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Introduction

SECTION 1

LAND ACKNOWLEDGEMENT



Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory. To acknowledge this traditional territory is to recognize its longer history, one predating the establishment of the earliest European colonies. It is also to acknowledge this territory's significance for the Indigenous peoples who lived, and continue to live, upon it – people whose practices and spiritualities were tied to the land and continue to develop in relationship to the territory and its other inhabitants today.

The Kingston Indigenous community continues to reflect the area's Anishnaabek and Haudenosaunee roots. There is also a significant Métis community and there are First Peoples from other Nations across Turtle Island present here today.

ASSOCIATE DEAN, INDIGENOUS HEALTH REFLECTION



Dr. Sarah Funnell, MD, MSc,
CCFP, FRCPC. Associate Dean &
Chair of Indigenous Health, ,
Queen's Health Sciences.
Assistant Professor, Department
of Family Medicine.

The Queen's Health Sciences (QHS) and QHS EDIIA Initiatives welcomed me in my new role as Inaugural Associate Dean and Chair Indigenous Health in September with a ceremony at the Nest guided by Elder Al Doxtater and then a more public welcoming in the new Indigenous gathering space. In the 6 months that have followed, I have had the privilege of meeting many Indigenous students, staff and faculty and non-Indigenous folks who are fierce advocates for health justice.

I have also met with several leaders in Indigenous health research within our faculty and across other faculties to better understand the current landscape and how I can strengthen and support Indigenous health research at Queen's. I look forward to exploring Indigenous research methods, establishing standards in Indigenous research ethics and ensuring that community-centred, authentic collaboration is what drives our research priorities in Indigenous health.

Despite the fiscal realities we are currently facing as an academic institution, there remains a deep commitment to reconciliation. I have learned of several existing innovations and partnerships that aim to address the Truth and Reconciliation Commission Calls to Actions on health. Building on the early success of QHS EDIIA Initiatives, the new Office of Indigenous Health aims to continue to support the QHS reconciliation journey through various initiatives in the coming year.

ASSOCIATE DEAN, EQUITY AND SOCIAL ACCOUNTABILITY REFLECTION

In reflecting on the 2023 QHS EDIIA Initiatives annual report, I am left with feelings of pride but also of remaining possibility. I am very proud of the EDIIA champions who have worked across the faculty and in the community to support equity, diversity, inclusion, Indigenization, accessibility and anti-oppression. The EDIIA Action Plan has been our guide across its nine pillars. Each small step forward over the year has been added to the next so that when we look back, there is a trail of footsteps, like on a beach or forest path. Thinking about that trail reminds us that the journey, although sometimes challenging, is important and progress has been made.

In 2023, we grew well into our office at the Nest. It has been heart-warming to come to work and see students, staff and faculty here building community and a sense of belonging. One of my favorite weeks of the year was when the high school students were with us during the Outreach and Summer Program camp. I was inspired by their courage, curiosity and openness to learning. The arrival of Dr. Funnell and the opening of the Office of Indigenous Health was also a very important and memorable time in 2023!

When I turn and look forward, I see great possibility. There are many paths we have yet to travel and so while we celebrate, we also continue in the knowledge that much has yet to be accomplished. The opportunities that lay before us are innumerable and I invite all of us to continue to work together to continue to build a faculty that is a welcoming home for all.



Dr. Colleen Davison, BSc, HBOR, BEd (OCT), MPH, PhD. Associate Professor, Department of Public Health Sciences. Cross Appointed Professor Department of Global and Development Studies, Associate Dean, Equity and Social Accountability, QHS.

QHS EDIIA ACTION PLAN PROGRESS TRACKER

Queen's Health Sciences (QHS) is accountable to its learners, faculty, staff, and alumni. We are also accountable to the Kingston, Frontenac, Lennox, and Addington community and more broadly, to the national and global community where QHS can play a role in improving health and health equity.

QHS has an obligation to take action to respond to the education and health needs of our communities in an equitable and inclusive manner. It is the responsibility of QHS to develop education, research, and clinical activities that prioritize "health for all" and which support health equity, accessible health care and population health. QHS is also accountable to the many commitments our University and Faculty have already made such as those to the Truth and Reconciliation Commission calls to action and the Scarborough Charter as well as to human rights declarations and to the UN Sustainable Development Goals.

Our current and future health professionals, scientists, educators, and communicators must advocate for community members and patients disenfranchised by power structures and social conditions negatively impacting their health. We commit to these multiple layers of social accountability and to regularly assessing and enhancing our social accountability mandate.

