



CAMPUS PRINCIPAL DE SHERBROOKE



CAMPUS DE LA SANTÉ DE SHERBROOKE



CAMPUS DE LONGUEUIL

EQUITY, DIVERSITY AND INCLUSION: INTRODUCING CONCEPTS IN A SCIENTIFIC CONTEXT

Prepared by:

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Presented by:

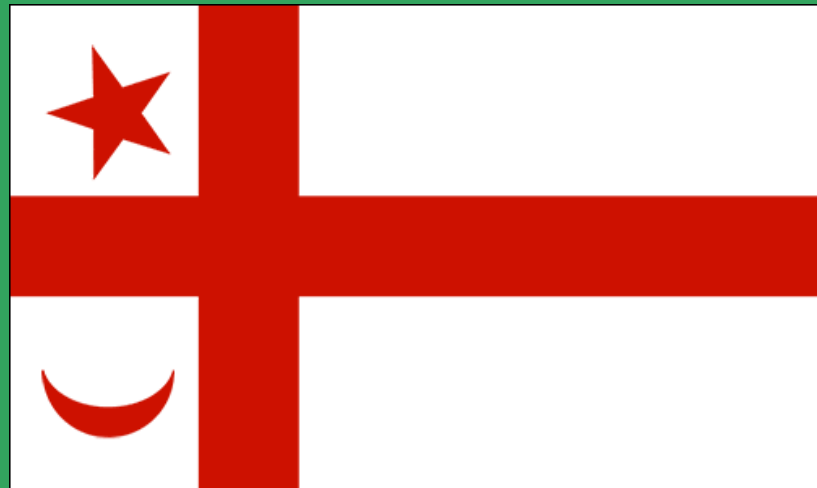
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ROUND ROBIN

First name
State of mind today

LAND ACKNOWLEDGEMENT



LAND ACKNOWLEDGEMENT

The screenshot displays the 'Native Land' website interface. At the top, there's a navigation bar with social media icons and links for 'Territory Acknowledgement', 'Teacher's Guide', 'Support Native Land', and 'About'. A search bar is located on the left side of the map area. Below the search bar are three filter menus: 'Territoires', 'Langues', and 'Traités', each with a dropdown arrow. The main map shows a color-coded map of Canada and the United States, with various Indigenous territories labeled, such as Inuit, Nunavik, Naskapi, Nunatsiavut, Eyou Istchee, Innus (Montagnais), Southern Inuit (NunatuKavut), Métis, Moose Cree, Cree, Nitasianan (Atikamekw / Nehirovisi / Aki), Wabanaki Confederacy, Mikmaq, Anishinabewaki, Ojibwa, Potawatomi, Shawnee, and many others. The map is powered by Mapbox and OpenStreetMap. At the bottom, there's a Windows taskbar with various application icons and system tray icons showing the time as 09:50 on 2020-05-05.

<https://native-land.ca/>

OBJECTIVES OF THE PRESENTATION

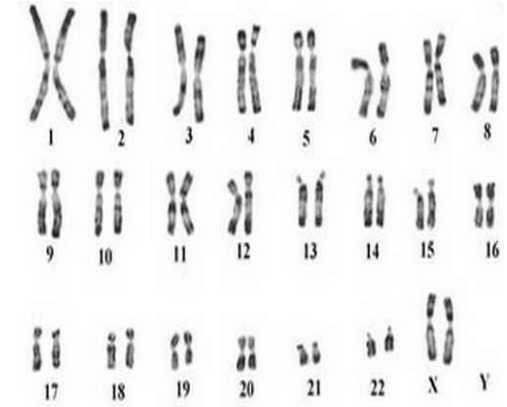
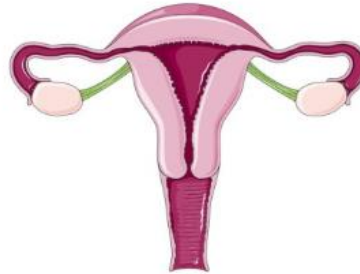
Time approx 1:30

- ❑ Defining the concepts of equity, diversity and inclusion (EDI)
- ❑ Identifying the benefits and challenges of EDI in the university context
- ❑ Identifying the ways we all can be an EDI agent in the academic context.

- Participation
- Respect
- Listening ears



Source photo: *Faculté des sciences*



1. DEFINITION OF KEY CONCEPTS

What do these three images inspire you?

