

EDI Language for T&P

Note: I've tried to follow the Arts doc model and include (a) meaningful statement, (b) opportunity for self-ID, (c) flexibility in assessing excellence/qualifications, (d) flexibility in assessing scholarship/dissemination. But I've also tried to tighten the language in those areas of the Arts doc (that's a lot of text, wow). I did borrow the language around empowerment from Science. And I've included the ideas we discussed in the meetings re: (a) value of service and (b) definition of significance. I can't actually remember where we landed on the discussion of the Service Dossier, but I like it, so I left it in. We can remove it if I'm recollecting incorrectly.

** Placement: Preamble 1.3? Or elsewhere?

- a. The spirit of this document is supportive, and the document sets out standards empowering faculty for career success. Learning Design and Innovation defines equity with respect to tenure and promotion as the removal of systemic barriers and biases to enact the practice of inclusion so that all individuals have equal access to and can benefit from the protections and privileges of tenure. As such, the following document has been written to be interpreted in a necessarily encompassing and flexible manner in consideration of a candidate's circumstances. Where this document references "significance," Learning Design and Innovation expects candidates to define significance within their own contexts.
- b. Learning Design and Innovation recognizes the value of service within the institution and also the disproportionate service load traditionally undertaken by faculty from equity-seeking groups. As such, Learning Design and Innovation considers the appropriate recognition of service to be an equity issue. Candidates are invited, but not required, to submit a Service Dossier with their application to demonstrate how their commitment to service contributes to the narrative of their careers.
- c. Learning Design and Innovation recognizes that ensuring equity, diversity, and inclusion requires flexibility and accommodation of career interruptions and special circumstances. Where it is necessary, candidates are invited to include a Statement of Circumstances within their application. Relevant circumstances may include, but are not limited to, administrative responsibilities, maternity/parental leave, child-rearing, dependent care, illness, disability, cultural or community responsibilities, or socio-economic context. Tenure and promotion committees are strongly encouraged to consider career interruptions and special circumstances in order to more accurately assess affected applicants' records of achievements.
- d. The production of knowledge and influence can take many forms and is evaluated according to a variety of scholarly and/or professional standards, including recognition of the diversity of communication and systems of knowledge of Indigenous Peoples. As such, this standards document asserts a commitment to widen rather than narrow the bases of evaluation of scholarly and professional work by faculty in Learning Design and Innovation. As such, Learning Design and Innovation equitably recognizes excellence across the broadest spectrum of applied, practice-led, strategic, and academic research practices and outputs. Learning Design and Innovation subscribes to an inclusive

definition of how scholarship may be disseminated and acknowledges the multiple paths and forms that scholarly research and dissemination take, and the relational accountabilities that guide the research process, particularly with, and by, members of marginalized, equity seeking, and under-represented groups.