WHERE WE'VE COME FROM, WHERE WE ARE, AND WHERE WE ARE GOING
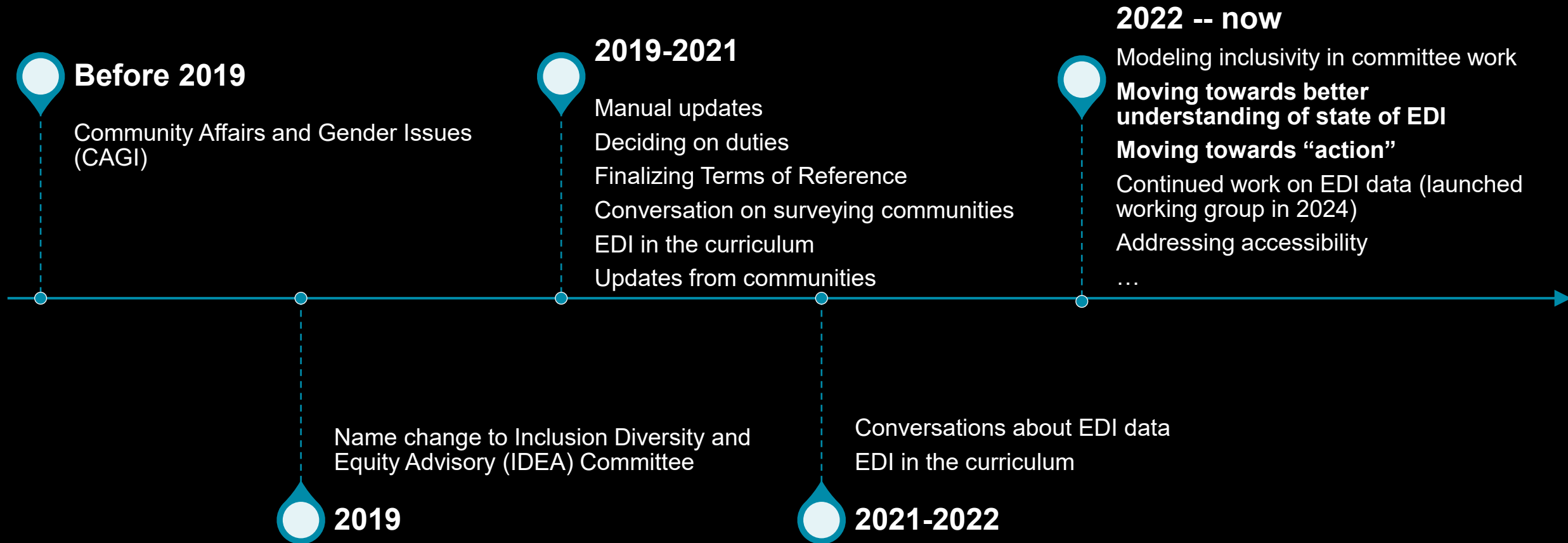
FASE IDEA COMMITTEE REPORT

