

**Desautels Faculty of Management  
Equity, Diversity and Inclusion  
Activity Tracker  
May 2023**

Action item	Progress-to-Date	Details
<b>Student Experience</b>		
<b>Teaching-Related Activities</b>		
EDI related activities added to several classes. (See Details.)	Ongoing	Multiple speakers, both internal and external to Desautels have attended various classrooms as guest speakers and panelists across all academic areas.
<b>Other Events &amp; Activities for Students</b>		
Creating a master's student recruiting plan targeted at increasing representation of underrepresented groups (URGs).	Ongoing	Currently being implemented
Women in Business Wellness Discussion Group	Ongoing	A partnership w/ the Wellness Hub, the Desautels Wellness Advisor and the EDI team; these will be guided conversations to support women identifying students in business
BIPOC in Business Wellness Discussion Group	Ongoing	A partnership w/ the Wellness Hub, the Desautels Wellness Advisor and the EDI team; these will be guided conversations to support BIPOC students in business
EDI case writing competition	January-March	5 teams of students participated in an EDI case writing competition led by Tatiana Gauvin; cases will be made available to faculty for use at no cost
Blanket Exercise	September-October	Organized by Chantal Westgate, the EDI team supported the delivery of a series of Blanket Exercises on the subject of colonization and Indigenous sovereignty
2 scholarships/bursaries to be established for Black students	January	Proposal put forward to McGill's ABR team; funds approved for use to develop 2 scholarships/bursaries
Designed EDI Advocacy Program	April	Advocacy program open to all students; includes a community of practice and potential to act as EDI Advocates to support EDI strategic planning
Participating in Faculty initiative to examine Bcom admissions process to improve access for under-represented groups	Ongoing	
Report for Bcom Admissions Working Group on implementation strategies and outcomes for pathway initiatives for underrepresented groups at other faculties, universities and business schools	In process; to be submitted by end of April 2022.	Bcom admissions review working group is exploring the idea of introducing "pathways" for URG's but desire additional info/data re: outcomes and implementation.
Conduct an audit of Desautels student mentorship programs for EDI considerations	December	Completed in partnership w/ IMSF Fellows program; report w/ recommendations will follow in Summer 2023

IMSF Fellowship	Ongoing	The EDI team supported the work of 3 IMSF Fellows in the 2022/23 academic year; the EDI team will be managing 2 projects in the 2023/24 academic year w/ additional Fellows
Member of the PhD Project to support Black PhD students	Ongoing	
Development of a summer camp for Indigenous youth	Ongoing - Initial Idea Stage	Collaboration w/ multiple other Faculty Initiatives/Institutes (including I&E)
Explore McGill	Ongoing	Designed 2 management workshops for potential students participating in Explore McGill
Ongoing collaborations with Branches - Pick Your Path Program	Ongoing	The EDI team supported the attendance of 7 prospective Black CEGEP students in a Desautels stream of the Pick Your Path Program for Black Youth. Also developed 2 workshops for the both Black and Indigenous prospective students
Manage Student Training Working Group	Ongoing	Student Training working group has been reviewed & improved mandate has been created. Established partnership w/ Our Shared Spaces
<b>Research and Knowledge</b>		
Provided thought leadership on EDI related issues by publishing and/or commenting in mass media, social media and podcasts.	Ongoing	
Publishing and commenting on articles on EDI related topics in press, social media.	Ongoing	<a href="https://www.mcgill.ca/desautels/channels_item/323">EDI-related media mentions can be viewed here: https://www.mcgill.ca/desautels/channels_item/323</a>
Identify funds to support the hiring of 1 RA on EDI research projects	April	Job posting has been advertised; selection process to occur over the Summer of 2023
Laurent Piccard Distinguished Lecture on EDI topic	March	Alexandra Kalev attended and presented to faculty members
Dobson Lean Women Startup	Ongoing	McGill Dobson Centre for Entrepreneurship unveiled program dedicated to women entrepreneurs to launch in Fall of 2022.
<b>Outreach</b>		
Presentation on McGill's ABR plan at Faculty Council	Completed	Terri Givens and Karen Diop invited to present
Manage Indigenous Initiatives Working Group	Ongoing	Completing new terms of reference and mandate for working group
Manage ABR Initiatives Working Group	Ongoing	Completing new terms of reference and mandate for working group
In initial stages of preparing to apply for consideration to participate in the Progressive Aboriginal Relations Program through the Canadian Council for Aboriginal Business	Ongoing	Prep work will continue in collaboration w/ the Indigenous Initiatives Working Group in the Fall of 2023
Completed stakeholder analysis for EDI communication	Completed	Currently working on a strategy to better communicate EDI efforts at the faculty to our community via our social media channels.

