



Equity, Diversity, Inclusion & Decolonization Coalition Meeting

York University School of Global Health

February 1st, 2023



Land Acknowledgment

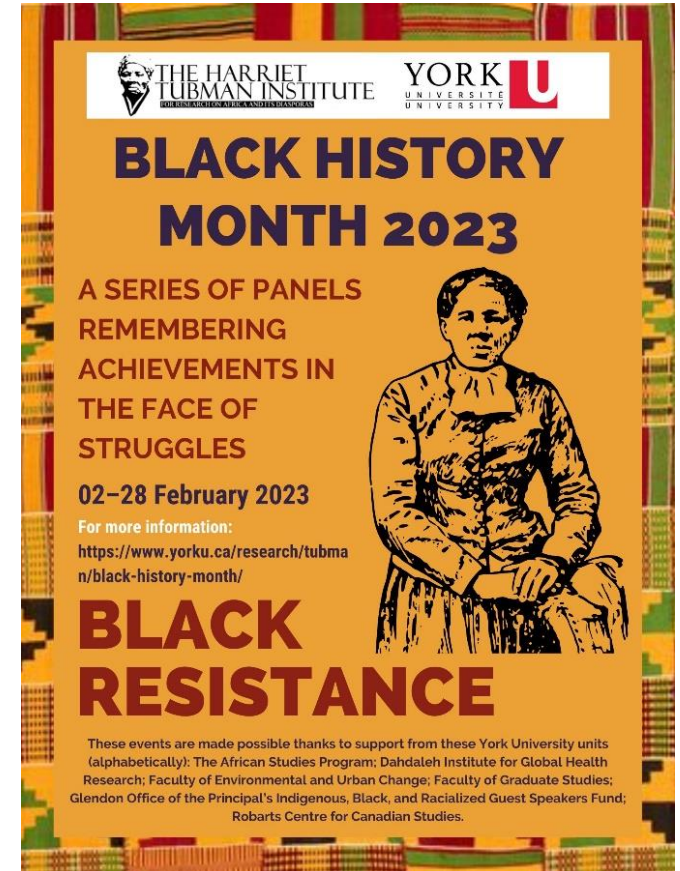
York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

Today's Plan

1. Events and announcements
2. Introduction and recap of work
3. Coalition structure and logistics
4. Recognition of membership
5. Working groups on initial priorities
6. Next steps and wrap up

Announcements

1. GHSA Black History Month panel event
2. Harriet Tubman Institute series on Black resistance
3. Other announcements or events?



Introductions



Town Hall Recap

Principles and Values



Keywords/ideas from attendees

- Deepening **relationships** and **collaboration** (between partners, practicum locations, community, student clubs, NGO's)
- **Outreach** (how can we engage/include people into the coalition who aren't actively involved or educated on the importance of EDID)
- **Psychologically safe** spaces
- Prioritizing **actionable** and **achievable** outcomes
- **Accountability** (and how to address when we fall short)
- **Adaptability** (coalition is not one size fits all, lived experiences are unique so interventions and solutions should be too)



Mission Statement - Drafts

1

Foster deeper relationships through the collaboration of various groups and partnerships to encourage student and community outreach, create safe spaces for learning (unlearning), and addressing gaps in the curriculum in relation to EDID principles

2

Collaborate with student entities and community partners to establish and operationalize an adaptable EDID action plan that promotes an academic/social environment driven by principles of diversity, inclusion, psychological safety, and accountability within the YSGH

3

Collaborate with student entities and community partners to design and implement EDID trainings, events, and projects, as well as establish a safe, diverse, and inclusive learning environment within the YSGH

EDID Action Areas

- Organize EDID learning workshops with a health focus - relevant to global health courses - more faculty led workshops
- Integrate EDID principles into YSGH curriculum
- Improve the diversification of curriculum to spotlight diverse voices, stories & forms of knowledge
- Identify existing gaps in prioritizing EDID principles before taking on new initiatives
- Maximize knowledge and better prepare students for practicums (through interactive activities and workshops)

If interested, fill out the following sign-up form to stay informed of future meetings, events, and opportunities to contribute to the YSGH EDID coalition of support:

<https://forms.gle/dUiriiHtAxugF876>

Please contact the coalition at EDID@yorku.ca if you have any questions!





Town Hall 2: Recap

Wednesday, May 4th, 2022

Structure and Logistics

Formal Committee

Structure:

Not organization based, formal membership based off criteria, an executive or chair leads the committee, takes a more formal structure.

PROS: Effective for small group #s. Provides formality and seriousness when speaking about the importance of EDID principles. Hands on approach when it comes to action and guidance.

