



Creating Our New Story

An Integrated Action Plan for Building
and Sustaining a Vibrant, Equitable, and
Interconnected University Community

Office of Equity, Diversity + Inclusion



**UNIVERSITY
OF ALBERTA**

Student Participation

The Continuum of Student Participation (2015) helps frame conversations between the University and students and student organizations. Situating the present conversation along the spectrum can help policy owners and interest holders understand etc etc...

EMPOWER	COLLABORATE	INVOLVE	CONSULT	INFORM
Building Responsibility	Building Accountabilities	Building Commitments	Building Knowledge	Building Awareness
Delegating decisions and solution seeking to students and student organization partners.	Sharing decision making with students or student organization partners	Engaging students in the development of solutions and continuously factoring student aspirations and concerns	Gathering information and testing concepts with students	Sharing information with students that may affect them

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Continuing Stories / Writing New Ones

Background and Timeline

- Development started in Fall 2023; delayed in May 2024
- Better alignment of institutional strategies and structures
- Ensuring that EDI is core to a culture of innovation, engagement and care
- Being informed by *Braiding Past, Present, and Future: The University of Alberta Indigenous Strategic Plan*.
- Committing to supporting Indigenous resurgence and self-determination, ensuring relationships are respectful and reciprocal.

2024-2025

Creating our New Story: Integrated EDI Action Plan

Refresh of the University of Alberta's Strategic Plan for Equity, Diversity, & Inclusivity (2019)

2024

Continuing our Stories

Summarized priorities and needs to be addressed by the Integrated EDI Action Plan.

2023

Stories from the Field

Reflections on successes, challenges, and learnings from the strategic plan.

2020

2018/2019 EDI Annual Report

Highlighted institutional leadership, research, teaching, and student life achievements.

Toward a Different Story

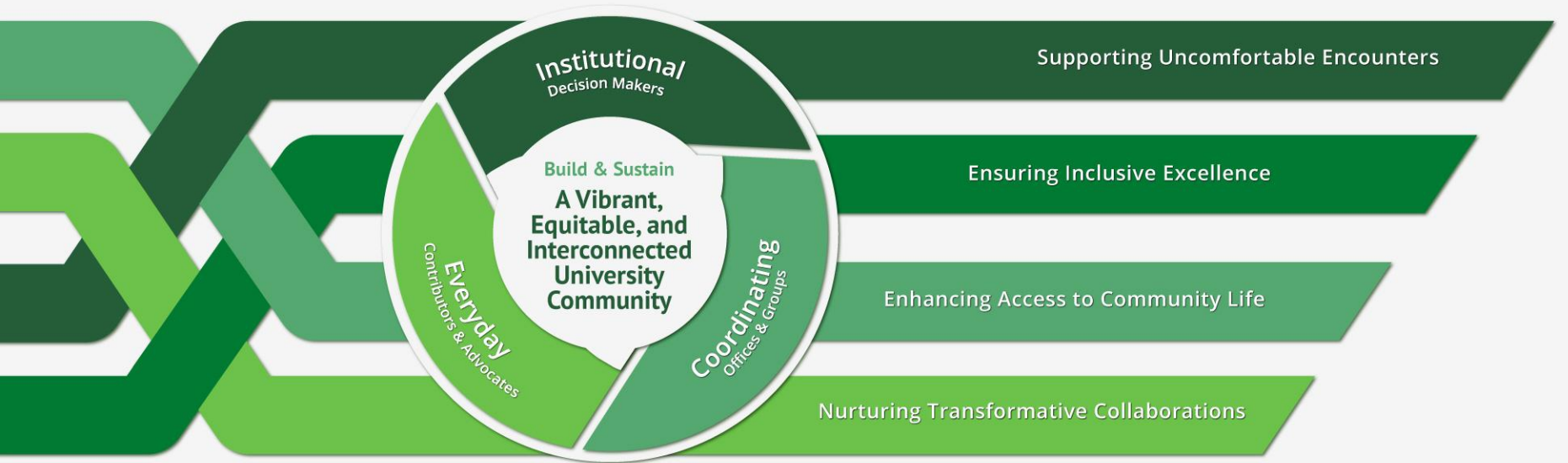
Values-enacted Practices

The principles of EDI have framed our work historically. In this moment, we need something more active and applied that engages varied disciplines, paradigms, ideologies and cultural traditions.