The QHS EDIIA Action Plan provides the Faculty with the detailed course of action that was created through our Dean's Action Table for EDI. A progress tracker has been created and is released annually to show our progress. Both the Action Plan and progress tracker can be found in PDF format and text-only transcript (HTML) on the [QHS EDIIA Initiatives Website](#).

Pillars

SECTION 2

PILLAR 1 - OUTREACH AND SUMMER PROGRAM



The Queen's Health Sciences Outreach and Summer Program (QHSOSP) supports youth underrepresented in higher education from high schools in Kingston. The program promotes health sciences education amongst underrepresented youth, creates opportunities for these youth in the health sciences field, and fosters diversity within health sciences programs. Youth are provided monthly experiential learning workshops, mentorship, academic support, and a week-long summer camp.

In 2023, the second cohort of Kingston high school students were admitted to QHSOSP. Students participated in monthly health sciences workshops (e.g. nursing, rehabilitation therapy, kinesiology, radiology, amongst others) and were paired with Bachelor of Health Sciences mentors. Over the summer, students participated in a weeklong immersive program that provided them with the skills to prepare for post-secondary programs, first aid training, and exposure to health sciences education. At the end of the program, each student received a laptop, a donation made by CDW Canada.

In addition to continuing the community relationship with Pathway to Education, Kingston who nominate students for the program, the QHSOSP team also built a relationship with KEYS Employment Centre who nominated refugee youth living in Kingston.

PILLAR 2 - ADMISSIONS

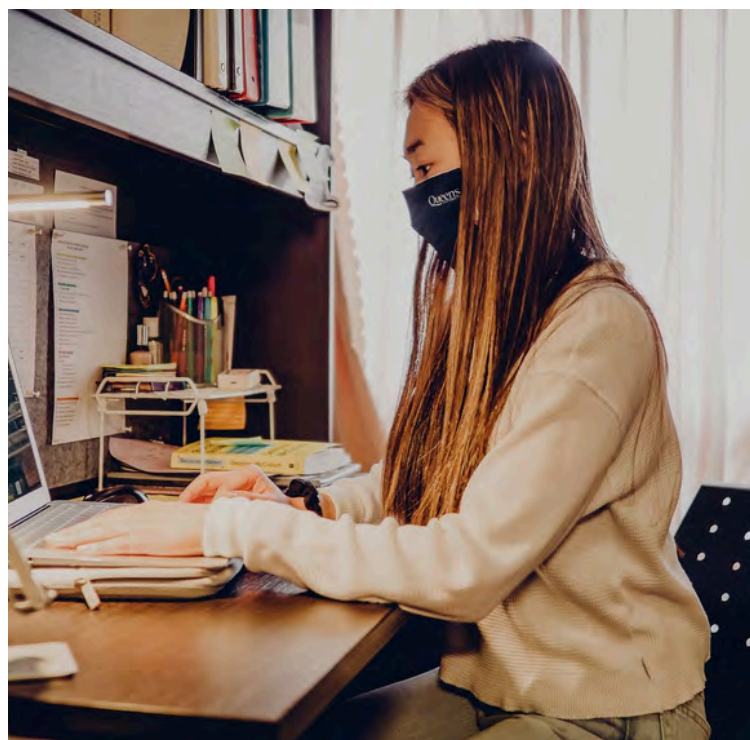
Radical Collaboration Focuses on Integration of EDIIA and Admissions

EDIIA and admissions is an identified focus for QHS as part of their strategic projects under the Radical Collaboration Strategic Plan. Currently, our over-arching goal is to develop a plan to implement EDIIA admissions best practices across programs as well as develop an implementation timeline for EDIIA admissions pathways for the MD program specifically. Milestones in this work that have been established include the revisiting and summarizing of our Deans-Action Table

for EDI Admissions environmental scan, the establishment of regular meetings between EDIIA Initiatives staff and the MD Program, Lakeridge Expansion and WAHA Partnership Teams, informational interviews across the three schools, and the development of infographics and concept notes focused on EDIIA admissions best practices for consideration across QHS.

Continued Monitoring of Integration of Equitable and Inclusive Practices in Admissions

The Office of Equity and Social Accountability continues to regularly meet with QHS programs to receive updates on the integration of equitable and inclusive practices in admission processes. For example, all members of the Occupational Therapy and Physical Therapy admissions committee now complete the Queen's Human Rights and Equity Unconscious Bias – Admissions training. The MD program is publishing demographic admissions data on their Admissions Statistics website. The Bachelor of Health Sciences program continues to re-evaluate assessments of supplementary essay to ensure diverse representation amongst essay reviewers.



