

Inclusive College 2013-14 Action Plan
Building diversity, equity, and inclusion

Priorities	Activities and Projected Outcomes	Measure of success	Champions
General Priorities for Inclusion			
1. Host an annual meeting with community partners by building on past events (cricket event and Welcome events) in order to improve communication and strengthen our collective ability to support international and immigrant students, both on campus and in the community.	The Inclusive College Committee (ICC) will host a welcome meeting with partners to gather their feedback on what Fleming is doing well, gaps we need to fill, and ways to collaborate. Include a social component, such as a cultural event. Invite the City of Peterborough, the Indo-Canadian Association of the Kawarthas (ICAK), the Peterborough Partnership Council on Immigrant Integration (PPCII), the New Canadians Centre (NCC), El Masjid Mosque, etc. Ensure academic representation, and international and immigrant student involvement in the event.	A clear list of tasks is established to improve services, such as Prayer Room accessibility, staff training, off-campus housing, employment, etc. both employees and students will identify stronger working relationships with the community.	Diversity Office International Student Services Career Services Academic area
2. Offer professional development for all employee groups to strengthen our competency in serving diverse students and creating an inclusive college.	2013/14 priorities will continue to be international student integration (via a panel with Centennial or other college expertise), Aboriginal Cultural Safety Training, and Positive Space Training, as well as human rights education through the new Integrated Accessibility Standards online module.	Session evaluations are positive. Faculty demonstrate increased competency dealing with inclusive classroom management, appeals, curriculum, etc. A support network for faculty is established.	See specific sections below
3. Maintain the Diversity Network & the educational resources available to faculty & support staff via the Diversity Office blog and wiki. Gather feedback from members and report annually to the ICC on issues raised.	The Diversity Network will be expanded to include more faculty members. The wiki will expand its resources on themes of cultural competency, ESL & immigrant students, international student integration, Positive Space training resources, & White privilege/antiracism resources. https://diversitynetwork.wikispaces.com/space/content	The Network has faculty representation from all schools. Employees access the site more frequently.	Diversity Office
4. Continue to build diversity awareness via events, educational materials, & workshops. Orient student leaders to Bill 168 & Harassment & Discrimination prevention.	Diversity Events this year will include Peterborough Pride, White Ribbon Campaign/Men of Strength, International Day Against Racism, Day of Pink, and a Multicultural event in November.	Successful events based on participation, formal and informal feedback.	Diversity Office Advancement Human Rights Officer
5. Gather Harassment and Discrimination statistics & equity data & report on results annually to the Inclusive College Committee.	The Human Rights Officer will gather and report statistics related to human rights complaints and incidents. The Diversity Coordinator will maintain the annual equity and Diversity Profile based on internal data sources (FDR, Aboriginal Student Services, International Student Services, etc.	Reports will be made in January. The ICC will assess the information and use it to make recommendations and prioritize future actions.	Human Rights Officer Diversity Office

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Aboriginal Student Integration			
1. Improve outreach and recruitment to Aboriginal students and build relationships with local communities.	Outreach and recruitment to Aboriginal students will include building relationships with key identified communities, schools, prospective students, their families and Elders, as well as disseminating information and responding to requests about Fleming College services and programs to Aboriginal and other prospective students, parents, teachers and secondary school guidance counsellors. Enrolment and Academic links.	Qualitative results will include improved community relations, and recruitment will achieve multiyear enrolment management targets.	Aboriginal Student Services School of General Arts and Sciences Registrar
2. Embed Aboriginal Cultural Safety Training in each Academic School in order to expand their ability to create safe and welcoming spaces for Aboriginal learners.	Review the name and duration of the session and adapt as needed. Collaborate with School Chairs and Human Resources in expanding the reach of the program, aiming to train all full time employees by April 2016	Achieve annual targets in order to meet 3-year plan.	Aboriginal Student Services Academic Leaders Team Human Resources Anishnabe Health
Accessibility & the AODA			
1. Implement Year 2 of the 2012-15 Multiyear Accessibility Plan, addressing the Integrated Standard and Built Environment Standard.	This year's plan addresses a wide range of AODA related action items. It focuses on achieving web compliance, as well developing an action plan to address the conversion of educational materials and student records.	See the Accessibility web page under Services for a complete copy of the plan and expected results.	Accessibility Working Group Human Rights Officer Diversity Office
2. Disability Services will improve communications with students and faculty about services.	Communications will include; an updated website; installing an updated version of Clock Work (CW5) that will facilitate better communication with students and online testing; a newsletter aimed at part-time faculty and building awareness about accommodations; information nights for secondary students with disabilities and their parents; and research into social media options for communicating with students.	CW5 will be launched successfully and all communication objectives will be implemented.	Disability Services LSS
International Student Integration			
1. Establish an international steering committee to lead the next phase of internationalization at Fleming and achieving the goal of increasing international student enrolment from 4% to 10% by 2018.	The Committee will be responsible to coordinate college-wide planning for international student recruitment and integration, in collaboration with Schools, Registrar's Office, and all service areas. Oversee the internationalization of curriculum, and coordinate the delivery of services.	The committee will be defined and launched in the Fall 2013. Terms of reference and an action plan will be developed.	International Student Services VP Academic Registrar
2. Brand Fleming communications about internationalization, both externally and internally, to ensure consistency.	International Student Services will collaborate with Marketing and the Registrar's Office to develop consistent communications.	Templates will be created (email, Power Point, Facebook, web site).	ISS Marketing Registrar

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3. Ensure international students experience successful academic and social integration , focusing on integration with Canadian students.	As per the annual International Student Services work plan, carry out activities such as mentoring and student club support to help integrate domestic and international students.	Decreased isolation of international students, as evidenced by inclusive events and activities.	International Student Services
4. Strengthen community partnerships to support the integration of increasing numbers of international students.	Collaborate with local agencies and businesses to improve student access to immigration services, housing, employment, health services, and social integration.	Increased number of effective partnerships in the community.	International Student Services Diversity Office
Gender and Orientation			
1. Consolidate the Positive Space Education Program in Year Two of operations by building student and employee engagement in program delivery, working towards the sustainability of the program .	Launch Level 3: Train the Trainer, offering sessions in September and January. Establish training schedule and list of trainers for Level 1 and 2 sessions; prioritize PARN staff for academic partnership sessions (CYW, SSW, Issues in Diversity) and Level 2 and 3 sessions; offer ongoing support to new trainers. Publish the tool kit. Develop online resources and strengthen club and community partnerships.	Over 25 students and 5 employees will participate in Level 3 and over 8 students and 2 employees will join the bank of trainers.	Diversity Office PARN staff Positive Space Steering Committee
2. Carry out research on programs that could support students accessing non-traditional programs, such as women in the trades and men in health services.	Hold a spring event to promote alternative careers for women within skilled trades (and other programs such as Firefighting and SENRS) in partnership with the KTTC and Advancement, etc. Explore the Health area for possible strategies to improve access for male students.	Completion of events and a structure/ research framework.	Student Services FDR KTTC Advancement Diversity Office