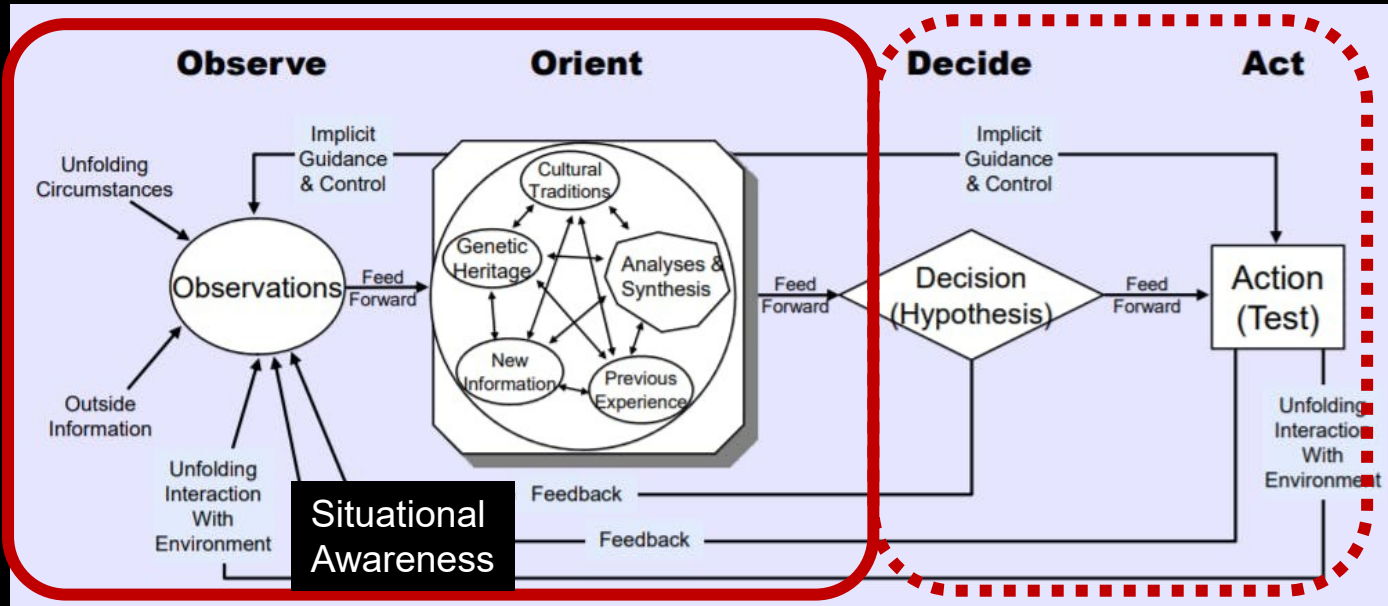**APRIL 2025**

WHERE WE'VE COME FROM: BRIEF HISTORY

Before 2019

Community Affairs and Gender Issues (CAGI)

2019-2021

Manual updates

Deciding on duties

Finalizing Terms of Reference

Conversation on surveying communities

EDI in the curriculum

Updates from communities

2022 -- now

Modeling inclusivity in committee work

Moving towards better understanding of state of EDI

Moving towards "action"

Continued work on EDI data (launched working group in 2024)