Consultations on EDI strategic planning	Ongoing	In ongoing discussion with members of the Faculty Advisory Board, Faculty Council, Bcomm General Assembly, Working Groups, Industry Advisors, PhD students; Master's student leadership
Black History Month Events: 5 events held in February in partnership with the Laidley Centre for Business Ethics	February	Invited attendees: Renee Cummings (AI), Wesley Crichlow (EDI Strategic Planning), Sabrina Jafralie (at Remembering Africville event), panelists Samantha Bateman of Integria Consulting, Kamal Aderidigbe of BNP Paribas and Leslie-Ann Lewis, CN and the West-Can Folk Performing Company
Monthly EDI updates from the Dean	Ongoing	The Dean has issued a monthly EDI statement which is sent throughout the community and then posted on our website
Exploring launch of Inter-Group Dialogue (IGD)	Ongoing	Ongoing collaboration between EDI team and various McGill partners to explore the possibility of introducing IGD
<b>Workforce</b>		
<b>Faculty</b>		
Instituted EDI considerations in faculty hiring practices, including putting Dean's Reps on all hiring committees, guidelines for faculty hiring.	Ongoing	This resulted in a highly diverse group of new hires. Of 8, 5 women, 1 black man, 6 other racialized faculty members
Held Faculty Recruiting event on March 31	March	Event held in partnership w/ the Office of Indigenous Initiatives and the Office of the Provost
Created EDI Teaching Award	February	Funds identified, process/criteria created and inaugural award advertised. Candidate selected.
Developed an EDI course outline checklist	April	Launched in April in partnership w/ TLS
Structured EDI considerations into annual faculty reviews	January	Reviews have been updated
Collected data on EDI in the Annual Review process.	February	To be collected on an ongoing basis
Land acknowledgment support developed for faculty members	September	Support session developed and will be available in Summer 2023 in advance of academic year
Designed EDI Advocacy Program	April	Advocacy program open to faculty members; includes a community of practice and potential to act as EDI Advocates to support EDI strategic planning
Initiated evaluation of the staffing of classes	Ongoing	Initiated in September; waiting on complete data for analysis
Established EDI community of practice for faculty members	Ongoing	One session was held on the subject of EDI in teaching; community of practice to be reintroduced in Fall 2023
Instituted regular EDI reviews of course syllabi	Ongoing	Led by the EDI Team and TLS; ongoing since the Fall of 2022
<b>Staff</b>		
Exploring staff access to mental health/BIPOC wellness sessions	Ongoing	Consultation has occurred; in discussion w/ 2 facilitators re: budget and availability for Fall 2023 in process
Land acknowledgment support developed for staff members	September	Support session developed and will be available in Summer 2023 in advance of academic year

Staff Mentorship program in development	Ongoing	EDI Team supporting HR in the development of a staff mentorship program with EDI considerations
Conduct an audit of Desautels mentorship programs	December	Completed in partnership w/ IMSF Fellows program; report w/ recommendations will follow in Summer 2023
<b>Physical Space</b>		
Advocacy for a caregiving space on-site	Ongoing	A space assessment is underway and the EDI team is advocating for creating a private space for mothers/caregivers to breastfeed