Research Student - Focus on Admission Data Stewardship

The Office of Equity and Social Accountability is working with an undergraduate student to map the different data sources for admissions demographics to ease the process of accessing and monitoring the data. This research project will then be used to guide the continual collection and monitoring of admissions data across all QHS programs.

Admission Advisory

QHS EDIIA Initiatives has supported various programs to advise on the integration of equitable and inclusive practices in admission processes. For example, members of the team support the review of BHSc supplementary essays, advise on UGME and PGME admission processes, and supported the review of General Surgery residency matching process.

PILLAR 3 - RECRUITMENT



Collaboration with QHS Staffing Office and QHS Human Resources

The Office of Equity and Social Accountability continues to meet with the QHS Staffing Office to identify approaches to implementing equitable and inclusive processes in recruitment. There has been a strong emphasis on working with departments/programs to:

- Implement a consistent process for QHS Hiring panels
- Ensure diverse representation on all hiring panels
- Encourage all individual on hiring panels to complete EDIIA training
- Ensure departments identify the extent to which equity-seeking groups are (under)represented within their unit.
- Enforce exit survey completion and data collection for all staff and faculty roles at QHS to inform future strategies.

In addition, a series of EDIIA scenario-based questions have been developed for use by QHS departments and programs. Members of the Office of Equity and Social Accountability have sat on staff, faculty, and leadership hiring committees to contribute an EDIIA lens.

Student Support Package

The Office of Equity and Social Accountability developed a comprehensive [EDIIA Student Support package](#) listing resources available across Queen's University and outside of the campus for QHS students. The package includes resources on scholarships, bursaries, mentorship, career advancement, employment, and other supports.

QHS EDIIA Learner Action Committee


The QHS EDIIA Learner Action Committee was formed in the Spring of 2023 to support the implementation of learner related recommendations outlined in the QHS EDIIA Action Plan. The committee has held several meetings and separated their work into a recruitment focused working group and communication focused working group.

PILLAR 4 - RETENTION

Tracking iCount Equity Census

Human Rights and Equity Office has provided the Office of Equity and Social Accountability with access to the Diversity and Equity Assessment and Planning (DEAP) tool platform to monitor QHS programs and departments demographic gaps in comparison to the Canadian workforce and population in the following designated groups, as outlined by the Federal Contractors Program: women, racialized persons, Indigenous people, and persons with disabilities.

Equity Data for FHS Employees 2020


Designated Group Profile for Employees in FHS	Women	Racialized Persons	Indigenous Peoples	Persons with Disabilities
Total	61.6%	13.1%	1.3%	3.3%
Canadian Workforce Population	48.2%	21.3%	4.0%	9.1%
Most under-represented ranking		3	1	2
Gaps (Workforce Analysis)	160	-121	-40	-85

Indigenous peoples are the most under-represented designated group in QHS with a 40 person gap in our workforce. Persons with disabilities are the second most under-represented designated group in the QHS with a 85 person gap.

Racialized are the third most under-represented designated group in QHS with a 121 person gap. Women are represented in Queen's of Health Sciences and have no gaps; however, it should be noted that women are predominantly represented in non-managerial positions.

PILLAR 4 - RETENTION

Equity Data for FHS Employees 2023

Designated Group Profile for Employees in FHS	Women	Racialized Persons	Indigenous Peoples	Persons with Disabilities
Total	63.1%	20.9%	*	5.2%
Canadian Workforce Population	48.2% *	26.8%	4.2%	9.1%
Most under-represented ranking		3	1	2
Gaps (Workforce Analysis)	NA	-79	-32	-53

Equity data trends from 2023 are consistent with data trends from 2020: Indigenous people are the most under-represented, followed by persons with disabilities and racialized persons. Women are represented in QHS and have no gaps. However, there have been improvements of increasing representation of Indigenous peoples, persons with disabilities, racialized person with a narrowing of the person gap in our workforce. Asterisks represents counts lower than 5.

While Queen's Employment Equity Report highlights some improvements in workforce gaps for QHS staff and faculty from 2020 to 2023, it is worth noting that there are some weaknesses in the data including changes in the denominators and hiring freezes in 2023. In addition, women are largely represented in non-managerial positions.

