



Sung Wook Park '11

Departmental Diversity Action Plan (DAP) (2011-2015)

Department: Faculty of Design

Contact:

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STATEMENT OF DIVERSITY & EQUITY

OCAD University is committed to establishing educational and employment practices that value diversity and equity supported by an environment that is free of discrimination and harassment as defined in the Ontario Human Rights Code. Diversity includes, but is not limited to Francophones, Aboriginals, disabled and persons of different gender, race, religion, age, ethnicity, place of origin, and sexual orientation. OCAD U will strive to eliminate, reduce or mitigate the adverse effects of any barriers to full participation in university life, and ensure that students learn in an inclusive and multicultural setting as set out in the Academic Plan 2011-2016.

Each administrative and academic department at OCAD U will provide a Diversity Action Plan (DAP) for the coming years based on seven key goals developed by the Office for Diversity & Equity Initiatives. These goals govern the framework for implementing diversity and accessibility on campus and are supported with departmental objectives, action strategies and identified constraints and opportunities for obtaining them.

For further information visit http://www.ocadu.ca/about_ocad/diversity_equity.htm

Goal 1: To create a welcoming, supportive, respectful and inclusive campus climate

Objective(s)	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
To ensure Design provides a welcoming, supportive, respectful and inclusive campus environment for students, faculty staff and visitors.	New tools and approaches needed to implement and monitor Diversity objectives and resources needed to undertake.	<ul style="list-style-type: none"> Support Diversity training to introduce Respectful Work & Learning Environment Policy to all new Design faculty, students and staff. 	Directors- DEI, Students and Human Resources with Design Office.	Increase number of annual training sessions where overall DAP goals and objectives are discussed.	Started 2011	Design Staff time to monitor.
		<ul style="list-style-type: none"> Post Design DAP online and ensure links to policies are on all course syllabi, academic and admin Forms. 	Associate Deans and Design Office.	Share Design DAP objectives through new Design communication tools e.g. newsletter and updated web site.	Started 2011	Staff time to monitor and update.
		<ul style="list-style-type: none"> Develop roster for election of faculty and student Diversity Ambassadors. 	Director, DEI with Design Office.	Annual call to Design faculty and students to elect Diversity Ambassadors.	Start 2012	Staff time to implement.
		<ul style="list-style-type: none"> Incorporate Diversity-related topics into the annual Faculty of Design Orientation, and other start of year events. 	Associate Deans and Design Office.	Expanded agenda for annual faculty orientation includes new Diversity-related topics e.g. Diversity Ambassadors (DA) update faculty on DAP initiatives.	Started 2011	Staff time to organize.
		<ul style="list-style-type: none"> Review frontline services including Student Advising to enhance diversity and accessibility objectives. 	Office Mgr. and Design Office.	Annual review of Diversity policies and initiatives as they relate to design office procedures. Meet once a year to identify new initiatives.	Start 2012	Staff time and resources to review annually.
		<ul style="list-style-type: none"> Identify opportunities to celebrate diversity through faculty talks, publications and other offerings. 				

Goal 2: To increase access/opportunity and retention for underrepresented students

Objective(s)	Barrier/ Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
To enhance outreach with disadvantaged, underrepresented and new communities as we promote educational opportunities in Design.	Need to identify new communities and groups for potential student applicants.	<ul style="list-style-type: none"> In collaboration with Office for Students, identify underrepresented, diverse and new international groups where design education at OCAD U can be promoted. 	A/VP Students with Deans.	New articulation agreements and expansion of applications from new communities here and abroad.	Start 2013	Impact on staff time and office budget to undertake.
		<ul style="list-style-type: none"> In collaboration with Centre for Innovation in Art & Design Education (CIADE) and Office for Students, identify opportunities for student exchange, internships, and field studies with new communities. 	A/VP Students; Director, CIADE with Deans.	Expanded roster of opportunities for student placements and experiential learning at the local and international level.	Started 2011	Impact on staff time and office budget to undertake.
		<ul style="list-style-type: none"> Support faculty initiatives for course work with broader, cross-cultural perspectives and subject matter. 	Deans, Chairs and faculty.	Faculty annual reports identify course initiatives undertaken.	Start 2012	Funds for faculty training to build leadership in this area.
		<ul style="list-style-type: none"> Support summer intensive programs, for potential students from under-represented groups. 	A/VP Students; Dir. Admissions & Recruitment and Deans.	New summer courses for enhancing portfolio skills, and introducing design thinking to new groups of students.	Start 2013	Impact on staff time and office budget to undertake.
		<ul style="list-style-type: none"> Further relationship with Aboriginal Visual Culture (ABVC) to identify opportunities for students to engage with design offerings or pursue ABVC programs. 	School of Interdisciplinary Studies (SIS) with Deans.	Broaden opportunities for discourse with ABVC as they build BDes program with ABVC content.	Started 2010	Funds for expanding course offerings and hires.

