Board of Governors Meeting

Equity and Community Inclusion at Ryerson

Denise O'Neil Green, PhD

Vice-President, Equity and Community Inclusion

June 27, 2019

Ryerson University

Office of the Vice-President,
Equity and Community Inclusion

Presentation Overview

- Services and mandate

- Successes since OVPECI's launch

- Employee and Student Diversity Self-ID Reports

- Future EDI Strategic Direction for Ryerson

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Service Units

Foster equitable, Inclusive change

Mandate:

Maintain a visible presence for EDI and Indigenous values as integral components across all teaching, learning, research, service, and administrative functions of the university, while addressing the range of systemic barriers at Ryerson.
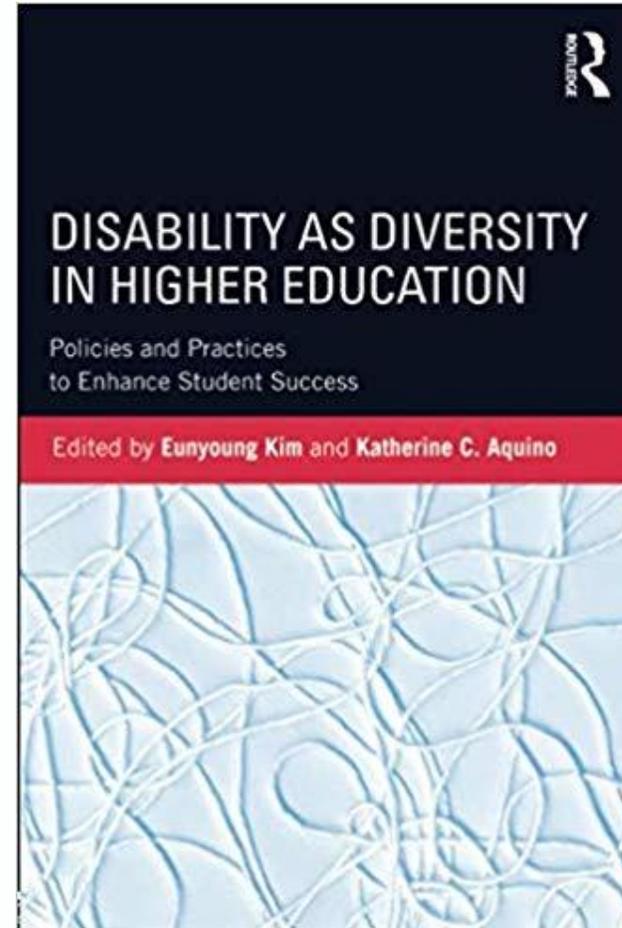
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Aboriginal Initiatives

Accessibility

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Research Planning and Assessment

Human Rights Services

Education and Awareness

National Recognition

Ryerson credited for five consecutive years: 2015, 2016, 2017, 2018 and 2019

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Successes: Human Rights and Accessibility

