NOVEMBER 2021

EQUITY, DIVERSITY & INCLUSION REPORT: IMPLEMENTATION PLAN

Carleton University Students’ Association, Inc. (CUSA)

Prepared by: Avery McQuirter, Research & Advocacy Coordinator
research@cusaonline.ca
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The Carleton University Students’ Association (CUSA) is pleased to release the Implementation Plan to accompany the Equity, Diversity and Inclusion (EDI) Report that was released in November 2021. The EDI Report outlines 38 calls to action, for both CUSA and Carleton University, that will aid in eliminating gaps within organizational structures, policies and practices that have the potential of leading to discrimination against students and staff. The purpose of this document is to outline how CUSA will implement each call to action within the EDI Report. This document includes objectives, involved team members, general tasks, the implementation schedule, and how we will measure success.

INTRODUCTION

OBJECTIVES

1. To complete each call to action prior to the end of the 2021/2022 school year, excluding ongoing items.
2. To consider all feedback from the student body and CUSA staff on how we can improve the calls to action or the implementation of such.
3. To review and revise both the implementation plan and the EDI Report as the needs and priorities of students and staff change.

TASKS

- Outreach
- Setting up appropriate meetings
- Deliverables
- Updating the student body & creating progress reports
- Managing success metrics
TEAM MEMBERS INVOLVED

- Research and Advocacy Coordinator
- Vice President Student Issues
- Vice President Community Engagement
- Vice President Internal
- Director of Human Resources
- Services Manager
- CUSA Council
- Communications Coordinator
- Student Groups Administrator
- General Manager
- Service centres
- CUSA Hiring Board

IMPLEMENTATION SCHEDULE

November
- Hiring and Staffing: Hire Director of Human Resources
- Employee Onboarding and Training: Create anti-oppression training
- Employee Onboarding and Training: Create prevention of microaggressions in the workplace training

December
- Resources: Publish social justice resource hub on the CUSA website
- Policy: Policy review; creation of community-specific clauses; consistent language throughout all policies; make all policies accessible via social media and the CUSA website
- Policy: International Student Policy
- Policy: Personal days for CUSA staff
- Infrastructure: Land acknowledgement poster
All recommendations are put in place by the end of the 2021/2022 academic year.

All recommendations are implemented with intersectionality and nuance in mind.

All recommendations are adaptable to the needs and priorities of students and staff.

Please contact research@cusaonline.ca with any questions or feedback regarding the Implementation Plan.