
YEAR END REPORT

January 2020 - January 2021

1. OVERVIEW

The project included four key areas for implementing recommendations:

- Providing consultation & feedback
- Education & Professional Development
- Membership Engagement
- Connecting with members who identify as Black, Indigenous, and Persons of Colour

2. ACHIEVEMENTS

- Created and developed a BIPOC Network to provide opportunities for engagement, connection building, and advocacy
- Collaborated with Membership Engagement to implement BIPOC mentorship pairings
- Facilitated high-attended webinars focusing on key subject areas including empowering staff and creating foundational EDI training
- Provided consultation to institutions looking to develop EDI capacity at their institutions
- Consulted on the Board's strategic imperative

3. OPPORTUNITIES

- An emphasis on structural sustainability will be an important consideration
- Initiatives must be effectively built into existing portfolios to ensure continuity
- The implementation of the strategic imperative should be a key consideration
- Review of existing programs and curriculum (ie., NPTI, Spring Conference)
- Data survey of the membership to review patterns/changes from 2018 report
- Providing the BIPOC Network with a structural location within the Board
- Core EDI learning workshop for members

4. ACKNOWLEDGEMENTS

I would like to thank the Board of Directors for their commitment to this work. In particular I would like to highlight the contributions by Kamadchi Karunanandan, Rachel Cabunoc, and Sally Chen; their energy, labour, and support was greatly appreciated. I would like to thank Brian Cunha and Chris Lengyell for taking action on the strategic imperative on behalf of the Board and supporting this important and necessary work.

MOVING FORWARD

The one-year term for this role sought to identify opportunities to action recommendations from the 2018 Ethnic Diversity Report. As the Board worked to further its commitment to Equity, Diversity, and Inclusion, the hope was for this role to assist in the facilitation of that process. This year we took the opportunity to build initiatives from existing programs and portfolios such as membership engagement and professional development.

A key recurring theme over the course of this year is the lack of structural integration and sustainability. The forthcoming strategic imperative will be a key element in embedding an anti-oppressive framework into the structure of the Board. OACUHO has an opportunity to use its leadership and influence to make an impact on the way institutions enact EDI work by setting standards for best practices.

Key recommendations to further this include:

- accessible, transparent documents to welcome members and explain the functional areas of the Board and the opportunities for member engagement;
- the implementation of the strategic imperative and corresponding resources to support member engagement and learning;
- implementation of EDI foundations as a core competency in the NPTI curriculum;
- implementation of an EDI education series that allows members to engage with core concepts and key skills related to anti-oppressive practice, identifying issues, and making interventions;
- implementation of a consistent assessment cycle of Board demographics in order to track membership trends and retention;
- providing opportunities for recognition of members who identify as Black, Indigenous, and Persons of Colour;
- promoting transparent communication with the membership and providing opportunities for feedback.