DISABILITY AS DIVERSITY IN HIGHER EDUCATION

Policies and Practices to Enhance Student Success

Edited by Eunyoung Kim and Katherine C. Aquino

White Privilege Conference

Jane Fernandes PhD., President, Guilford College & Keynote Speaker

"*You may be gaining ground on the United States; maybe getting ahead of us in terms of creating the kind of a nation that we would like to be -- you in Canada may be a role model for us as a nation.*"
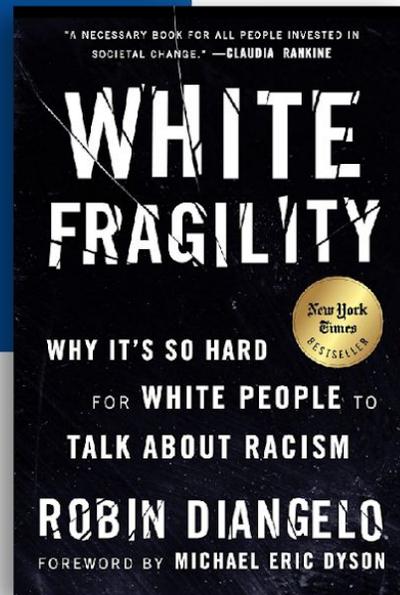
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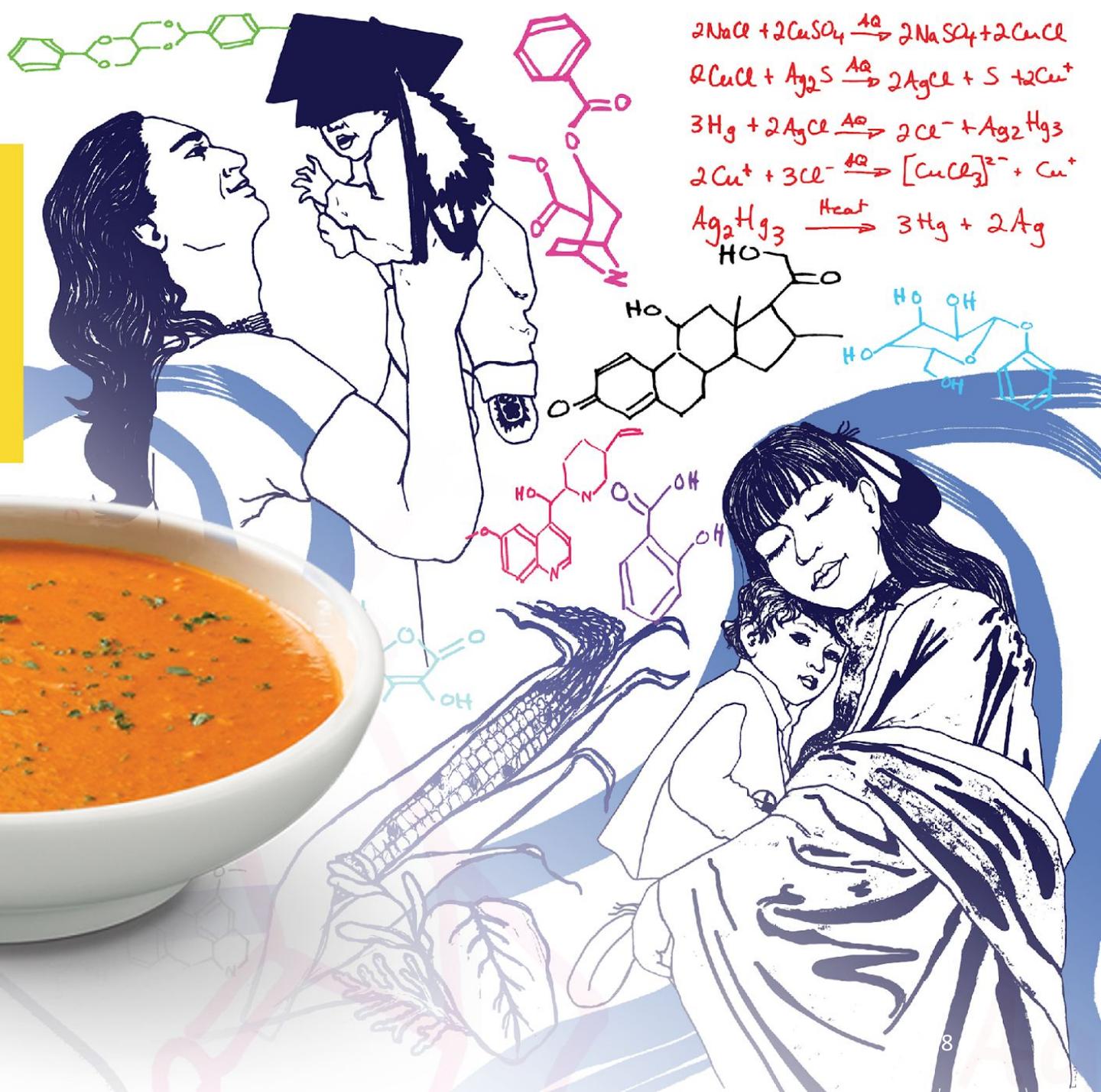
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Viola Desmond Awards

10th Annual Viola Desmond Awards & Banquet

Dine and Discourse 2019

"A NECESSARY BOOK FOR ALL PEOPLE INVESTED IN SOCIETAL CHANGE." —CLAUDIA RANKINE

WHITE FRAGILITY

WHY IT'S SO HARD FOR WHITE PEOPLE TO TALK ABOUT RACISM

New York Times BESTSELLER

ROBIN DIANGELO

FOREWORD BY MICHAEL ERIC DYSON

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Soup and Substance

Leadership Across Multiple Sectors
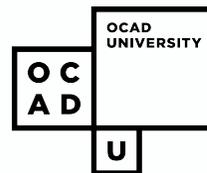
Employee Diversity Self-ID: Truth and Reconciliation (TRC)

