

| TACTICAL ACTION PLAN | | | | | | | | | | | |
|---|--|---|-------------------|-------|-----------------|-------|-----------------------|--|--|--------|---------------|
| Priority: Diverse Representation & Engagement. | | | | | | | | | | | |
| Strategy 1.3: Develop an environment of inclusion and belonging at Western, where ED groups are fully valued and engaged. | | | | | | | | | | | |
| Objective 1.3.2 Expand mentorship, sponsorship, and networking opportunities for ED students, staff, and faculty. | | | | | | | | | | | |
| Tactical Goal 1.3.2.1: Connect FHS students, faculty, and staff with mentorship, sponsorship, and networking opportunities through equity-deserving groups and individuals who share related lived experiences. | | | | | | | | | | | |
| ACTION STEPS | | KPIs | TARGET START DATE | | TARGET END DATE | | REQUIRED RESOURCES | ACCOUNTABILITY / RESPONSIBILITY | | STATUS | STATUS UPDATE |
| | | | YEAR | MONTH | YEAR | MONTH | FUNDING/DATA/HR/OTHER | PROJECT LEAD | PROJECT TEAM MEMBERS/ COLLABORATING PARTNERS | | |
| 1.a | Engage with FHS students to identify their priorities for creating mentorship, sponsorship and networking opportunities. | Received feedback from at least 5%-10% of students in each school and allow space for ongoing feedback to come in after that | 2025 | Sep | 2026 | Mar | Funding/ HR | EDIDA Coordinator, EDIDA Committee Representatives- connect with the EDIDA section of each S.C | Student Councils | | |
| 1.b | Develop a centralized space that collates a list of established equity-deserving community groups within Western and external to Western that provide faculty, students and staff with opportunities to engage and connect with individuals with related lived experience. | Create section within EDIDA website to include at least 10 Western and non Western supports for Students, and 10 for faculty and staff. To be updated annually. | 2025 | Sep | 2028 | Aug | Funding/ HR | EDIDA Coordinator | comms team and/or other Western supports | | |
| 1.c | Develop an FHS mentorship program that connects students from equity-deserving groups with upper-year students or faculty with related lived experience, guided by student-identified mentorship priorities [previously identified] | By year 3 have at least 10 students in the program, connected with other students or a faculty member. | 2026 | Jan | 2028 | Sep | Funding/ HR | EDIDA Coordinator, Representatives from each of the seven schools | Student Councils | | |

| <div>TACTICAL ACTION PLAN</div> <div>Priority: Inclusive Excellence in Learning & Teaching</div> | | | | | | | | | | | |
|--|--|---|-------------------|-------|-----------------|-------|-----------------------|---|---|-------------------------|---------------|
| Strategy 2.1: Prepare and support faculty to incorporate EDIDA more fully into the classroom to enhance students' learning experiences. | | | | | | | | | | | |
| Objective 2.1.4: Support faculty to co-create accessible classrooms of inclusion and belonging, in collaboration with students-as-partners approaches where appropriate, in collaboration with ED students and Western partners, such as the Centre for Teaching and Learning, Student Wellness and Well-being, Accessible Education, the Office of EDI, and the Office of Indigenous Initiatives. | | | | | | | | | | | |
| Tactical Goal 2.1.4.1: Develop a plan to foster inclusive and accessible learning environments through collaborative and student-centered approaches. | | | | | | | | | | | |
| ACTION STEPS | | KPIs | TARGET START DATE | | TARGET END DATE | | REQUIRED RESOURCES | ACCOUNTABILITY / RESPONSIBILITY | | STATUS | STATUS UPDATE |
| | | | YEAR | MONTH | YEAR | MONTH | FUNDING/DATA/HR/OTHER | PROJECT LEAD | PROJECT TEAM MEMBERS/ COLLABORATIVE PARTNERS | | |
| 1.a | Set up an online forum for instructors to connect and share resources and support one another in their journeys in creating inclusive and accessible learning environments | Complete setup items by end of year 1 and pilot forum for year 2. Setup items include: Platform selected and configured Access granted to instructors Welcome post and guidelines posted At least one initial resource shared Announcement or invitation sent to target audience | 2025 | Sept | 2027 | Aug | HR | DesignEd, School Directors, UG + Grad Chairs | All instructors | | |
| 1.b | Collaborate with FHS partners and committees/CoPs to develop an interdisciplinary, user-friendly, and accessible EDIDA-related curriculum support hub | Set up a shared collaborative (FHS & Schulich) website that will have 30 resources by the end of year 3 or will grow in the number of resources by atleast 20% every year | 2025 | Sept | 2028 | Aug | Funding/HR | Inclusive Curriculum Committee (FHS and Schulich) | Schulich | In Progress (Sep. 2025) | |
| 1.c | Develop and share a series of FHS-specific easy to implement teaching support resources aimed at creating inclusive and accessible learning environments | Develop 3-5 packages/modules per year | 2025 | Sept | 2028 | Aug | HR | DesignEd | Program-specific staff, school directors, EDIDA coordinator | | |

TACTICAL ACTION PLAN

Priority: Inclusive Excellence In Research & Innovation.

Strategy 3.4: Develop partnerships with ED groups, both internal and external to Western, to promote research that benefits their communities.

