

Equity, Diversity, and Inclusion Action Plan

2023-2026

Lennōx and
Addington House

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The Department of Housing and
Residence Life Services

Carleton
University



Introduction

Building an Inclusive Housing Experience

Carleton University's Housing Department is delighted to present its Equity, Diversity, and Inclusion (EDI) Action Plan. This plan reflects our commitment to creating a welcoming and inclusive residence community at Carleton University. Our residence community is a microcosm of the broader campus and Ottawa communities, reflecting their diversity. We recognize that inequities and barriers exist within our systems. Our residence buildings on campus serve as students' homes, and fostering a sense of belonging is crucial. This plan prioritizes identifying and addressing the needs of marginalized groups. While this plan will not eliminate all inequities and barriers, it marks the beginning of our EDI journey.

This roadmap outlines our goals, strategies, and initiatives for 2023-2026. It aligns with our core values of student success, collaboration, community partnership, staff success, and excellence. Our vision is to create an environment where diversity is celebrated, inclusivity is championed, and all individuals feel valued, supported, and empowered to thrive.

Developing the Plan Together

This plan results from extensive collaboration within our diverse community through an EDI environmental scan, which included a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis. This scan enabled us to gain a holistic understanding of our current state and areas of opportunity. We understand the importance of stakeholder engagement. Through focus group discussions, we fostered open dialogue to shape the future of Housing and Residence Life Services' EDI journey.

Aligning Impact

Thematic pillars were identified based on the valuable feedback received. These themes align with the wider institutional goals outlined in Carleton University's EDI Action Plan and the Office of the Vice President Students and Enrollment's strategic plan, Helping Ravens Soar. This ensures a unified approach to building an inclusive campus community.

We express our heartfelt gratitude to those who dedicated time, effort, and energy in shaping this action plan for their contributions. Together, we can create lasting change and cultivate a residence community that our students can call home.



Our Values



Growth

Our pursuit of growth is grounded in a commitment to excellence as we are constantly looking to embrace challenges, learn from feedback, evolve and innovate to create exceptional living experiences that inspire and empower our vibrant community.



Diversity and Inclusion

We are dedicated to fostering a culture of respect, equity, and inclusion, where all individuals are valued and supported, and diverse perspectives are embraced and celebrated.



Community

We are committed to creating a supportive and inclusive community that values diversity, encourages engagement, enhances student experience, and fosters a sense of belonging.



Compassion

We approach our work with empathy, understanding, and kindness and are dedicated to serving our students and clients with care and consideration.



Communication

We prioritize open, honest, and respectful communication that fosters collaboration, transparency, and mutual understanding.



Focus Area #1:

Student Success

Equity-Deserving Student and Client Experience

Goal: To create a welcoming student and client experience that celebrates diversity, promotes equity, and supports the creation of inclusive spaces.

Description: Our mission is to create a transformative housing experience for every student and client we serve in Housing and Residence Life Services. We will foster an inclusive and welcoming environment that celebrates diversity and ensures everyone feels valued and supported. Through proactive initiatives, we strive to create an environment that removes barriers to success, particularly for historically marginalized students. By offering comprehensive support, tailored resources, and personalized services, we will empower individuals to reach their full potential and achieve their academic and personal goals.

Support and Resources for Equity-Deserving Students and Clients

Goal: To ensure equitable access to resources, with an explicit focus on providing culturally sensitive and appropriate support to historically marginalized groups in our community.

Description: We understand the critical role of providing opportunities and resources that are directly relevant and empowering to our community members. Our goal is to ensure equitable access to the support and tools needed for all residents to thrive, with a particular focus on underrepresented communities. We are committed to identifying and dismantling any barriers that limit access to resources or create disparities for historically marginalized groups.

Safe and Welcoming Environment

Goal: To establish and maintain a safe and welcoming environment that embraces and respects diversity, promotes inclusivity, and encourages open dialogue for all individuals, particularly those from historically marginalized communities.

Description: To foster student success, cultivating a safe and welcoming environment is crucial. We strive to create a community that celebrates diversity, promotes inclusivity, and respects the unique identities and perspectives of our students. Our goal is to provide a physical and emotional space where everyone feels safe, comfortable, and empowered to express themselves authentically. We actively encourage open dialogue, constructive conversations, and a free exchange of ideas. Through ongoing initiatives, training, and collaboration, we aim to create a community that embraces the richness of diversity.