CONS: Large group #s could make it unpredictable. Some kind of structure would need to be implemented. How formal should membership be? How do we determine this?

Decentralized Organization Based

Structure:

More flexible working group style, less leadership structure.

PROS: Provides representation from different groups. Includes voices from each sector, including entities like the Global Health Student Association. Useful for ensuring representation. More inclusive and speaks directly to collaboration.

CONS: Creates room for lack of direction in comparison to formal structure.

Decentralized Individual Based Structure:

More flexible individual working style, less leadership structure.

CONS: Large group #s could make this structure unpredictable. How will roles be assigned? This structure has been removed from consideration.

Participants suggest merging together both structure 1 and 2.*

Mission Statement

"To promote an academic and social environment that is driven by principles of equity, diversity, inclusion, and decolonization (EDID) by fostering collaboration between students, alumni, community partners, faculty, and staff in the York School of Global Health (YSGH)."

Operationalizing EDID Action Areas



- Promote **training** for students focused on Global Health and EDID principles. Prep students for practicums. Training should begin in the first year.
- Some EDID training workshops should be **compulsory** for students to learn the **foundational** elements of EDID. Additional workshops (on more specific topics) should be voluntary.
- Mandatory workshop sessions give students knowledge to refer back to throughout their university experience. Incorporating an **EDID centered** learning approach will add value.
- EDID training workshops should place importance on the **cultural history** of diverse groups. Participating in a **cultural simulation** could provide historical background for students to understand diverse identities.
- Highlight specific **historic days** of celebration/remembrance each year.

Communication + Outreach



- Schedule of future meeting dates/times on YSGH website.
- Promote the coalition through the colleges and through classes.
- Encourage student participation through educational incentives (resume building).
- Add the coalition to YorkU Connect.
- Communicating with community partners:
 - Have community partners been asked specifically what would have to happen to make them interested in this coalition? A brief survey could be sent out to ask what the coalition would need to do to gauge their interests.
 - Community partners want to be more involved in understanding/providing insight into curriculum and student skill building.
- Implement a Community Advisory Committee.
- Proposed meeting dates/times: Not yet confirmed. Participants suggest monthly meetings on a weekday.
- Communication: Email, Slack/Google chat to share EDID resources, events, and to engage with students and partners.

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Equity, Diversity, Inclusion and Decolonization

Our mission is to promote an academic and social environment that is driven by principles of equity, diversity, inclusion, and decolonization by fostering collaboration between students, alumni, community partners, faculty, and staff in the York University School of Global Health.

Quick Links

- [EDID Resources](#)
- [York University Principles & Values](#)
- [Coalition of Support Sign-up](#)



The York University School of Global Health seeks to ensure that principles and practices of equity, diversity, inclusion, and decolonization (EDID) are built into the core of our School's vision and living culture.

Equity, Diversity, Inclusion and Decolonization Resources

For Students

Funding Opportunities

Speaker Series

Reports, Committees, and Working Groups

[Black Excellence at York University \(BE-YU\)](#)

[Centre for Human Rights, Equity and Inclusion](#)

[Case Resolution Services](#)

[Centre for Indigenous Student Services](#)

[Gender/LGBTQ*/Positive Space](#)


EDID Coalition Structure

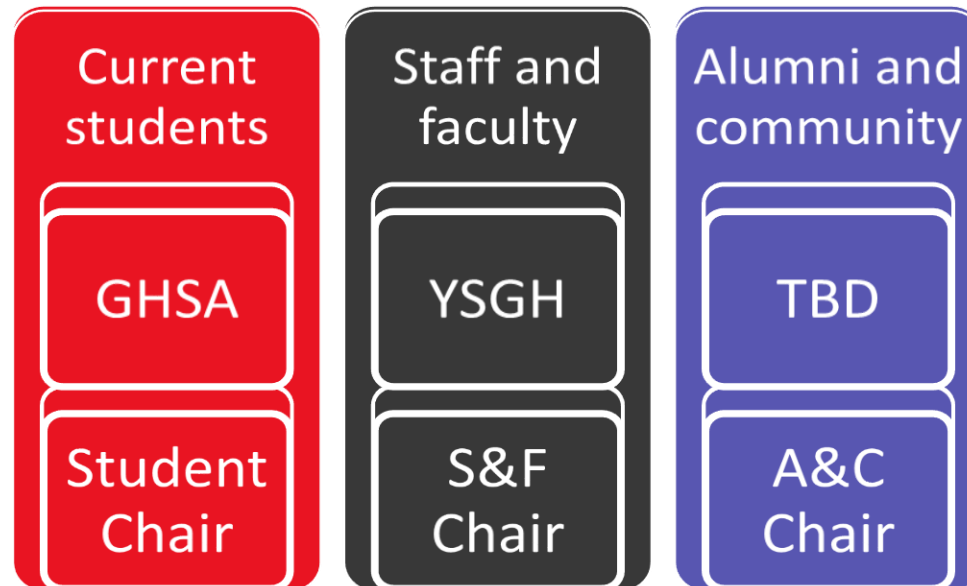
Formal committee structure with affiliation-based representation

