EDI IN ACTION- Our Journey

The EDI Knowledge Mobilization and Dissemination Centre at Sheridan College

October 25, 2023

The KMDC

Sheridan College is a proud Equity, Diversity and Inclusion (EDI) Knowledge Mobilization and Dissemination Centre (KMDC).

EDI Knowledge Mobilization and Dissemination Centre at Sheridan

December 2020:

Sheridan College joins the 50 – 30 Challenge

Statement from Sheridan's Inclusive Communities, Vice President, Dr. Jane Ngobia, about the 50 – 30 Challenge

"These actions directly align with our institutional commitment to fostering equity, diversity and inclusion, as codified in our strategic plan, Sheridan 2024: Galvanizing Education for a Complex World... This work is fundamental to creating an inclusive campus that embraces the rich diversity of Sheridan's community to foster a strong sense of connection, respect for people's rights to belong and equal opportunity to engage, thrive and succeed."

What is the 50 – 30 Challenge?

The 50 – 30 Challenge is a Government of Canada initiative — in collaboration with Canadian businesses and diversity organizations — that aims to advance equity, diversity and inclusion in organizations across Canada.

The 50 – 30 Challenge Aspirations

Challenges organizations to aspire to two goals for their boards and/or senior management:

- **Gender parity** (50% women and/or non-binary people); and

- **Significant representation** (30%) of other equity-deserving groups, including racialized people, people with disabilities, 2SLGBTQ+ individuals and Aboriginal and/or Indigenous Peoples.

Sheridan's Role in the 50 – 30 Challenge

Colleges and Institutes Canada (CICan) is one of five **50 – 30 Challenge Ecosystem Partners** selected by the Government of Canada to help participants adopt diversity practices within their organizations.

CICan has built a project team comprised of **five 50 – 30 Challenge Hubs** and **two Knowledge Mobilization and Dissemination Centres** (KMDCs) to support organizations that have committed to the 50 – 30 Challenge.

Sheridan College is the English-speaking KMDC in Canada.

Meet the KMDC Team

Dr. Abigail Salole (she/they)
Director, EDI Knowledge Translation and Institutional Accountability

- An award-winning educator who taught courses on social justice and equity before becoming a leader in Sheridan's Office of Inclusive Communities.
- Led Sheridan's participation in the Tri-Council Dimensions pilot and now directs Sheridan's EDI institutional accountability initiatives to further embed EDI across the institution.
- Connect with Abigail if you have ideas on EDI tool creation for the project, EDI in colleges or would like to share cat videos or chat about cross-stitching.

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Sabreena Ghaffar- Siddiqui (she/her)
Senior Advisor, EDI Knowledge Mobilization

- Professor, researcher, and a trailblazer in the EDI sector- Sabreena's contributions as a public intellectual continue to make an impact on policies relating to the equity of immigrants and racialized equity-deserving groups in Canada.
- Leads the "Community of Practice".
- Developing and coordinating the highly anticipated Executive Leadership and Non-profit Board Leadership Certificate Programs/Learning Series.
- Provides expert EDI analysis, training, strategies and leadership coaching to the project.
- Fluent in seven languages and an award-winning public speaker.

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Alicia Sullivan (she/her)
Manager, EDI Knowledge Mobilization

- Dedicated leader and EDI professional
- Provides EDI consultations and coaching to hubs and pledged participants.
- Crafts high impact EDI solutions and facilitates training about how to achieve the 50 – 30 Challenge.
- Contributes to the wider community as an EDI adviser to Halton organizations, helping them achieve and sustain their equity, diversity and inclusion goals.

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Wendy Wang (she/her)
EDI Projects Coordinator

- Passionate about promoting EDI in all aspects of her work.
- Strong commitment to EDI is reflected in her research experience exploring discrimination faced by the immigrant community.
- Supports part-time on the 50 – 30 Challenge and supports the team by creating effective channels for communication and evaluation.
- Works closely with team members to coordinate EDI events and connect people with the resources they need.