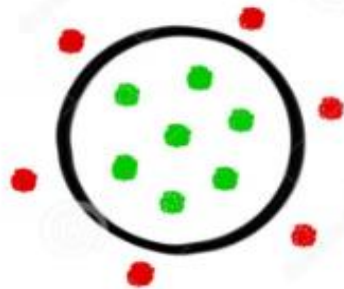


Equality

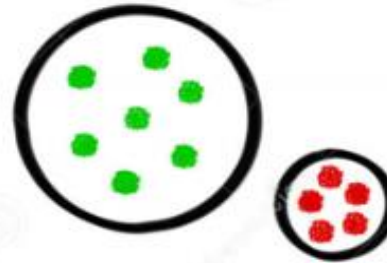
Equity

Inclusion

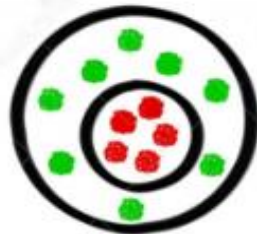
EXCLUSION



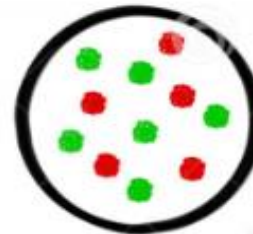
SEPARATION



INTEGRATION



INCLUSION



Indigenous
people

Persons with
disabilities

Racialized
people

Women

Ethnic
minorities (QC)

2SLGBTQIA+
(some institutions)



And what does diversity
means to you?

The designated groups

Intersectionnality

2. UNCONSCIOUS BIASES

- Our senses pick up a very large amount of information every second.
- Faced with our brain's limited ability to analyze this mass of data, our so-called "automatic" brain creates shortcuts to allow us to make quick decisions. It is these shortcuts that are at the origin of unconscious biases.
- In some situations, these shortcuts may be convenient, but in many cases they lead us to make decisions that lack objectivity and impartiality.

Harvard's test

Why are these issues important today?

1. Major changes
 - a) Social
 - b) Economic
 - c) Demographics
 - d) Technological and Communication
2. Roles of higher education organizations



Source image: Canalvie

Jeu « L'université des privilèges »



- Role-playing game
- Academic context
- Privileges
- Micro-aggressions
- Discrimination
- Affirmative action
- Character
- Progression
- Discussions



3. ADVANTAGES AND CHALLENGES OF EDI IN A UNIVERSITY CONTEXT



As a sub-group, brainstorm the benefits and challenges of EDI in a university setting.

THE BENEFITS OF EDI IN A UNIVERSITY CONTEXT

Presence of diversified models

Wide range of concerns

Skills development

Problem solving

Group Thinking Phenomenon

Increased performance

Increased innovation

Ability to interact

THE CHALLENGES OF EDI IN THE UNIVERSITY CONTEXT

Personal difficulties

Communication problems

Critical mass

4. IMPACT(S) OF EDI ON MY SCIENTIFIC PATH



Always in subgroups:

Concretely, how to be an actor of equity, diversity and inclusion in everyday life, during your academic career?

University life

Identifying and denouncing micro-aggressions

Organize adapted inclusive events

Support/recognize culture shock

Referring people to support services

Pro-active inclusion symbols in communication

Studies, classes, assignments

Developing intercultural communication

Form diversified working groups

Thinking your work with an ACS+ analysis

Comfort in discomfort!

Personal skills

Active Listening

Respect

Educating oneself

Become an ally

Adaptability, resilience and empathy

Being curious or inquisitive about the other's culture

5. EXAMPLES: INTERCULTURAL COMMUNICATION

Look the other person in the eye while speaking.

Significance for American and European cultures?

+

Franchise
Honesty
Interest in the interlocutor.
rice

-

Lack of listening
Avoidance

Significance for Asian and African cultures?

-

Arrogance
Aggressiveness

+

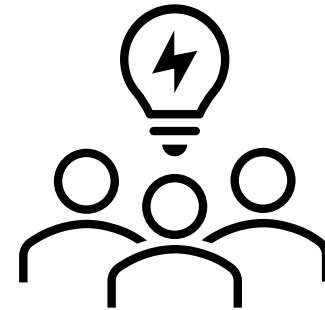
Respect

What to do in this case?

Discussing different interpretations
Ask the other person if he or she is comfortable with this way of doing things.
Thinking together about another alternative

How can I educate myself?

- Equity, Diversity and Inclusion Training, Research Chair for Women in Science and Engineering :
<http://cfsg.espaceweb.usherbrooke.ca/edi-in-higher-education-and-research/>
- Indigenous ally toolkit
- <https://rcentres.qc.ca/wp-content/uploads/2019/01/toolkit-ally.pdf>



ANY QUESTIONS ?

Emails

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Kiss to say hello.

French Culture

- Greetings
- Respect
- Used even if the person is unknown

Canadian Culture

- Reserved for intimates
- Intrusion into the "bubble"
 - Malaise

What to do in this case?

- Be attentive or attentive: did my gesture bother the person?
- Ask people around you the meaning of the gesture?
- Discuss an intermediate solution: e.g., a handshake.

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