

# EDIA in Residence Recommendations

Made to Student Housing by the Equity, Diversity, Inclusion & Anti-Racism Committee, a sub-committee of the Housing Advisory Committee, in March 2021.

Core Area	Recommendation
Training & Development	<ol style="list-style-type: none"> <li>1. Explore options for staff pre-service and on-going training for staff at all levels to continue to develop knowledge in emerging EDI issues.</li> <li>2. Ensure discrimination and harassment policy is reviewed in department on boarding for all new employees.</li> <li>3. Offer skill-building opportunities for students and staff in effective bystander behaviors, an evidence-based approach that has shown to positively change behaviors.</li> </ol>
Student Learning & Community Building	<ol style="list-style-type: none"> <li>1. Review the residence learning model through an EDI lens.</li> <li>2. Make resources from the following partners predominantly available in the residences:               <ul style="list-style-type: none"> <li>- Centre for Human Rights, Equity, &amp; Accessibility</li> <li>- First People's House of Learning</li> <li>- Trent International</li> <li>- Out on Campus</li> <li>- Black Student Support Group</li> <li>- Trent Central Student Association BIPOC Student Organizer</li> <li>- TCSA Clubs and Levy Groups</li> </ul> </li> <li>3. Ensure a proactive approach to raising awareness on equity, diversity, and inclusion in residence.</li> <li>4. Explore opportunities for small group discussions for individuals to share their experiences and issues they encounter and reflect on learning opportunities.</li> <li>5. Offer initiatives that support and empower women, communities of colour, students with disabilities, and LGBTQIA students.</li> <li>6. Offer initiatives that support the learning and development of allies.</li> <li>7. Promote supports and resources around EDI as students transition to off-campus living.</li> <li>8. Work towards fostering culturally relevant experiences in residences.</li> <li>9. Maintain strong connections between residence students and student led support groups.</li> </ol>
Policies, Processes, & Procedures	<ol style="list-style-type: none"> <li>1. Review response procedures for addressing discrimination and hate activity in residence.</li> <li>2. Review policies to address systemic barriers impacting equity, diversity, and inclusion.</li> <li>3. Better understand and address financial barriers for students in residence.</li> <li>4. Review the residence admissions process to ensure a barrier-free experience for marginalized students.</li> <li>5. Ensure a meaningful and diverse representation of students in marketing and public materials.</li> <li>6. Continue to work with Human Resources to expand staff diversity in the department.</li> </ol>