

Algoma University's Equity, Diversity, and Inclusion Climate Study Findings

In July 2021, Algoma University contracted HESA to conduct the institution's first Equity, Diversity, and Inclusion Climate Study with the purpose of gauging perceptions and identifying inequities in employment and student success through a mix of interviews, discussion groups, and surveys with students, faculty, staff and union and board members. We are happy to announce that the study has been finalized. HESA, through consultations with the AU team, provided a complete report of its research findings and offered recommendations to help develop an evidence-based EDI action plan that included accountability frameworks, the review and revision of relevant policies, and the development of new policies and processes.

Thank you to over 600 members of the Algoma community who participated in this important Algoma University's first ever Equity, Diversity and Inclusion study.

Algoma University has embarked on its EDI journey with a multi-pronged approach and is committed to continuing and maintaining institutional efforts to ensure that Equity, Diversity, and Inclusion (EDI) is embedded across the organization's systems, structures and functions to fulfill the University's commitment to undoing systemic and institutional discrimination and to be publicly transparent and accountable. This includes the development of the AU EDI Strategy and Action Plan work that is underway.

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.

A series of stakeholder consultations will be launched soon as part of the ongoing Equity, Diversity, and Inclusion project commissioned through [Higher Education Strategy Associates \(HESA\)](#). The HESA team will seek input from the AU Community and we look forward to engaging you again to inform AU's new EDI Strategy and Action Plan.

We have come a long way since our beginnings and we are demonstrating, through actions, our firm commitment to Equity, Diversity and Inclusion at AU.

Here is the Equity, Diversity, and Inclusion Climate Study [Executive Summary](#).