Goal 3: To increase diversity in employee recruitment and retention

Objectives(s)	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
To Increase diversity and ensure retention of qualified faculty, staff and student monitor hires.	Increase number of positions across programs to broaden pool of potential hires.	<ul style="list-style-type: none"> Develop roster of local, national and international list-serves to reach qualified, diverse candidates for Design positions. 	Human Resources (HR); Hiring Committees, Deans and Office Manager.	Increase in recruitment of employees with diverse local, national and international experience and backgrounds.	Start 2012	Impact on staff time to undertake.
		<ul style="list-style-type: none"> Develop hiring plans in sufficient time to utilize expanded roster of qualified candidates. 	VP Academic with Deans and Office Manager.	Compare recruitment statistics annually and adjust outreach to achieve objectives.	Start 2012	Impact on staff time to develop.
		<ul style="list-style-type: none"> Support broadest range of members on Hiring Committees. 	HR., Deans and Office Manager.	Diversity declaration established for Hiring Committees.	Start 2012	Impact on staff time.
		<ul style="list-style-type: none"> Ensure Monitor hires reflect diversity of student community, disciplines and program level. 	Design Office	Compare roster of candidates annually and adjust outreach to achieve diversity objectives.	Started 2011	Impact on Staff time to update.
		<ul style="list-style-type: none"> Support networking opportunities for faculty and staff to share experiences and perspectives with each other. 	Diversity Ambassadors, Deans and Chairs.	Engage Design Newsletter, blogs and web site to share community news and stories.	Start in 2012	Funds for hospitality to undertake.
		<ul style="list-style-type: none"> Encourage diversity related topics in faculty and staff meetings. 	Chairs and Office Manager.	Diversity related topics are included on agenda each term.	Ongoing	Staff time to implement.
		<ul style="list-style-type: none"> Provide mentorship for new faculty and employees. 	Deans and Chairs.	Create mentorship program for faculty similar to student program.	Start 2013	Staff time to implement

Goal 4: To infuse accessibility and diversity into curriculum and research

Objective(s)	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
To cultivate greater cross cultural and trans-disciplinary perspectives for curriculum and research offerings.	Challenge will be to reflect student population, interests and diverse perspectives.	<ul style="list-style-type: none"> Identify key curriculum and research initiatives that can promote diversity and accessibility objectives, and ensure timelines are sufficient to undertake. 	A/VP-Research with Deans and Chairs.	Expanded roster of faculty/student led research with cross-cultural and trans-disciplinary content.	Started 2011	Research funding and staff time to support.
		<ul style="list-style-type: none"> Expand opportunities for new faculty candidates to undertake research with diversity and accessibility content. 	A/VP-Research, Director-CIADE and Deans.	Research topics expanded to support design DAP. Increase in faculty applications for funds to engage in new cross-cultural initiatives.	Started 2011	Resources, training of faculty to undertake.
		<ul style="list-style-type: none"> Engage students and faculty in identifying needs for accessibility in classrooms and teaching. 	Mgr. Accessibility; Centre for Students with Disabilities; Dir. Facilities and Deans.	Implementation plan with established milestones prepared in collaboration with stakeholders	Start 2012	Funds to revitalize spaces and technology.
		<ul style="list-style-type: none"> Enhance studio and fabrication processes, to support diversity and accessibility objectives of DAP. 	Mgr. Accessibility, Dir. Facilities, Studio Mgrs. Risk Mgmt. with Deans et al.	Implementation plan with established milestones prepared in collaboration with stakeholders	Start 2011	Same as above
		<ul style="list-style-type: none"> Identify new library, AV, technology and other resources to ensure accessibility and diversity across teaching and learning experiences. 	Librarian, AV resources, Dir. IT, Academic computing, Chairs and faculty.	Enhanced resources to support curricular offerings and research initiatives.	Start 2013	Funds for new curriculum/research materials, databases and teaching aids.

Goal 5: To develop and strengthen partnerships with diverse communities in Toronto and globally

Objective(s)	Barrier/Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
To encourage outreach activities that build partnerships in creative ways to support a range of cross-cultural, international and multidisciplinary experiences for our students and faculty.	Requires a database of new community partners, international and cultural groups to engage with, and commence action plan.	<ul style="list-style-type: none"> An inventory of existing partnerships is created and outreach strategies are developed for new institutions and communities in Toronto and abroad. 	Director, DEI; A/VP Students; Deans	Inventory updated annually and shared with design community.	Start 2013	Impact on staff time to develop.
		<ul style="list-style-type: none"> Enhance Annual Design Competition and Design Speaker Series to encompass accessibility and diversity topics with inclusive approaches, practices and diverse participants from local communities and abroad. 	Associate Deans, Chairs and Design Competition committee.	Topics or subject matter for annual competition and guest speakers are broadened; Diversity of audience is expanded with participants from new communities or cultural groups in Toronto.	Started 2011	Impact on staff time to develop and funds to support outreach.
		<ul style="list-style-type: none"> Support faculty leadership in this area, by promoting their attendance or presentation at conferences; faculty exchanges and other engagements that cover new and diverse cultural perspectives. 	VP/Academic; Dir. CIADE with Deans.	Roster of opportunities for faculty established yearly. Expanded number of faculty presentations, publications and articles. Annual faculty reports reflect outreach and community engagements.	Start 2013	Increase in Prof. development/ travel bursaries to broaden effort.
		<ul style="list-style-type: none"> Support student efforts to bring greater diversity to their studies, competition responses, self-initiated exhibits, workshops and presentations. Expand opportunities for experiential learning, study abroad and internships. 	A/VP Students; Dir. CIADE with Chairs and faculty.	Greater awareness by students of the goals and objectives of Design DAP .	Ongoing	Funds to support training, new initiatives and outreach.
		<ul style="list-style-type: none"> 				

