

# Syllabi Review Update

Equity Diversity Decolonization Indigenization Initiative  
Strategic Plan 2020-2022

Presented to Social Work School Council  
October 19<sup>th</sup>, 2022



# EDDII Strategic Plan Objectives

- **Five Domains:**

- Student Engagement (i.e., student support, events, workshops)
- Pedagogy (all things related to teaching including field)
- Research (i.e., incorporate University EDI research objectives)
- Governance (i.e., admissions & hiring policies)
- Community (i.e., engagement with the university, field, and MTL community beyond the School)

- **Five Constituencies:**

- SSW Students
- SSW Staff
- SSW Faculty
- SSW Community Partners
- McGill University at large

# A Road Map for Change: Pedagogy

- **Strategic Objective #1:**
  - *Integrate Decolonization, Indigenization, Equity, Diversity, Inclusion, Anti-Racism, Anti-Oppression, Anti-Ableism across the SSW curriculum*
- **Actions:**
  - **Action 1:** Conduct a thorough methodologically rigorous scoping review of colonial, white-centered, decolonial, anti-racist, anti-oppressive, LGBTQ2IA+, and disability focused objectives, pedagogy, frameworks, assessment, and content in the SSW Curriculum (all programs)
  - **Action 2:** Engage in a process of syllabi revision in order to increase representation of BIPOC and equity-seeking groups critical perspectives in syllabi objectives/theoretical frameworks/assessment/content



# A Road Map for Change: Student Engagement & Research

- **Strategic Objective #2 (Student Engagement)**
  - *Provide opportunities for QTBIPOC, disabled, and equity-seeking group students to participate in equity, diversity, indigenization, anti-racism, LGBTQ2IA+, disability, and anti-oppression initiatives within the University*
- **Strategic Objective #1 (Research):**
  - *Provide opportunities for students to participate in equity, diversity, decolonization, indigenization, and anti-racist research initiatives with and about BIPOC and equity-seeking groups within the SSW.*



# A road map for change: BSW Required Courses Syllabi Review

- Mapping exercise of the curricula of the school
  - *Make EDDII objectives actionable by identifying areas of overlap, duplication, gaps, and opportunities for change in course syllabi and across programs*
  - *Identify the range of pedagogical, assessment, and content trends across programs and the School*



# A road map for change: Required Courses Syllabi Review

- Hired 5 BIPOC & equity-seeking group member students from BSW & PhD programs
- Data extraction focused on three areas:
  - *Pedagogy in course design:*
    - ✓ Course structure
    - ✓ Classroom and field activities
    - ✓ Assignment type: Papers, presentations, group work, journals
  - *Sources of knowledge*
    - ✓ Assigned Readings (journal article, podcasts, other media, etc.)
    - ✓ Guest lecturers
  - *Representation through authorship, topic, discipline*



# BSW Required Courses Syllabi Review Fall 2022 & Winter 2023

- Faculty Retreat May 2022 followed by ongoing meetings of three working groups:
  - *Practice*
  - *Community & policy*
  - *Mental health*
- Actions
  - *Identify and remove redundancies in required readings and content*
  - *Increase cross-course content synergy through scaffolding learning*
  - *Increase EDDI-related content in assigned readings and diversification of pedagogical approaches*



# Next Steps

- Working groups continue to meet and make coordinated revisions to syllabi
- Review of the content and authorship of required readings forthcoming from the syllabi review
- Establishment of a regular curricula review structure, as per the EDDII Strategic Plan
- Ongoing focus on decolonization and indigenization of the curricula, e.g., Gord Bruyere, an Indigenous Curriculum Specialist, workshops with instructors in October 2022