

The following is the Faculty of Arts and Science response to the Provost's June 8, 2021 communication

Bolstering Black Studies

<https://www.queensu.ca/artsci/node/1362>

Queen's marks Treaties Recognition Week

<https://www.queensu.ca/artsci/node/1356>

Fighting for change

<https://www.queensu.ca/artsci/node/1333>

Diversity in academic leadership: the gap at the top

<https://www.queensu.ca/artsci/node/1322>

Faculty of Arts and Science PICRDI and TRC Annual Implementation Reports 2019-20 -

<https://www.queensu.ca/artsci/node/1318>

Communications (Stories) pertaining to specific actions and events:

FAS celebrates Pride Month & Indigenous History Month

<https://www.queensu.ca/artsci/node/1469>

Faculty of Arts and Science expands pre-doctoral fellowship program

<https://www.queensu.ca/artsci/node/1443>

Queen's marks Treaties Recognition Week

<https://www.queensu.ca/artsci/node/1356>

Faculty of Arts and Science PICRDI and TRC Annual Implementation Reports 2019-20

<https://www.queensu.ca/artsci/node/1318>

Faculty of Arts and Science hiring seven positions in support of Black Studies at Queen's

<https://www.queensu.ca/artsci/node/1435>

Black History Month: Resilience, hope, and building community

<https://www.queensu.ca/artsci/node/1398>

Bolstering Black Studies

<https://www.queensu.ca/artsci/node/1362>

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Student led initiatives – commitment from the Principal through the Queen’s Inclusive Community Fund

Planning for a Black Studies case for support.

- The plan is developed and ready for adaptation when funding needs have been determined through the Case and proposal template

Department of Biology – plan to raise funds from faculty members to establish a Black scholarship fund

Working with campus partners to identify opportunities for BIPOC student support including:

- Funded journalism internships for Black students.
- Support emerging BIPOC journalists with paid internships at Queen’s publications such as the Queen’s Journal and the Queen’s Gazette. Black students will lend diversity and perspective in covering issues and events on campus.
- Undergraduate and graduate scholarships
- BIPOC Promise Scholars
- Support for Black students participating in field courses

Working with the Department of Gender Studies to identify opportunities for funding including:

- Junior Chair in Black Studies – early career scholar to work on research and connect with the Queen’s and Kingston communities
- Chair in Black Studies – moving within and outside FAS – to Nursing and Engineering
- Post-doc in Gender Studies (\$30K)
- Student award in support of EDI
- Department of English Language and Literature - new joint position with Gender Studies in Black Creative Writing and Cultural Production (this position is currently being filled as one of the Black Studies QNS hires)

1. Planning Exercises, and 2. Policies, Procedures and Practices

An important development in the Faculty of Arts and Science in the past year was the appointment of Dr. Anita Jack-Davies as Assistant Dean, Equity, Diversity, and Inclusion (October 2020).

FAS adds EDI Expert to Senior Leadership Team

<https://www.queensu.ca/artsci/node/1349>

During the short period Dr. Davies worked in the Faculty, one of her central proj1 0 0 612in R 07710 %d6CvHS

In a draft document titled "Intersections - EDII Onboarding Framework for Academic Departments – Towards Inclusive EDII Excellence in the Faculty of Arts and Science," Dr. Davies outlined her

EDI support:

The Faculty of Arts and Science's Equity, Diversity, Inclusion and Indigeneity Fund supports EDII teaching, learning, and research initiatives. Information on the Fund is posted on the FAS website and the Fund is attracting multiple requests from across FAS.

EDII is also a criterion in awarding support from the Student Initiatives Fund to support student initiatives related to various aspects of student enquiry, such as individual and group field-based research, and conference/workshop organization and participation.

New position to support EDII:

FAS Student Services is in the process of hiring a qualified Indigenous Academic Student Advisor who will begin in Fall 2021. This advisor will fill a critical gap in providing support for Indigenous students in FAS, as well as providing leadership on decolonizing academic advising more generally. Renovations are underway to create a meeting space for this Advisor that will double as an Indigenous Hub

such as Indigenous or Black Scholars, which will make the Faculty's efforts to recruit qualified candidates in these sought-

will be open to departments, programs, and faculties across the university, the BA in Black Studies will serve to educate the Queen's community about the histories and contemporary struggles of black diasporic communities. The new BA in Black Studies will be an especially pertinent administrative, intellectual, and activist way to honour black thought and black resistances in a time of crisis (e.g., experiences of Black Lives Matter, and ongoing racist

formulating the successful second stage application for JELF application funding for the Centre.

6. Professional Development, and 8. Education and Training

EDI training and workshop opportunities for faculty and staff

EDI training and workshop opportunities for students

In 2020-2021 the Faculty of Arts and Science continued to provide EDI leadership for the Faculty through EDII training programs for faculty and staff: Below are key examples.

Representation in Research:

Indigenous Community Research Partnership: In collaboration with Dr. Janet Jull and nationwide project advisors, Arts and Science Online staff, Julian Enright and Rebecca Sweetman, designed and developed the open online training resource for researchers and researchers-

competencies and confidence in understanding the environment we work in, ensuring that our practices embody inclusivity in our everyday professional tasks.

Initially tailored for multimedia professionals, the training has been designed so that going forward, any number of Queen's departments can adapt the curricula to suit their team roles and requirements.

ASO staff completed the Working Together: Building an inclusive Queen's community Program

ASO staff also attended a variety of workshops and webinars related to inclusive, decolonization, Indigenization and anti-oppression. Sample of workshops attended by staff (e.g., *I am no longer accepting the things I cannot change": Anti-Racist Pedagogies and Inclusion in Teaching and Learning* facilitated by Yasmine Djerbal; *Call it out: racism, racial discrimination and human rights, Anti-racist pedagogies and inclusion, and Culturally Responsive Practices: Developing Foundational Intercultural Teaching Competence.*)

ASO instructional designers developed a Community of Inquiry focusing on Decolonization, positionality and building solidarity.

EDI Presentations facilitated by Arts and Science Online Staff:

(Re-)Designing Anti-Oppressive Assessments

Kendall Garton, Toni Thornton, and Rebecca Sweetman, Arts and Science Online

The session focused on common pitfalls in EDII assessment design and will propose alternative strategies that support anti-oppressive pedagogy.

Ed Tech for Land-Based Learning

Lindsay Brant, Centre for Teaching and Learning; and Rebecca Sweetman, Arts and Science Online. The facilitators shared ideas on Ed Tech solutions to facilitate land-based learning experiences.

Using Microsoft Power Automate to Manage Accommodations

Erik Bigras, Arts and Science Online. The facilitator discussed how Microsoft Power Automate can be leveraged to allow staff and Faculty to focus on correctly administering the accommodation conditions with the LMS, and automate other administrative tasks surrounding the reception, filing, and logging of accommodation files.

Sharing Strategies: FREN 239 with Isabelle St-Amand (Languages Literatures and Cultures) and *Bobbie Osborne* (Arts and Science Online). *Isabelle St-Amand*, Assistant Professor and Queen's National Scholar in the Department of Languages, Literatures and Cultures, and *Bobbie Osborne*, Instructional Designer in Arts and Science Online, shared their experiences developing and delivering FREN 239: Indigenous Arts and Cultures, part of the Certificate in French for Professionals.