- **Based on broad consultation over last two years**
- ✓ **Ensures representation from different stakeholders**
- ✓ **Formally recognizes importance of EDID work**
- ✓ **Inclusive structure that encourages collaboration**
- ? **Unclear how to recognize membership and contributions**

Proposed EDID Coalition Structure

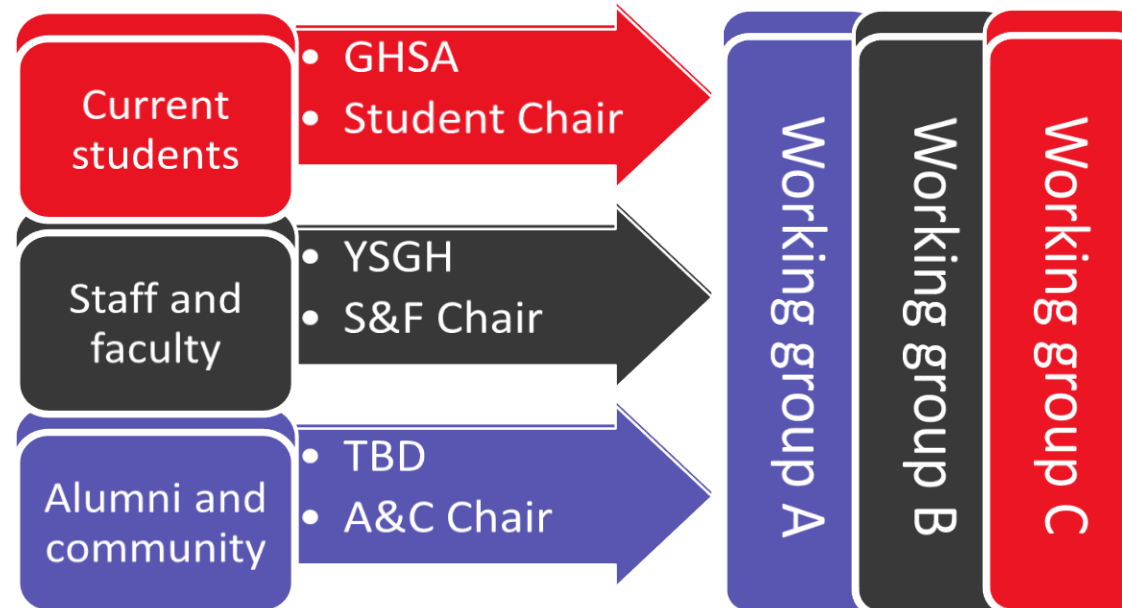
Three formal affiliation-based committees:

- **Current students:** Organized by the Global Health Student Association
- **Staff and faculty:** Organized by School of Global Health Committee
- **Alumni and community:** Organizational forum to be determined