Addressing accessibility

…

Name change to Inclusion Diversity and Equity Advisory (IDEA) Committee

2019

Conversations about EDI data

EDI in the curriculum

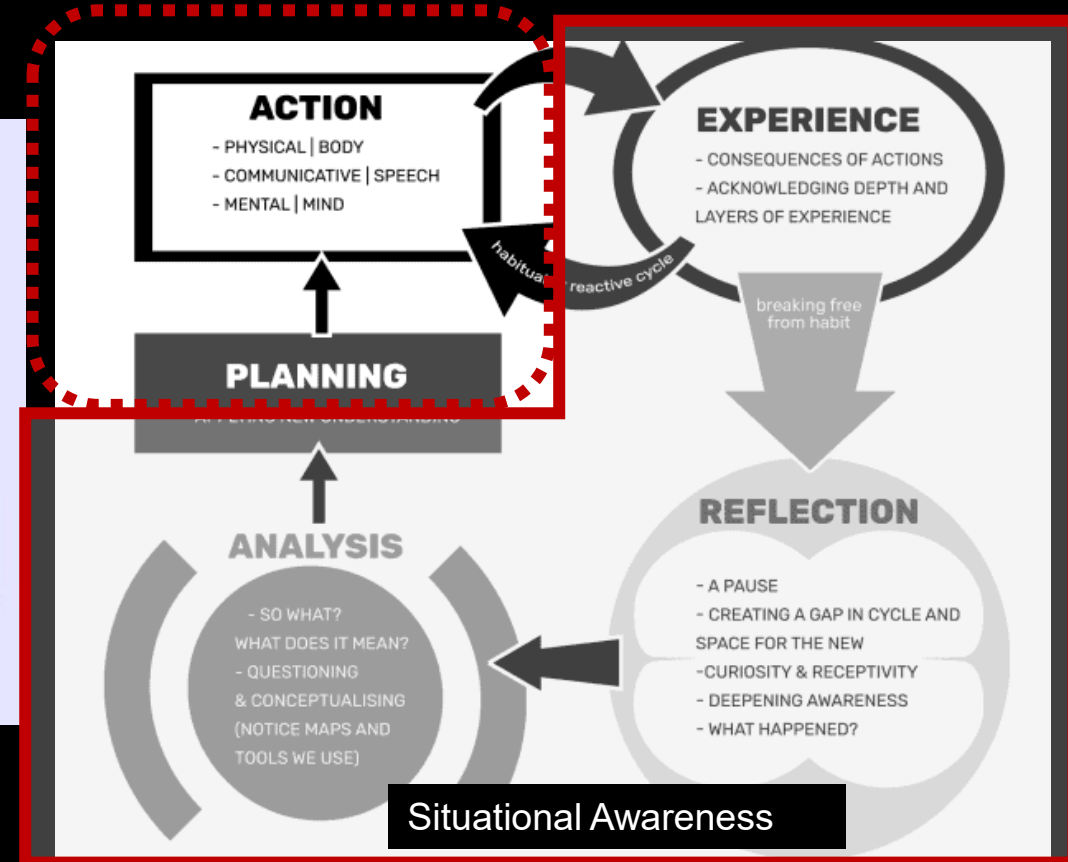**2021-2022**

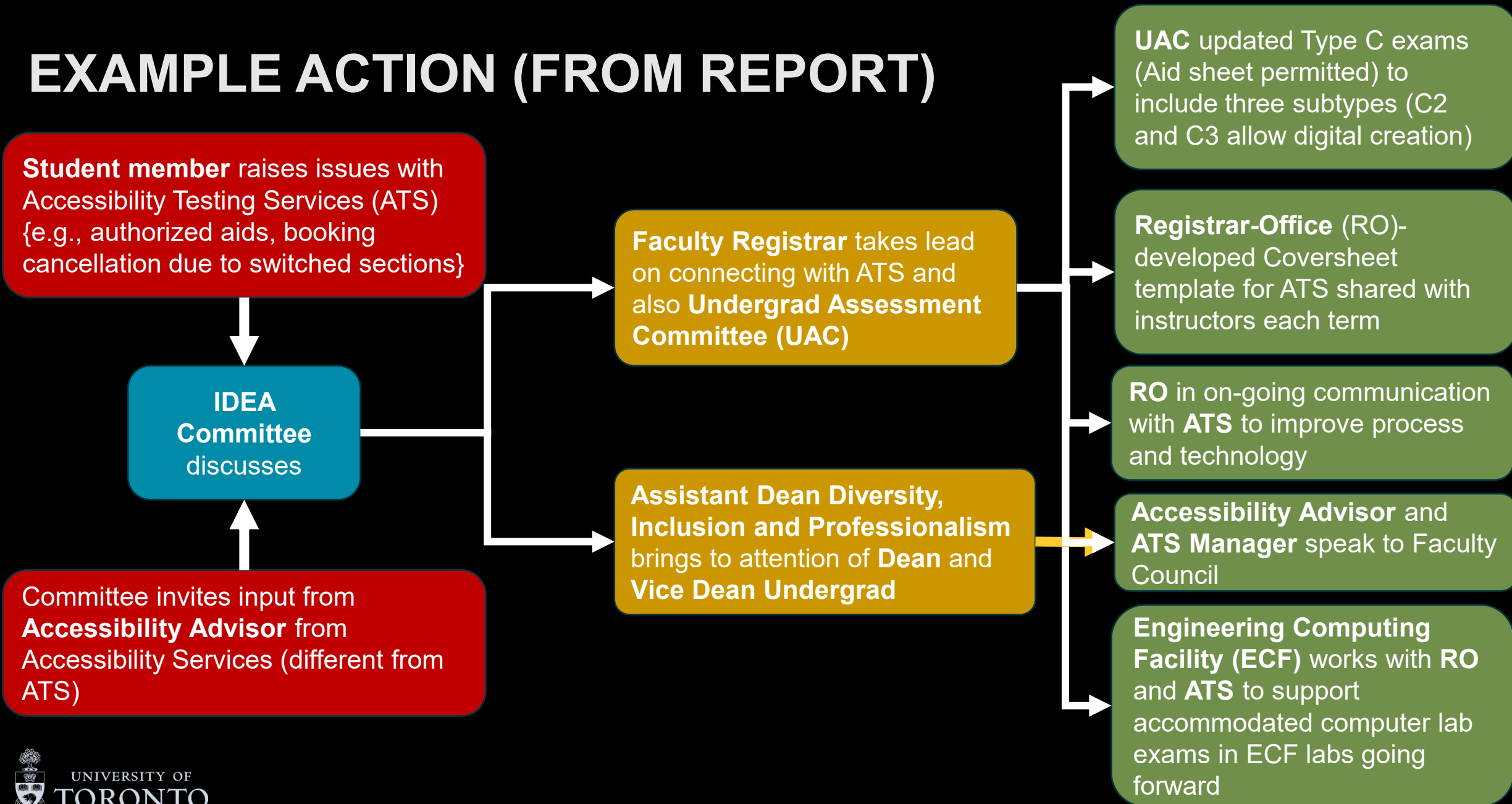UNIVERSITY OF TORONTO

WHERE WE ARE: SUMMARY OF GOALS

- Better understanding of state of EDI
  - What data is available?
  - What are current efforts around the faculty to address EDI?
  - …

- Move towards "action" (go beyond acute issues)
  - Improve available data and faculty wide reporting
  - Improve EDI framework across the faculty (empower others)
  - …

https://thedecisionlab.com/reference-guide/computer-science/the-ooda-loop

https://commonslibrary.org/leaderful-organizing-action-learning-cycle-framework/

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EXAMPLE ACTION (FROM REPORT)

Student member raises issues with Accessibility Testing Services (ATS) {e.g., authorized aids, booking cancellation due to switched sections}

IDEA Committee discusses

Committee invites input from **Accessibility Advisor** from Accessibility Services (different from ATS)

Faculty Registrar takes lead on connecting with ATS and also **Undergrad Assessment Committee (UAC)**

Assistant Dean Diversity, Inclusion and Professionalism brings to attention of **Dean** and **Vice Dean Undergrad**

UAC updated Type C exams (Aid sheet permitted) to include three subtypes (C2 and C3 allow digital creation)

Registrar-Office (RO)-developed Coversheet template for ATS shared with instructors each term

RO in on-going communication with **ATS** to improve process and technology

Accessibility Advisor and **ATS Manager** speak to Faculty Council

Engineering Computing Facility (ECF) works with **RO** and **ATS** to support accommodated computer lab exams in ECF labs going forward

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WHERE WE ARE GOING, Q&A

- Takeaways
  - Situational Awareness is helpful.
  - Connections to and collaborations with relevant parties is key.

- Goals (2024-2025 and 2025-2026)
  - Continue developing better situational awareness of EDI work, success, and challenges (individuals, committees, departments, offices) through continued consultation.
  - Based on awareness, identify initial areas of policy and procedure recommendations.
  - **Collaborate** with relevant standing committees (e.g. UAC and TMRC) and offices to launch Accessibility working groups and begin work on short-term goals (see report).
  - Continue work on EDI Data Working group and issue first report in the first meeting of the 2025-2026 governance cycle (October 2025).

- Questions?

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