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Alyssa Warnock (she/her)
EDI Projects Assistant

- Values radical engagement and investing in individual potential.
- Dedicated to equity, diversity and inclusion and recognizes its importance in ensuring healthy and thriving communities.
- Excellent person to connect with when you are not sure who to connect with!
- Helps coordinate events and other EDI initiatives.
- Supports content creation for communication materials and social media.

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Yudara Weerakoon (he/him)
Advisor, EDI Knowledge Mobilization

- Develops resources, facilitates knowledge management and supports organizations seeking to accelerate their EDI efforts.
- Extensive experience promoting EDI, managing projects/programs and empowering groups experiencing marginalization in Canada and internationally in non-profit and education sectors for over 15 years.
- Passionate about fostering positive change, promoting equitable hiring practices and creating a more inclusive society.

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What the KMDC Offers

- Knowledge-sharing events
- EDI resources and tools
- An EDI community of practice
- Navigation of the What Works Toolkit
- Learning opportunities and professional development
- EDI coaching and consultation services
- EDI advisement services to 50 – 30 Challenge participants in Brampton, Mississauga, Oakville and Burlington

Working with 50 – 30 Challenge Hubs

Sheridan's KMDC supports advisors working from hubs in colleges as they advance the work of the 50 – 30 challenge in workplaces across Canada.

Regional Hub Advisory Training Sessions and Hub Jam sessions were created and are offered to 4 college hubs.

The hub training and jam sessions are coordinated and facilitated by Alicia Sullivan and Yudara Weerakoon.

Working with Hubs- Advisory Training Sessions Offered

1. **Onboarding Hub Advisors:** Getting to know each other, understanding project goals and objectives, familiarizing project processes and workflows, and connecting for and collaboration.

2. **EDI Advisory Leading Practices for Hubs:** Basics of EDI consulting - leading practices to get started as a hub advisor when it comes to EDI consulting with pledged organizations.

3. **Service Delivery Model for Hub Advisors:** 3-phase guide to engaging with representatives from pledge organizations.

Working with Hubs- Jam Sessions

These bi-weekly jam sessions are developed for a community of EDI practitioners whose primary goal is to promote the 50 – 30 Challenge and the What Works Toolkit among challenge participants and support them in making progress in their EDI efforts.

This is meant to be an informal space for:

- Providing support to each other
- Collaborating virtually (through bi-weekly meetings and on the CICan 50-30 Collaborators channel)
- Sharing resources and tools that we discover through our daily work
- Sharing wins, losses, lessons learned, upcoming activities/events
- This a space where *psychological safety* is practiced.

Working with 50 - 30 Challenge Participants

One of our primary roles is to support organizations, workplaces and colleges and institutes who pledged to the 50 – 30 Challenge as they work to advance their EDI efforts.

We provide EDI advisement services to 50 – 30 Challenge participants in Brampton, Mississauga, Oakville and Burlington.

We have **connected with over 100 organizations** within in the Peel and Halton Regions!

Working with Colleges and Institutes

We provide ongoing advisement and support to **13 Colleges and Institutes across Canada**.

"[The CICan KMDC at Sheridan College] has supported me as a thought partner, a hub/connector, a researcher, and a guide along the EDI path. For instance, they connected me with a colleague at another college in the region for collaboration and reciprocal mentorship on the Self-ID process. Through their support, I was able to execute Selkirk College's first 50 – 30 survey of its leadership team and board, to contextualize these results, and to start planning for next steps."

- British Columbia College EDI Leader

Community of Practice

The CICan National Equity, Diversity, and Inclusion (EDI) Community of Practice (CoP) is an exclusive and dynamic community where experts and leaders can collaborate nationwide on EDI approaches.

The CoP meets on a monthly basis and engages online as appropriate. The **first meeting commenced** on **March 20, 2023.**

This Community of Practice has a unique opportunity to contribute to the development of a comprehensive EDI Framework that will guide institutions and organizations across Canada in fostering inclusive environments and fostering equitable opportunities for all.

** **This Community of Practice is open only to members of colleges and institutes.***

Tools and Resources

Check out our site for some of our tools and resources. From tipsheets, articles and inclusive language guides, our KMDC site hosts some of our tools and resources.

