# 1. Educational Equity

# Journal of Critical Race Inquiry

Founded in 2009, the Journal of Critical Race inquiry (CRI) is a peer-reviewed, bi-annual, open-access electronic journal. It uses an interdisciplinary approach to feature current research, thoughtful debate, and innovative inquiry into critical race issues.

The Journal defines 'race' as a social construct that has no biological basis. It sees the concept of 'race' as fluid, changing and culturally specific.

The Journal of Critical Race Inquiry recognizes the interlocking nature of oppression and its intersectionality based on race, gender, social class, sexual orientation, ability, age, religion, ethnicity, regionalism etc. The journal aims to provide a foundation for Canadian scholarship on race within a North American context.
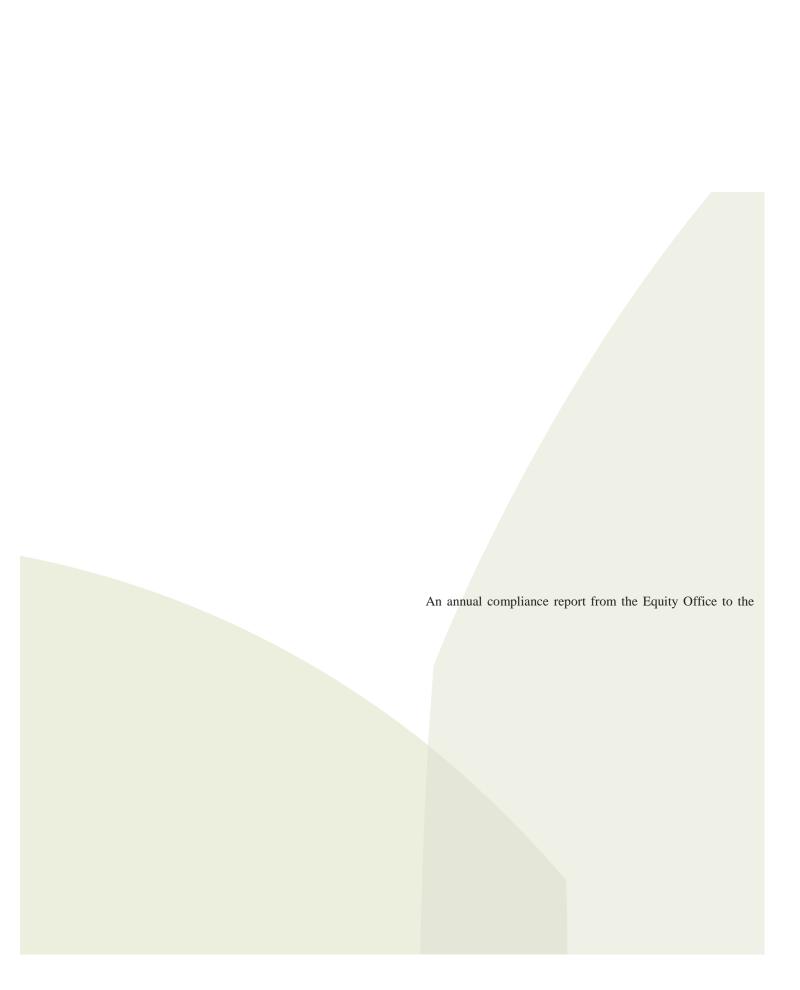
The focus of the Journal is on the social, educational, economic and cultural experiences of diasporic racialized bodies. From this lens, the journal recognizes both the convergence and divergence of the experiences of Indigenous/Aboriginal/First

# 2. Employment Equity

## Council on Employment Equity  (CEE)

In 2008-2009, the Council on Employment Equity participated in and supported the following activities aimed at advancing employment equity:

- Reviewing and distributing a series of booklets and pamphlets communicating with the Queen's community about employment equity matters, including the recently published *Achieving Equity II: Snapshots*.

- Redesigning the Equity Office's Exit Survey tool and administration process.

- Updating the                                    to include questions on gender identity and LGBTQ status.

An annual compliance report from the Equity Office to the

## Data Collection

Through the                                    , Queen's University collects self-identification data on all new staff joining the organization. The Census was sent out five times in 2009 to a total of  435 new employees.

In 2009, the Equity Office, in collaboration with  the Council on Employment Equity and the Human Rights office, revised the

# Equity Reporting Forms
**Web-Based**

Throughout 2009 the Equity Office worked with Information Technology Services (ITS) to create an online *Equity Reporting Forms* application for new faculty hires. The paper-based process that currently exists is inefficient for both the Equity Office and the Employment Equity Representatives. Although the system is still in the testing phase, most of the functionality exists. Below is a screen shot of the Main Menu Dashboard:

# Equity Exit Survey

To help ensure that we meet our commitment to employment equity, all exiting employees have an opportunity to complete an Equity Exit Survey. Throughout 2009, the Equity Office, in collaboration with the Council on Employment Equity, worked on revising the survey process as well as the content of the survey. This new process should be finalized in 2010. You can find more information regarding the Equity Exit Survey at: **http://www.queensu.ca/equity/content.php?page=ExitSurvey**

# 3. Accessibility

## The Steve Cutway Accessibility Award

Principal Williams presented the Steve Cutway Accessibility Award to Christine Fader, a career counselor at Career Services. Established in 2008, the award recognizes outstanding contributions by staff and faculty to advancing accessibility for persons with disabilities. It is named in honour of the first re-

## Enable Project

On December 10, 2009, the Council of Ontario Universities distributed English language online training modules (interactive and accessible versions) to all Ontario universities.  Queen's University managed this project, named the Enable project, working with e-learning firm GEVC and collaborating with university colleagues from across the province.  With oversight by Ontario's Accessibility Directorate, the modules were designed to train university staff, faculty and student leaders in accessible customer service for persons with disabilities.

The French modules are slated for delivery in January 2010.

## Accessible Customer Service

Much energy this year has been dedicated  to developing and delivering training in accessible customer service.  This training is required by the accessible customer service standard, a standard under the *Accessibility for Ontarians with Disabilities Act* (AODA), *2005*.  Since May 2009, over 200 Deans, Department and Unit Heads and Managers participated in specially designed training sessions.  Attendees learned about delivering services to persons with disabilities in a way that takes into account their accessibility needs as well as the particular responsibilities administrators have for ensuring the University achieves compliance with Ontario's accessibility legislation.

On December 14, 2009, the Equity Office assisted the University in launching the online training program (the Enable project) in accessible customer service to all faculty and staff.  As of January 15, 2010, over  3000  faculty and staff had commenced the training with approximately 2000 having completed it.

# Equity Office Staff 2009

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# Equity Office Staff 2009 (Continued)

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