MEMO: Algoma's EDI Strategy and Action Plan: Stakeholder Consultations

TO: Faculty, Staff and Students

FROM: Office of the President and Vice-Chancellor

DATE: 2022.12.19

On January 9, 2023, a series of stakeholder consultations will be launched as part of the ongoing Equity, Diversity, and Inclusion project commissioned through [Higher Education Strategy Associates \(HESA\)](#). The HESA team will seek input from Community Partners, Faculty, Students and Canada Research Chairs to inform AU's new EDI Strategy and Action Plan. This plan responds to the recommendations generated by the EDI Climate Study of 2021-2022.

The new EDI Strategy and Action Plan will allow us to change the systemic barriers that affect underrepresented groups (URG) - women, Indigenous, Black and other racialized persons, persons with disabilities, and LGBTQIP2SA+ persons in disproportionate, distinct and complex ways. In this manner, we strive to achieve inclusive excellence across our organization and further cement Algoma's commitment to its Special Mission in cross-cultural learning and its commitments to Reconciliation.

Starting in January 2023, the HESA team, under the leadership of EDI Manager, Jane Omollo; Dr. Vivian Jiménez Estrada Associate Professor and Academic Lead - EDI, and Mary Wabano-McKay, Vice-President, Nyaagaaniid- Anishinaabe Initiatives, Equity and Student Success, will be reaching

out to respective members and stakeholders in order to set up these consultations. The timelines are as follows:

1. Consultations with Canada Research Chair Program Personnel: January 2023
2. Consultations with Indigenous Stakeholders internal/external to the University: February 2023
3. Consultations with Black students and employees to address AU's commitment to the [Scarborough Charter](#): February 2023
4. Consultations with all other equity deserving members of our community: February 2023
5. Consultations and interviews with employees and students groups and facilitating community consultations: February 2023

We invite your participation in these consultations and interviews. As these conversations can be triggering, rest reassured we will have support available at every session.

Please do not hesitate to reach out to algomaedi@higheredstrategy.com.

Thank you for your continued support,

Asima