- Embracing our Interconnectedness
- Engaging in Acts of Collective Remembering
- Promoting Mutual Flourishing for All
- Realizing the Possibilities of Uncomfortable Encounters
- Engaging our Critical Consciousness
- Positioning Love as a Guiding Ethos
- Investing in Processes of Creation and Community Building

Building our New Story

A Multi-Dimensional Model for our Institutional Ecosystem



Building our New Story

Trajectories of Transformative Work

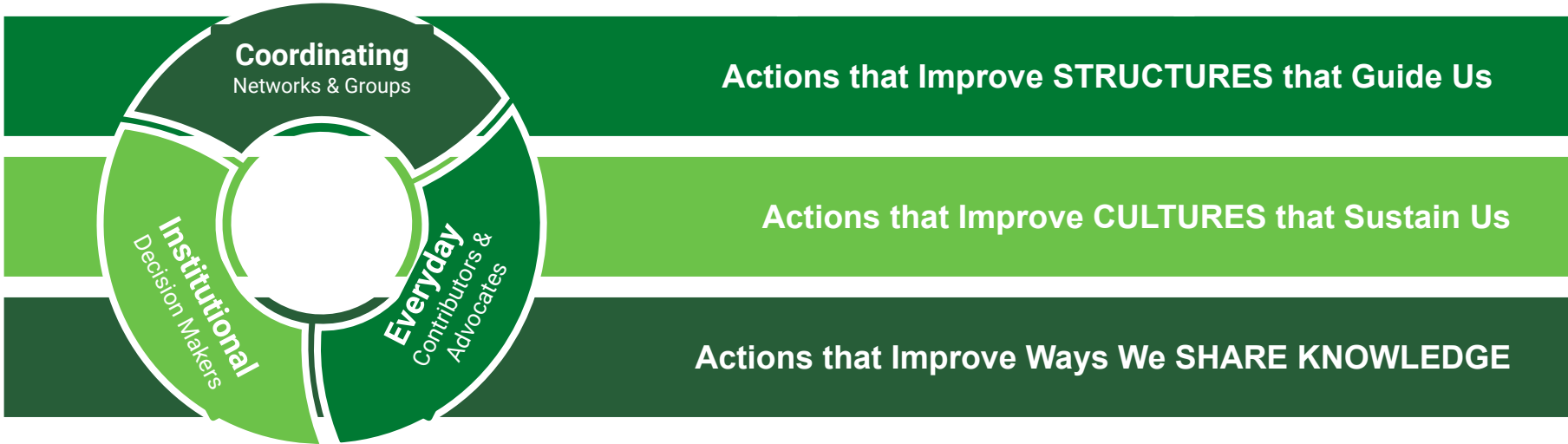


Growth + the Value of Discomfort

Diversity + Quality are Interconnected

Reducing + Preventing Barriers

Interdisciplinary + Transversal Approaches



Sustaining our New Story

Commitments from the Office of EDI

- Design an evaluative framework
- Develop mechanisms for reporting and community feedback
- Develop a community facing dashboard
- Gather community members in solution-focused working meetings
- Lead an equity-oriented change management approach

- Individual action workplans are available at the end of the document

Discussion

- What do you think about the language and actions of the plan. Are we really “creating a new story?”
- Do you “see” the work of your organization aligned with this plan?
- What other comments or feedback would you like to share?



[Link to Online Input form](#)

Written feedback can be submitted in two ways

- Via Google Form, if you are reviewing a PDF of the draft.
- Via comment, if a Google Doc was shared with you.

Leading with Purpose.



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