"*I put this challenge forth to you to talk to and educate others regarding what you have learned about the concerns of Indigenous people in this country. As Senator Sinclair said, 'It was education that got us into this mess—it's going to be education that gets us out of it,' and Ryerson can continue to lead the way and educate the voices of ignorance.*"
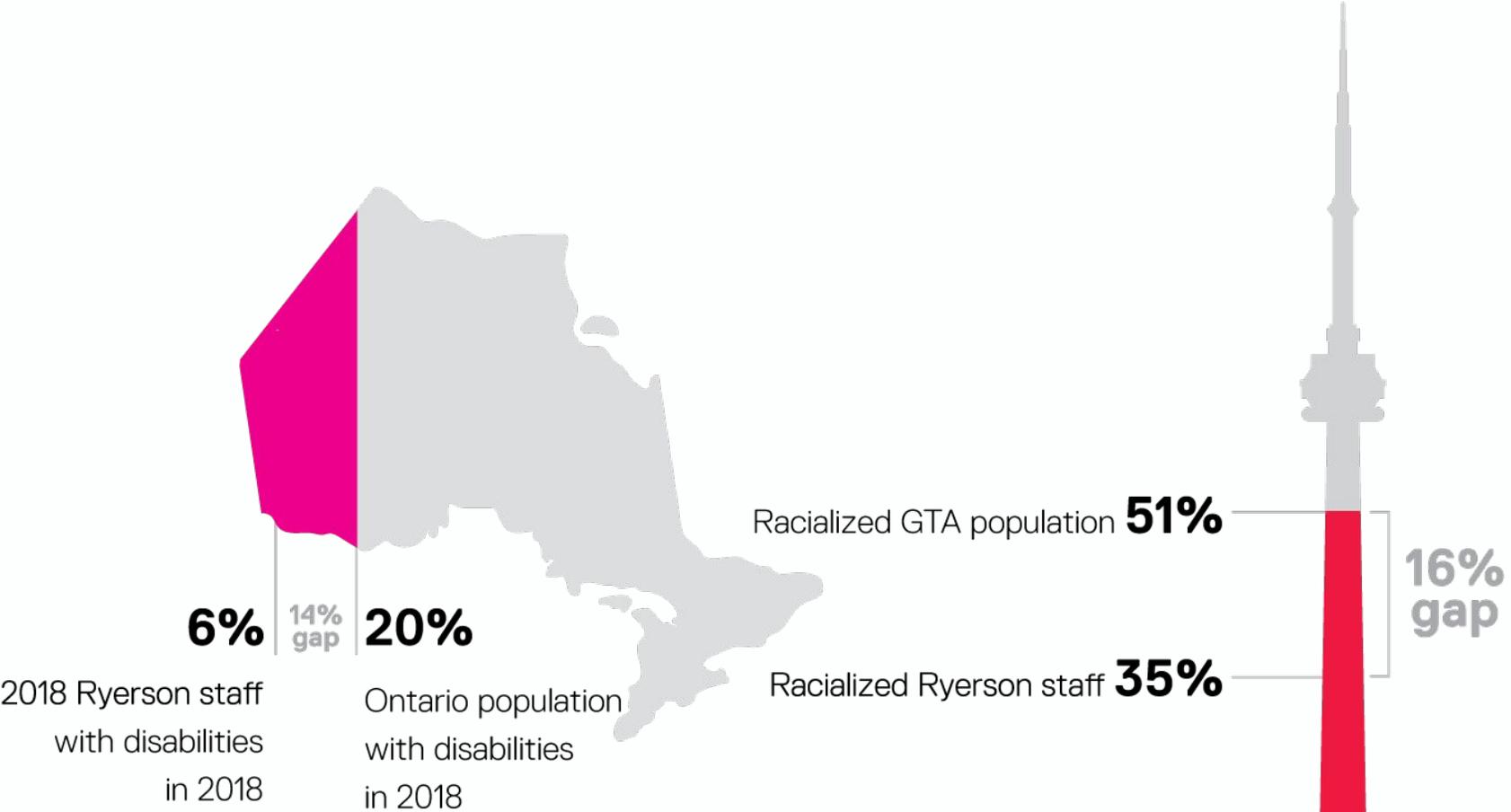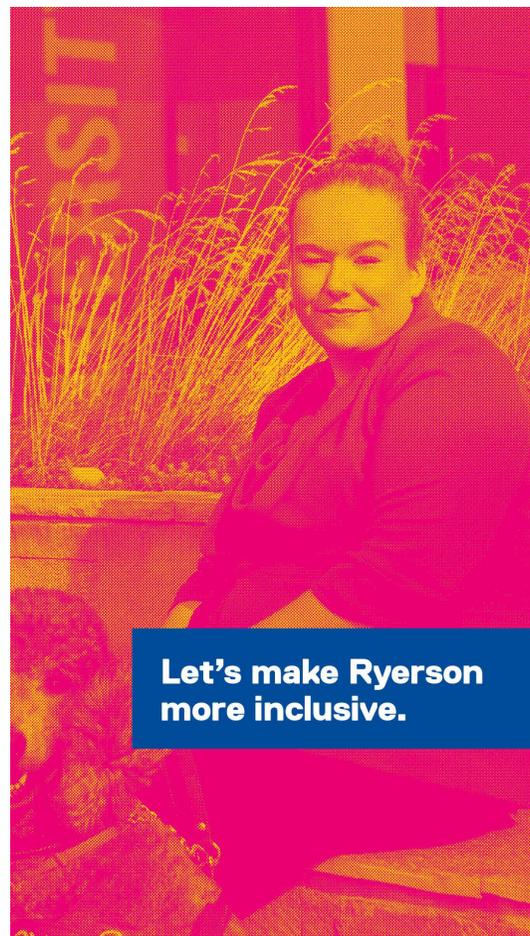
Joanne Dallaire, Ryerson Elder