Diversity and Inclusion Programming

Goal: Encourage and nurture inclusivity through diverse perspectives and identities represented in educational strategies and programming to meet our students' needs and strengthen our communities.

Description: Embracing diversity and fostering inclusion are cornerstones of our student success strategy. Our goal is to create programming and learning opportunities that champion the diverse perspectives, identities, and backgrounds within our housing community. These initiatives will provide opportunities for individuals to engage in meaningful discussions about diverse perspectives and learn from each other. By organizing inclusive events, workshops, and activities, we seek to cultivate a sense of belonging and connection among our community members. Ultimately, we strive to build stronger communities enriched by unique experiences and contributions of each student.

Focus Area #2:

Collaboration and Community Partnership

Accessibility

Goal: To provide accessibility and accommodations for students to ensure equitable access to all facilities, services, and programs.

Description: We embrace the social model of disability by implementing accessible design practices and promoting awareness and understanding.

We are committed to creating a fully accessible and inclusive environment where everyone can participate and engage, regardless of ability. We aim to achieve this by removing physical, technological, and attitudinal barriers.

Community Spaces

Goal: To create and maintain inclusive spaces that reflect our diverse community, where all individuals feel valued, respected, and empowered.

Description: We prioritize creating inclusive spaces that celebrate the rich diversity of our residents. We aim to foster dedicated community areas where historically marginalized groups of students can connect, share experiences, build relationships and feel a genuine sense of belonging. These spaces are designed to cater to the interests and needs of various groups. They include spaces for all students to observe spiritual and religious practices along with dedicated spaces for Indigenous students and Black students. We aim to create environments that foster a sense of belonging and provide opportunities for cultural expression, religious observance, and personal growth. We want to create spaces that reflect the vibrant tapestry of our housing community through ongoing consultation and collaboration with our students.

Community Engagement

Goal: To foster strong relationships between the Department of Housing and Residence Life Services, students, guests, clients, campus partners and Ottawa community members.

Description: Our success is measured, in part, by our strong collaborative partnerships. Together, we will pursue shared goals towards creating a vibrant and inclusive environment for students to benefit from a variety of resources, knowledge, and opportunities. Open dialogue, sharing best practices, and leveraging each other's strengths will ensure students benefit from a great number of opportunities. This collaborative approach will foster the optimal student experience, where students thrive and flourish.

Promoting Indigenous Awareness

Goal: To enhance awareness and understanding of challenges affecting Indigenous peoples in Canada, fostering reconciliation, and highlighting the distinct nature of the relationships between Indigenous peoples and settlers.

Description: Our mission is to foster a deeper understanding of Indigenous realities in Canada. These opportunities will engage students, staff, and visitors in meaningful conversations that dismantle stereotypes and bridge knowledge gaps. Indigenization will ensure the meaningful inclusion of Indigenous ways of knowing into the residence community. We want to advocate for Indigenous sovereignty and cultivate a space of mutual respect, reciprocity, and empowerment for all Indigenous members of our community.



Focus Area #3:

Staff Success and Organizational Excellence

Hiring and Retention

Goal: To establish and maintain equitable hiring and retention practices for professional and student staff, eliminating biases and preventing individuals from underrepresented communities from being hired or retained.

Description: Our housing department champions diversity and inclusion. We believe in creating a workplace where everyone can thrive. Hence, we focus on equitable hiring practices and removing barriers that hinder the recruitment and retention of talented professionals from diverse backgrounds. Through ongoing support and an inclusive work culture, we are actively working to foster a team that truly reflects the diversity of our residence community.

Training and Professional Development

Goal: To provide ongoing training and professional development opportunities that promote equity, diversity, and inclusion and enhance the cultural competency and understanding of all student and professional staff.

Description: We believe in continuous learning and professional development for our staff, as it fuels both individual success and departmental excellence. Our comprehensive training programs will equip staff with the cultural competency and understanding needed to champion equity and support student success. These programs, encompassing workshops, seminars, and dedicated resources, address unconscious bias, promote inclusivity, and foster cultural competency. By investing in our staff's growth, we continue to empower them to engage effectively with our equity-deserving residents, provide exceptional support, and contribute significantly to our department's overall success.