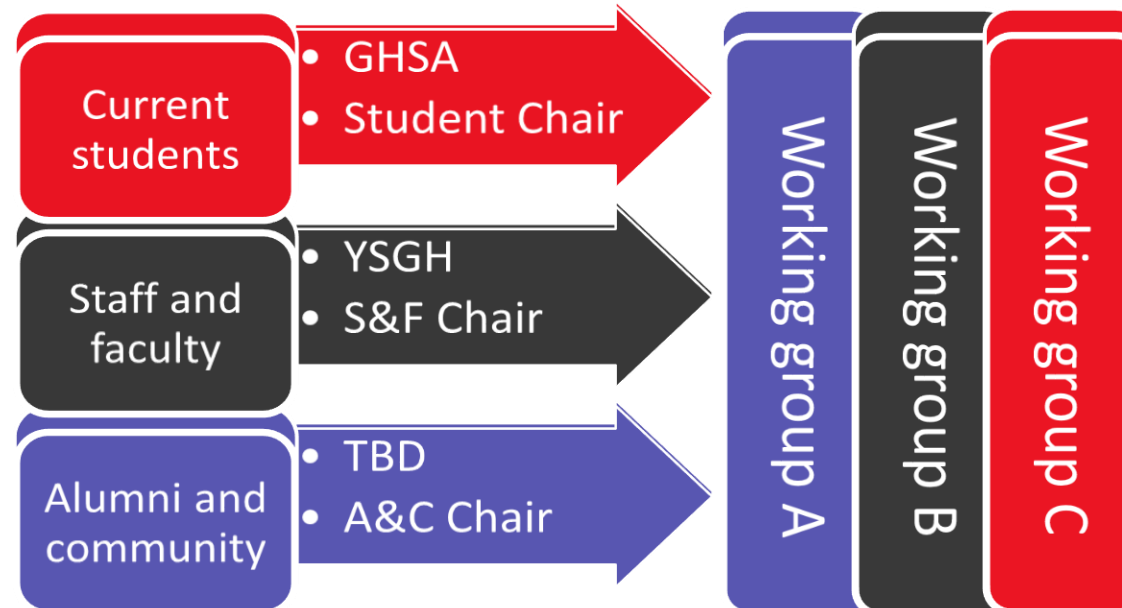


Proposed EDID Coalition Structure

- Each organization elects one Chair to represent their members
- Three Chairs co-lead EDID Coalition meetings and working groups
- Working groups organize around priority action areas

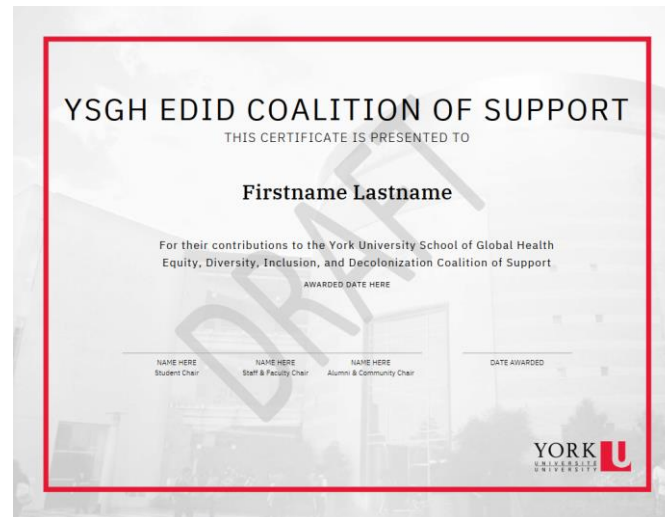


What do you think?



Recognition of membership

- Need to balance inclusive and welcoming environment with recognition of contributions
- Everyone who attends a meeting or contributes to EDID work at the School is a member of the Coalition of Support
- Once a year, contributions to the Coalition will be recognized by a printed Certificate of Recognition to those who submit a short description of their contributions to EDID at the YSGH



Operationalizing EDID Action Areas

- Organize EDID learning workshops with a health focus and relevance to global health courses
- Improve the diversification of curriculum to spotlight diverse voices, stories & forms of knowledge
- Identify existing gaps in prioritizing EDID principles before taking on new initiatives
- Maximize knowledge and better prepare students for practicums through interactive activities and workshops
- EDI based trainings for practicum students, especially those who are doing placements in racialized communities
- Decolonizing curriculum and training/workshops that address white saviourism in global health
- Drawing distinctions between E, D, I and D (heterogeneous concepts deserving of distinct practices)
- An EDI strategy that builds on York's Indigenous Framework and the Framework to Address Black Inclusion

Operationalizing EDID Action Areas

- **Which action area(s) should we focus on first?**
 - **Trainings & workshops**
 - **Decolonizing curriculum**
 - **Something else?**
- **How should we organize our first working group?**

Wrap up & next steps

- If you haven't done so already, please sign up using the YSGH EDID Coalition Sign-up form:
<https://forms.gle/dUiriihHtAxugF876>
- Next steps for working group(s)
- Approximate timeline for next meeting



School of Global Health Equity, Diversity, Inclusion & Decolonization (EDID) Coalition Sign-Up Form

Since the creation of the York University School of Global Health (YSGH), we have committed to ensure that the principles and practices of equity, diversity, inclusion, and decolonization are core to the School's vision and living culture. To ensure we are living up to these principles, we invite you to join a coalition of support bringing together students, staff, faculty members, and community partners to advance our efforts to promote an equitable, diverse, and inclusive academic environment that is shaped by decolonizing principles.

First Name *

Your answer

Last Name *

Your answer

Email Address *

Your answer

Organization (Department, College, Club, etc.)

Thank you!

For questions/comments, feel free to email us at: edid@yorku.ca

