Sheridan

Re: Belonging and Racial Identity in Halton report

Sheridan's commitment to embedding equity, diversity, and inclusion (EDI) pan-institutionally in order to cultivate and support a culture where all students and employees feel welcomed, included and valued, is unwavering. In doing so, everyone is encouraged to bring their best selves and full potential forward. A college community with strong EDI principles helps influence the adoption of similar principles in its local and global communities. A successful EDI program can create a better world.

As a community, Sheridan has already reached landmarks on our EDI journey including: the raising of the Mississaugas of the Credit First Nation flag on campus; mandatory EDI training for all employees and conducting a comprehensive employment systems review.

Sheridan is approaching EDI knowledge translation and accountability as a shared responsibility that begins with measuring and assessing our practices and performance, which allows us to identify where to focus our efforts and track our progress over time. Sheridan recognizes the continuing and ongoing nature of EDI work.

We are supportive of the recommendations in the report and welcome the opportunity to join a conversation about providing Black, Indigenous and People of Colour members of the Halton community with a greater sense of inclusion and belonging. The report is aligned with our recent work in inclusivity of education and the workplace.

Inclusivity in Education

To better foster working, learning and teaching environments wherein dignity, individualization, integration and full participation are valued and respected, Sheridan developed mandatory unconscious bias, anti-oppression and anti-racism training for all employees. Sheridan will soon expand this offering by making it available to students.

Sheridan is committed to listening and learning from people with diverse lived experience and to continue educating about barriers to inclusion and equity that are inherent in institutional culture, policies, practices, curriculum, pedagogy, and interpersonal relationships.

Sheridan's Black North Initiative Bursary was launched in 2020 to help Black students studying full-time offset the costs of their Sheridan education. In Fall 2021, approximately $140,000 was distributed to 566 Black students and in Winter 2022, approximately $52,000 was distributed to 206 Black students. The Black North Initiative Bursary is funded internally.

Of the $2.8M raised during fiscal year 2021-2022 from corporations/sponsorships, $397K went to donor-funded scholarships and bursaries and supports for Black, Indigenous, Racialized and equity deserving groups more broadly.

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Inclusivity in the Workplace

Sheridan is committed to creating and maintaining a diverse workforce and inclusive work environment. The college strives to create a workplace where all staff and faculty can contribute to and benefit from an inclusive organization. To help achieve this goal, Sheridan recently hired an external consultant firm to conduct an Employment Systems Review. Sheridan has accepted all of the resulting recommendations and has developed an action plan to map our EDI progress.

This five-year action plan will be shared publicly, as part of our participation in the [Dimensions](#) pilot program, when it's finalized in early 2023.

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