



Alberta School of Business

# STRATEGIC PLAN FOR EQUITY, DIVERSITY AND INCLUSIVITY (EDI)

OCTOBER 2020

The Alberta School of Business respectfully acknowledges that we are located on Treaty 6 territory, traditional lands of First Nations and Métis people.

## Overview

This strategic plan aims to provide a foundation for embedding Equity, Diversity and Inclusivity (EDI) into the fabric of our culture.

Our Strategic Plan directly supports the Alberta School of Business' core value of 'Equity, Diversity and Inclusion'. It also supports the School's core value of 'Excellence in Research, Teaching and Learning' as we conduct research with diverse people and communities, and engage in respectful and inclusive interactions with fellow School members. It supports the value of 'Innovation and Entrepreneurship' by promoting an environment where people feel that it is safe to share their ideas and to be included fully in all School activities. EDI contributes to each of the Alberta School of Business' objectives of research excellence, impactful teaching and learning, engaged organizational culture, and partnership with the broader community. An equitable and inclusive culture will also support greater diversity, enrich the lives of students, faculty, staff, and our external stakeholders.

To achieve our goals, every member of the Alberta School of Business has a role to play and a responsibility to act to promote EDI. Working together, we can ensure EDI thrives in our School.

The Alberta School of Business Strategic Plan can be found here:

<https://www.ualberta.ca/business/about/strategic-plan.html>

The University of Alberta's EDI Strategic Plan can be found here:

<https://www.ualberta.ca/equity-diversity-inclusivity/about/strategic-plan-for-edi/index.html>

## Vision, Mission, Values

### Vision

All School members have a sense of belonging – they feel valued, respected, and supported in the School. The School is a place where there is space for diverse voices to be heard and ideas to be explored. It is a place where we are continuing our work toward building the representation of under-represented groups.

### Mission

To inspire entrepreneurial thinking in our research, teaching, learning, and professions by giving space to diverse voices, perspectives, and ideas; To produce professionals who are prepared to make a difference in the world by contributing meaningfully as part of a both the global community as a member of diverse teams; To help achieve equitable access to opportunities that enable individuals to reach their full potential; To enhance our collective understanding and education related to EDI.



## Values

To accomplish these objectives and support the School's core values, our EDI values include:

### *Inclusivity*

An inclusive culture is welcoming and respectful to all. We want all members of our School community to feel valued and safe to share their knowledge, worldviews, identities, and experiences. We also seek to extend our inclusivity to the external communities with whom we conduct our research, teaching and service.

### *Equity*

We will promote equity across groups including genders, races, ethnic groups, sexual orientations, and we will support reconciliation with Indigenous Peoples. We support fair and unbiased decision-making.

### *Diversity*

We will engage in practices that broaden the representation of people in underrepresented groups within the School.

### *Psychological safety*

We will continue to work to create a psychologically safe and healthy environment free from discrimination and harassment, where we treat each other fairly and respectfully.

### *Entrepreneurial thinking in EDI*

We will think in entrepreneurial ways about how to practice each of these values, and contribute to the development of EDI within the School.

## Year-over-year Focus

This Strategic Plan covers a three-year period, with each year having an overarching focus.

The focus of year 1 (2020-2021) will be listening to people's ideas, experiences, and needs, planning, putting structures in place to support EDI, gathering data, and begin to implement initiatives.

The focus of year 2 (2021-2022) will be to set targets for EDI, and to implement, test, and curate our initiatives. We will also begin focusing on promoting these initiatives externally and making EDI a part of the School's brand.

The focus of year 3 (2022-2023) will be on improving and entrenching practices related to EDI, becoming established as a strong voice for EDI within and outside the University of Alberta, and evaluating our targets.



## Year-over-year Metrics

Perceptions of culture of inclusion; perceptions of equity (assessed via surveys of students, faculty and staff).

The demographics of faculty, staff, students, applicants and graduates. We will establish equity goals, and collect and analyze diversity data.

Whether planned activities have been addressed

## Themes of Focus within the Strategic Plan

- Developing the foundation for EDI activities within the School of Business.
- EDI in the academic environment: EDI discussions will be present in the classroom and in co-curricular activities.
- Faculty and staff: Promotion of EDI through our research, teaching, and support of students; Enhancing equity
- Communication about EDI: Information related to EDI will be promoted within the School
- Recruitment: Undertaking activities to promote the recruitment of people in underrepresented groups
- Support for people and wellness in the broader School environment: On-campus supports and groups/clubs related to EDI will be highlighted
- Creating a culture of equity and inclusivity