Reach out to us to learn more about what we are working on!
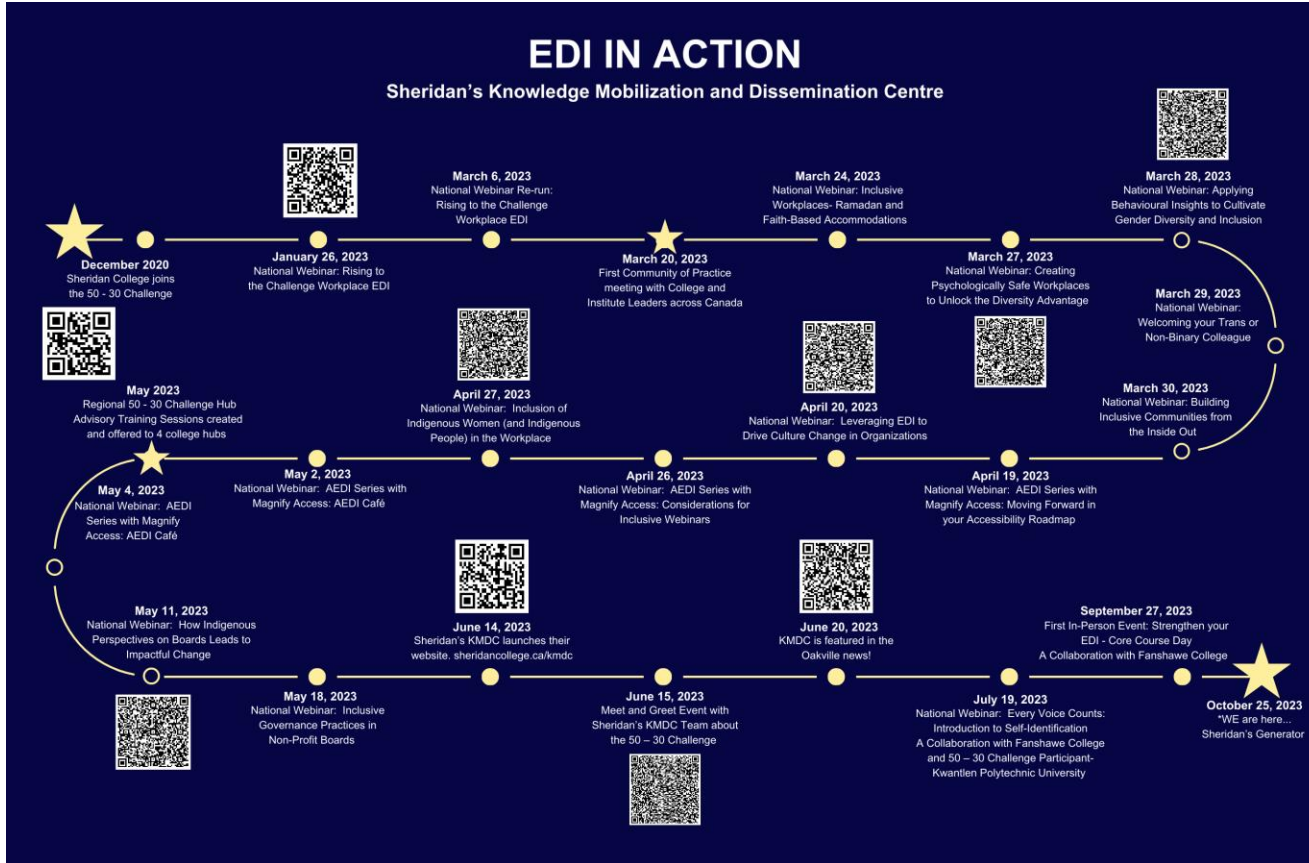
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EDI Learning Series

We are excited to announce the upcoming Equity, Diversity, and Inclusion (EDI) Learning Series!

Two Inclusive Leadership courses with a certificate of completion being offered this winter 2023!

Advanced registration is open for both courses. RSVP NOW!

Events and Webinars

Since launching in January 2023, Sheridan's EDI Knowledge Mobilization and Dissemination Centre has hosted **17 webinars** with more than **1,600 participants**. More than half of our participants have attended more than one session.

Connect with Us!

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