Equity Diversity Inclusion (EDI) Goal Example

Below is an example of an EDI Goal that can be used during your annual performance development goal setting.

1. **Goal Title**

   Build an inclusive community

2. **Goal Description:**

   To create an inclusive culture at the university, especially within our hybrid environment, that fosters belonging and will effectively support my colleagues.

3. **Goal Wizard for adding S.M.A.R.T. (Specific. Measurable. Actionable. Relevant. Timely.) Goals**

   a. **Add Outcome**
      i. Increase my awareness about cultural resources to grow my understanding and that of my team.
      ii. Type: %
      iii. Start Value: 25%
      iv. Target: 100%

   b. **Add Tasks:**
      i. Invite my team to share more about their cultures
      ii. Create ways to show recognition/Use existing mediums, such as the 'Thank you!' eCard Program or PRAISE Program
      iii. Create welcoming virtual meetings that keep the team engaged and feeling included
         1. Share questions ahead of time
         2. Establish rules that encourage participation
         3. Ask questions in chat
         4. Encourage the use of Reactions
         5. Give people things to do (minutes, timer, parking lot, etc)
         6. Leverage visuals in presentation decks
         7. Conduct live polls and surveys, use word clouds, menti

      iv. Develop team best practices around ways to be inclusive and respectful on the team
         1. Be aware of my own biases
         2. Identify and remove barriers
         3. Address micro-aggressions and discriminatory behaviours that occur in my presence
            • Focus on the event and not the person

- Assume no malice
- Discuss my feelings about the impact of the incident
- Listen
- Document

v. Encourage others on my team to lead meetings or segments of meetings

4. **Type of Goal: Select one of:**

   i. Select Professional Development Goal

5. **Select Start Date and Due Date**

6. **Save as draft** or when finished, click **Submit**.

For additional information about EDI at Ontario Tech, that you can build into your annual goals, please visit the Inclusive Ontario Tech webpage or reach out to inclusive@ontariotechu.ca.