



STEM JEDI Series: Onboarding and Orientation support equity-deserving students, faculty, and staff

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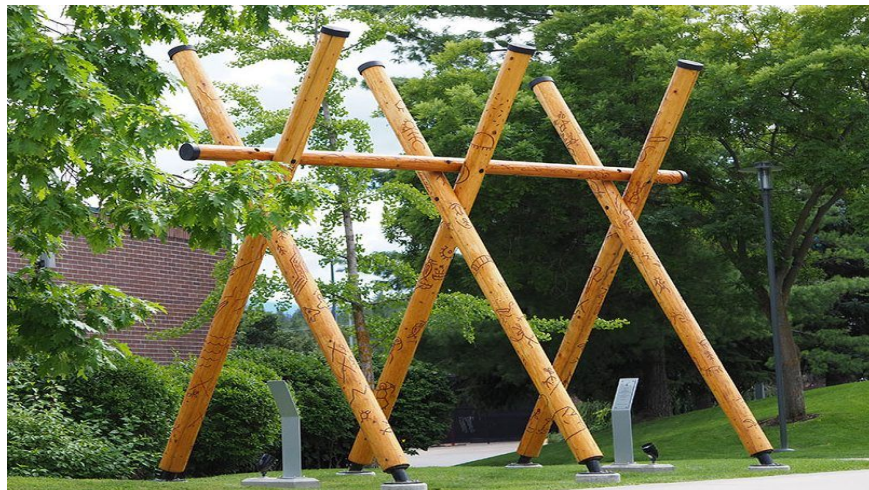
Ashley Welsh (Faculty Liaison, Faculty of Science, CTLT)

Greg Lockwood (Equity Strategist, Education, Partnership, and Engagement, Human Rights)

Rachael Sullivan (Equity Strategist, Education, Partnership and Engagement)

Emma Davy (Skylight, Chemistry)

Marisa Ortiz (Student Staff, Education, Partnership, and Engagement)





Goals of the STEM series

- Building networks and community
- Efficiency & efficacy through sharing of resources and knowledge
- Coordinated action

Community Guidelines

- Be respectful in your interactions and storytelling/sharing.
 - Share the learnings, but not other people's stories.
 - Share the space (in the break-out)
- Act with mindfulness and care in your small group discussions.



Technology navigation

- We are recording *only* the sections that co-hosts are presenting
- We invite you to participate as you see fit.
 - Feel free to have your camera on/off (bit of both).
 - Exercise self-care and take breaks as needed.
- You can use the Google slides document to navigate the workshop.
- Share resources and documents via chat. They will be compiled and emailed to you.
- Let us know any of your accessibility needs by private chat message.
- Closed Captioning can be turned on or off in the Zoom toolbar



This summer - focus on supporting equity-deserving groups

- Past session - Recruitment of leaders from Equity Deserving Groups (June)
- **Upcoming Session - August 11th** - Managing workload and burnout as a member of an equity-deserving group working in JEDII



Goal today: Help units identify key practices for inclusive onboarding and orientation processes.

Session structure

1. Opening remarks to the topic (Mai)
2. Small breakout activity
3. Faculty and Staff on-boarding
 - a. Center for Workplace Accessibility (Alexandria Baugh/Michael Antunes)
 - b. Skylight and CTLT (Warren Code, Ashley Welsh)
4. Graduate student/Post-docs on-boarding and orientation
 - a. Kasey Stirling (Fisheries)
 - b. Others...

Why is on-boarding and orientation for equity-deserving groups is so tricky...

- Additional and sometimes sudden work-load increases
- Requires engagement with different staff or different departmental committees
 - Varying speed of responses
- Novel scenarios for different equity-deserving groups
- Members of equity deserving groups might not feel able to ask questions or request accommodations
- The “Hidden Curriculum” might be less known to members of equity-deserving groups

Key points for inclusive on-boarding and orientation

- Create a plan and a departmental check-list for onboarding and orientation
- Create a departmental handbook
 - Include info about affinity spaces and supports for accessibility, wellbeing supports
 - Include info about who does what
- Explicit (“over communication”) of key values
- Mentorship - Supervisor check-ins but also multiple “buddies”

Small-group discussion



Prompt: Thinking back to your experiences as a new graduate student, post-doc, staff, or faculty member, what were some positive characteristics of your on-boarding and orientation process?

Assign the person who lives closest to their favourite restaurant to take notes into Jamboard

Upcoming events



- **Upcoming JEDI STEM Series sessions**
 - *August 4th* Inclusive & Equitable On-Campus Processes
 - *August 11th* Managing workload and burnout as a member of an equity-deserving group
- **IBPOC STEM Network** (Women and Gender Diverse folks who are IBPOC) - *Monthly socials*