Objective 3.4.3: Expand opportunities to connect with other researchers and engage in disciplinary, interdisciplinary and multi-disciplinary research focused on topics / issues that impact ED communities.

Tactical Goal 3.4.3.1: Develop strategies to engage equity-deserving groups from diverse populations, fostering authentic connections and ensuring research findings accurately represent all communities.

| ACTION STEPS | | KPIs | TARGET START DATE | | TARGET END DATE | | REQUIRED RESOURCES | ACCOUNTABILITY / RESPONSIBILITY | | STATUS | STATUS UPDATE |
|--------------|--|---|-------------------|-------|-----------------|-------|-----------------------|---------------------------------|----------------------|--------|---------------|
| | | | YEAR | MONTH | YEAR | MONTH | FUNDING/DATA/HR/OTHER | PROJECT LEAD | PROJECT TEAM MEMBERS | | |
| 1.a | Conduct an environmental scan within FHS to identify current research activities, partnerships, and gaps related to equity-deserving communities in order to inform future collaborative and inclusive research initiatives. | Have a curated list of Current research areas Existing community partnerships Gaps (ED community needs, underutilized faculty potentials, etc.) 3 or more action steps for future research/collaborations | 2025 | Sep | 2026 | Dec | NA | School Directors | Research Office | | |
| 1.b | Establish partnerships with community organizations that serve equity-deserving groups to co-develop outreach initiatives, ensuring engagement approaches are culturally responsive and inclusive. | Develop and start action plan to implement the 3 future direction areas identified from the environmental scan (1.a) | 2026 | Jan | 2028 | Aug | NA | School faculty members | School Directors | | |
| 1.c | Share resources on ensuring EDIDA principles are incorporated into research | Support dissemination of Western's Indigenous Research Allyship Guide through FHS website, emails, sessions, etc. | 2025 | Sep | 2026 | Apr | NA | Research Office | All faculty members | | |

| <div>TACTICAL ACTION PLAN</div> <div>Priority: Safe And Inclusive Spaces, Places & Experiences.</div> | | | | | | | | | | | |
|---|--|--|-------------------|-------|-----------------|-------|-----------------------|---------------------------------|--|--------|---------------|
| Strategy 4.2: Enhance accessibility, safety, and ease of use of indoor and outdoor spaces, facilities, and environments. Objective 4.2.6: Respond to evolving legislation (ie., Ontario Postsecondary Education Standards under AODA) and accessibility standards/codes and implement improvements as required . | | | | | | | | | | | |
| Tactical Goal 4.2.6.1: Identify and address barriers to various types of accessibility within the FHS community in consultation with the AODA guidelines. | | | | | | | | | | | |
| ACTION STEPS | | KPIs | TARGET START DATE | | TARGET END DATE | | REQUIRED RESOURCES | ACCOUNTABILITY / RESPONSIBILITY | | STATUS | STATUS UPDATE |
| | | | YEAR | MONTH | YEAR | MONTH | FUNDING/DATA/HR/OTHER | PROJECT LEAD | PROJECT TEAM MEMBERS/ COLLABORATIVE PARTNERS | | |
| 1.a | DesignEd team to familiarize themselves with AODA guidelines | Prepare and deliver sessions on a simplified version of AODA to the FHS community | 2025 | Sep | 2026 | Apr | HR | DesignEd | EDIDA Coordinator | | |
| 1.b | DesignEd team to collaborate with FHS community members to identify what areas within FHS can be enhanced through AODA (not just teaching) | Determine list of AODA priorities within each area (through working groups with representatives from each area, e.g., IT, Comms, etc.) | 2026 | Jan | 2026 | Dec | HR | DesignEd, AODA Working Group | EDIDA Coordinator | | |
| 1.c | Establish procedures to ensure AODA compliance in identified areas within FHS | Prepare and distribute AODA-compliance checklist for each area | 2027 | Jan | 2028 | April | HR | AODA Working Group | DesignEd | | |

TACTICAL ACTION PLAN

Priority: System-wide Capacity Building and Cultural Change.

| Strategy 5.2: Strengthen and widen the EDIDA governance and leadership net. | | | | | | | | | | | |
|--|---|---|-------------------|-------|-----------------|-------|--------------------|--|--|--------|---------------|
| Objective 5.2.2: Establish an implementation accountability framework that identifies leads for each strategic plan priority and objective, defines roles; and assigns accountabilities. | | | | | | | | | | | |
| Tactical Goal 5.2.2.1: Develop accountability framework for FHS community to actively support EDIDA initiatives and FHS EDIDA action plan. | | | | | | | | | | | |
| ACTION STEPS | | KPIs | TARGET START DATE | | TARGET END DATE | | REQUIRED RESOURCES | ACCOUNTABILITY / RESPONSIBILITY | | STATUS | STATUS UPDATE |
| | | | YEAR | MONTH | YEAR | MONTH | | PROJECT LEAD | PROJECT TEAM MEMBERS | | |
| 1.a | Monitor progress on FHS EDIDA action plan | Develop efficient and sustainable accountability framework (include data gathering and reporting methods, and timeline for check-ins and reports) Implement developed accountability framework | 2025 | Sep | 2028 | Sep | FUNDING/HR/OTHER | EDIDA committee school specific representatives, EDIDA Coordinator | Other leads and collaborating partners | | |