

11 Recommendations: Ivey Community Diversity Survey 2021

Recommendation	Progress (green: completed; yellow: ongoing; red: not started)
1. SUPPORT IVEY COMMUNITY PARTICIPATION IN WESTERN'S DEMOGRAPHIC CENSUS	Completed: Census was released and completed by Western in 2021.
2. ADOPTION OF CORE HOURS & FLEXIBLE WORK	Completed/Ongoing: Ivey has created a set of hybrid/flexible work policies that are now in place across Ivey staff teams.
3. INCLUDE SOCIO-ECONOMIC CONSIDERATIONS IN ALL STUDENT PROGRAM PLANNING	Completed/Ongoing: All student leaders in HBA and MSc are given focused learning opportunities led by the Culture & Inclusion team, using the Ivey Inclusive Planning Tool.
4. DEVELOP A FINANCIAL AID AND LITERACY PROGRAM FOR STUDENTS	Completed/Ongoing: January 2021 Ivey hosted financial aid literacy workshops for Black Students through. 2022: In collaboration with BSIC, Ivey will give a number of Financial Aid Literacy workshops at Ivey and Main Campus. In collaboration with Child & Youth Services, Ivey will give Financial Aid workshops to services providers for youth in care.
5. INCLUDE POSITIONALITY (SOCIAL AND PERSONAL IDENTITY) CONSIDERATIONS IN COMMUNITY EVENT AND PROGRAM PLANNING	Completed/Ongoing: All student leaders in HBA and MSc are given focused learning opportunities led by the Culture & Inclusion team, using the Ivey Inclusive Planning Tool. - Ivey Events committee utilizes the Inclusive Planning tool to create inclusive programming.
6. DEVELOP A FOOD SECURITY PROGRAM FOR STUDENT	Not Started: Working with main campus partners this fall to engage in next steps at Ivey
7. INCREASED STAFF PROFESSIONAL DEVELOPMENT AND CAREER PROGRESSION PATHWAYS	Ongoing: Working with HR to structure career Professional Development pathways
8. PROACTIVE AND ACTIVE ACCOMMODATION MODELS FOR DISABILITY	Ongoing: Working across systems to create proactive accommodations to increase inclusion.
9. INTEGRATE CULTURE WORK FROM THE STRATEGY PROCESS WITH EDI ACTIONS	Ongoing: EDI considerations are embedded across the Ivey Next Strategy
10. INCORPORATE USE OF GENDER-NEUTRAL PRONOUNS IN IVEY COMMUNICATIONS AND WEBSITE	Ongoing: Business Council has moved to use gendered language for all reporting, and a set of reporting guidelines are being developed.
11. CREATE A SET OF EQUITY AND INCLUSION TRAINING PROGRAMS FOR FACULTY, STAFF AND STUDENTS	Completed/Ongoing: EDI toolkit phase 1, is completed and available on the web. EDI community learning hub is being created and should be ready in the winter of 2023.