Goal 6: To enhance accessibility for people with disabilities

Objective(s)	Barrier/ Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
To support awareness and implementation of Accessibility initiatives and services at OCAD U.	New Provincial legislation (AODA) for accessibility is not well understood at the student and faculty level.	<ul style="list-style-type: none"> Support Manager, Accessibility and other key Departments in their efforts to make OCAD U accessible under AODA policies including access to services, spaces and technology as these are implemented for our unique studio based context. 	Senior Administration, Deans and Office Manager.	Greater awareness of accessible initiatives on campus. Increase in number of AODA training sessions for students, faculty and staff.	Ongoing	Funds as needed to train faculty and staff for new AODA standards.
		<ul style="list-style-type: none"> Ensure templates for curriculum materials incl. syllabi and project outlines reflect OCAD U policies to meet AODA. Link to AODA policies resources and services available on campus. 	Associate Deans, and Design Office.	Annual Checklist for materials and update of all curriculum templates in time for distribution to faculty at start of each term.	Started 2011	Impact on staff time and resources to implement.
		<ul style="list-style-type: none"> Ensure statement on accommodation policy, along with identification of accessible campus services is made available for all Design job postings. 	HR with Associate Dean, and Office Manager.	Materials for job applications and postings are updated to ensure compliance with OCAD U policies and AODA.	Started 2011	Impact on staff time and office budgets to implement.
		<ul style="list-style-type: none"> Support faculty in communication with their students regarding accessibility needs and accommodation. Launch mechanism for discourse and feedback on accessibility issues. 	A/VP Students, Manager, CSD; Associate Deans Chairs and Diversity Ambassadors.	Design Newsletters, Blogs, and website can support initiatives for accessibility in our Faculty. All media materials meet Accessibility guidelines.	Start 2012	Funds required to implement and monitor new initiatives.

Goal 6: To enhance accessibility for people with disabilities (cont'd)

- Work with Studio Managers and Technicians, to support teaching and learning processes in Studios and Shops in ways that are accessible to students with disabilities.

Mgr. Accessibility;
Dir. Facilities,
Risk Mgmt. and
Associate Deans.

Priority projects and funding
sources identified on an area-by-
area basis.

Start
2012

Impact on staff
time and office
budgets to
undertake.

Goal 7: To enhance accountability and commitment to diversity and equity

Objective(s)	Barrier/ Challenge	Action Strategy	Responsibility	Benchmarks/Performance Indicator	Timeline	Fiscal needs & Implications
To create mechanisms, which ensure communication, accountability, and commitment to Design DAP objectives.	Require better statistical information on range of diversity and experiences of our students, faculty and staff.	<ul style="list-style-type: none"> Support Office for Diversity & Equity Initiatives (DEI) as they survey community to understand the diverse composition of our students, faculty and staff. 	Director, DEI, A/VP Students.	Current campus wide survey on diversity will assist Design in establishing a strategic plan to meet DAP objectives.	Started 2011	Impact on staff time to assess diversity survey.
		<ul style="list-style-type: none"> Develop procedures and timelines for implementation of diversity objectives. 	Deans, Chairs, Office Mgr. and	As strategic faculty plans are updated, diversity initiatives are included. Planning schedule identifies milestones for completion.	Started 2011	Impact on staff time to develop and budget to implement.
		<ul style="list-style-type: none"> Identify faculty training to be undertaken to support DAP objectives and celebrate faculty achievements at annual orientation. 	DEI, Deans and Chairs.	Increase in training sessions, workshops and other engagements that foster diverse perspectives and experiences.	Start 2012	Funds to support celebration events
		<ul style="list-style-type: none"> Strengthen communication of diversity and accessibility principles through curriculum committee meetings, faculty Town Halls, web site, newsletter, blogs and other forums. 	Deans, Chairs, faculty and Diversity Ambassadors.	DAP and its objectives are placed on agendas, and discussed through multiple platforms each year.	Start 2012	Funding required to initiate communication tools.
		<ul style="list-style-type: none"> Develop mechanism to capture comments and feedback from community on diversity-related initiatives and objectives. 	Associate Deans and Design Office.	Feedback and proposed changes to DAP will be shared annually with design community.	Start 2012	Impact on staff time to monitor, disseminate.