Assessment and Evaluation

Goal: To establish and maintain a comprehensive assessment and evaluation framework that promotes equity, diversity, and inclusion and enables us to measure our progress towards creating an inclusive and welcoming residence community.

Description: We focus on continuous improvement and accountability to foster a housing department that prioritizes equity, diversity, and inclusion (EDI). We are building a robust assessment and evaluation framework that measures our progress toward our goal of an inclusive residence community.

Through data-driven insights, we will identify areas of growth, celebrate successes, and address challenges. By incorporating diverse perspectives and engaging residents and staff in the assessment process, we will ensure our initiatives align with the evolving needs of our community. This ongoing commitment to assessment and evaluation allows us to create an inclusive and supportive environment for all our residents and guests.

Inclusive Policies

Goal: To develop, review, and implement equitable policies and processes for all residents and guests.

Description: We are committed to developing, reviewing, and implementing fair, transparent, and inclusive policies for all residents and guests. We are working to actively dismantle systemic biases or barriers that prevent full participation and well-being for equity-deserving groups.

Through ongoing engagement with residents and stakeholders, we will ensure our policies reflect the diverse needs and values of our community. Regular policy reviews will allow us to adapt and create an environment where everyone feels respected, valued, and supported in their housing experience.

EDI Action Plan Advisory Group

We extend our gratitude to the members of the EDI Strategic Plan Advisory Group for their contributions to the development of the Department of Housing EDI Action Plan.

*at the time of creation

Leadership Team Members

Laura Storey, Executive Director, Housing and Residence Life Services
Natalie Allan, Assistant Director, Residence Life Services
Chad McKenzie, Assistant Director, Facilities and Operations
Christa Pigeon, Assistant Director, Housing Services; Student and Guest Services
Kendra Reay, Assistant Director, Conference Services

Professional Staff Members

Mastoor Al Kaboody, Equity, Diversity and Inclusion Coordinator
Kristen Mendonca, Coordinator, Hiring, Training, and Assessment, Residence Reception Desk
Aishwarya Chauhan, Communications Officer
Tina Pare, Manager, Residence Operations
Sara Bastien, Residence Facilities Assistant
James Simpson, Administrator, Finance and Business
Anna Plugatyr, Data and Occupancy Officer
Amy Laughlin, Residence Services Administrator / Student Summer Residence Coordinator
Wanda Bochert, Residence Accommodations and Recruitment Coordinator
Brent Daly, Administrator, Residence Card Access and System
Blanka Vallillee, Administrative Assistant, Residence Life Services
Laurie Shea, Manager, Residence Life Services
Tyson Fevrier, Residence Student Conduct Coordinator
Evgenia Mamina, Coordinator, Community Development
Brad Martin, Coordinator, Assessment, Hiring, and Training
Caroline Workman, Communications Co-op
Katie Macnamara, Residence Case Manager
Candle Kozak, Residence Manager, Stormont, Dundas, and Frontenac Houses
Colleen Lamanna, Residence Manager, Stormont, Dundas, and Frontenac Houses
Mikaela Baumann, Residence Manager, Lennox and Addington House
Wyatt Rawlings, Residence Manager, Grenville, Lanark, Renfrew, Russell Houses
Taylor Maudlin, Community Manager
Kofi Sakyi, Residence Manager, Leeds and Prescott Houses

Student Staff Members

Jessica Rackal, Residence Fellow
Grace Taylor, Residence Fellow
Kamran Azizli, President of the Rideau River Residence Association
Rey Duff, Residence Fellow
Bridget Le Donne, Residence Fellow
Kaila DoCouto, Residence Fellow
Sadia Sarker, Residence Fellow
Ashley Igboanugo, Residence Fellow
Kevin Streight, Residence Fellow
Masha Plugatyr, Summer Housing Assistant



Campus Partners

Equity and Inclusive Communities

Student Experience Office

Campus Safety

MSA

CUSA

Accessibility Institute

Centre for Indigenous Support and Community Engagement

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