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Employee Diversity Self-ID: Progress to Build On

66% Women Front-line Leaders

49% Women Mid-level Leaders

59% Women Senior Leaders

Employee Diversity Self-ID: Areas of Concern

6% | 14% gap | **20%**

2018 Ryerson staff with disabilities in 2018

Ontario population with disabilities in 2018

Racialized GTA population **51%**

Racialized Ryerson staff **35%**

16% gap
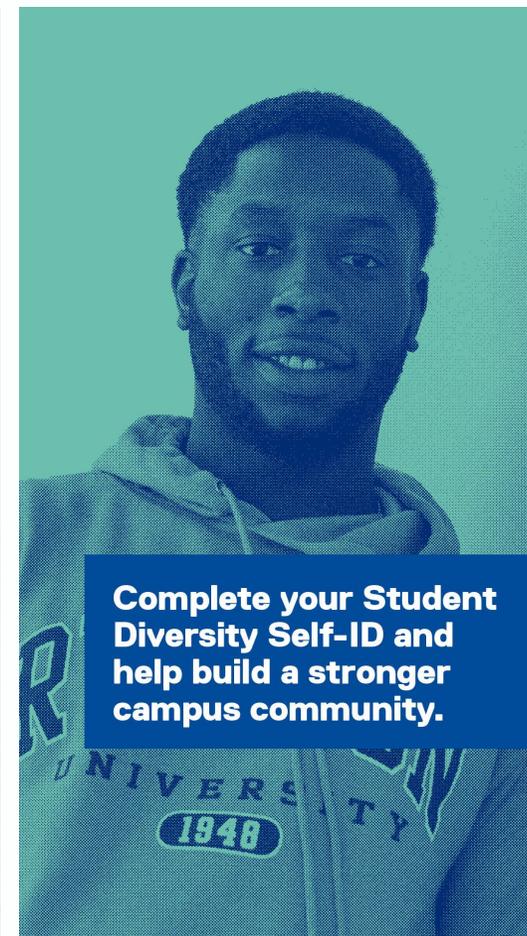
Student Diversity Self-ID

Let's make Ryerson more inclusive.
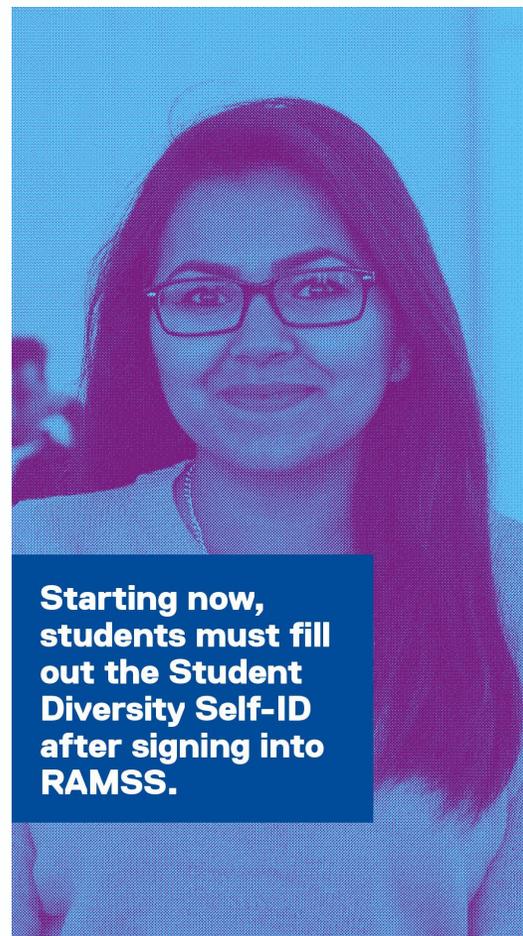
Starting now, students must fill out the Student Diversity Self-ID after signing into RAMSS.

Complete your Student Diversity Self-ID and help build a stronger campus community.

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Future EDI Strategic Direction for Ryerson

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Thank You.
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