PILLAR 4 - RETENTION

Belonging Project

QHS EDIIA Initiatives launched the QHS Belonging Project at the QHS EDIIA General Assembly in December 2023. The QHS Belonging Project is an annual survey that has two primary objectives. The first objective is to collect stories/testimonies to translate into case studies for learners in academic settings and staff in professional settings. This objective aligns with the QHS EDIIA Action Plan's pillars of Curriculum and Professional Development, helping QHS curricula become more inclusive of community experiences. The project's second objective is to continually track experiences of belonging for social accountability purposes. The circulation of this survey will allow learners, staff, faculty, and community members to share stories about their sense of belonging or not belonging in QHS and Kingston health care spaces. The stories collected will provide QHS with an idea of areas of improvement the faculty and its related healthcare settings more inclusive, aligning with the pillar of Retention.

Harassment and Discrimination Policy - Communication Campaign

The Office of Equity and Social Accountability developed a Harassment and Discrimination guide for QHS learners, staff, and faculty to help them identify what is considered harassment and discrimination, what they should do if they witnessed or experienced harassment or discrimination, and how to be a better ally across QHS.



PILLAR 5 - MENTORSHIP



QHS EDIIA Mentorship Action Committee

The QHS EDIIA Mentorship Action Committee was formed in the Spring of 2023 to support the implementation of mentorship related recommendations outlined in the QHS EDIIA Action Plan. The committee has met several times to discuss the development of a QHS mentorship guide to support learners, staff and faculty.

Promotion of Current Student Mentorship Opportunities

The Student Support package provides a list of mentorship opportunities across campus.

Promotion of ERGs

QHS EDIIA Initiatives continues to promote the various Employee Resource Groups across Queen's University and the various activities hosted by these groups.

PILLAR 6 - CURRICULUM



Collaboration with Indigenous Curriculum and Way of Knowing, Educational Developer

QHS EDIIA Initiatives continues to collaborate with the Indigenous Curriculum and Ways of Knowing, Educational Developer to expand the equitable and inclusive transformation of QHS curriculum.

Collaboration with QHS programs

QHS EDIIA Initiatives collaborates with various QHS programs to advise on the integration of equitable and inclusive practices in their respective curriculum. For example, the team supported the delivery of EDIIA workshops to residency programs and an equity review of modules developed by the Course Development unit. EDIIA Initiatives staff lead the delivery of the Racism and Health in Canada and Social and Physical Determinants of Health courses for the Bachelor of Health Sciences program, amongst other initiatives.

Belonging Project

As part of the QHS Belonging Project, the stories of belonging or not belonging at Queen's and across Kingston will be translated to case studies for use by educators across QHS. These case studies will inform actions to build more diverse representation in the QHS curriculum.

QHS EDIIA Style Guide

Updated the QHS EDIIA Style Guide to include a section on Religion, Faith, and Belief that provides inclusive terminology and recommendations.

PILLAR 7 - PROFESSIONAL DEVELOPMENT

Mandatory Training

The Office of Equity and Social Accountability is collaborating with QHS Human Resources to increase participation rates of mandatory EDIIA training. Through a communication campaign, the participation rates continue to increase.

EDIIA Training Resource Bank (OPDES)

Upon the request of the QHS EDIIA Initiatives team, the Office of Professional Development and Educational Scholarship compiled a list of [EDIIA modules](#), sessions, and resources that are currently available across Queen's University. It is now much easier to access these courses all in one location.



QHS EDIIA Podcast - The Harbour Launched

QHS EDIIA Initiatives launched [The Harbour](#), a series of conversations on issues related to Equity, Diversity, Inclusion, Indigeneity, and Accessibility (EDIIA). The podcast series, hosted by Celina Caesar-Chavannes, highlights conversations between QHS learners, staff, and faculty that prompts listeners to reflect on their own personal biases and provide them with ways to practice critical allyship.

EDIIA Professional Development Events

- QHS EDIIA Initiatives hosts regular “Lunch and Learn” sessions for their team, discussing EDIIA topics that they can collectively advance as part of their work.
- Dr. Sarah Funnell delivered the “Climbing the Mountain toward Reconciliation” talk on September 29th to acknowledge the National Day for Truth and Reconciliation.
- Dr. Narang delivered an “Allyship” workshop for QHS EDIIA Champions.

PILLAR 8 - RESEARCH

Collaboration with QHS Vice Dean, Research, HREO and the Office of Institutional Research and Planning

In February 2023, members of the Office of the QHS Vice-Dean Research were hosted twice at the Nest to discuss implementation of the research-oriented goals within the EDIIA Action Plan. This helped to clarify and align the changes being implemented by Dr. Steven Scott and his team with the action plan itself. In May 2023, members of the Human Rights and Equity Office (HREO) and the Queen's Office of Institutional Research

and Planning met several times with QHS EDIIA Initiatives staff to discuss and clarify systems of EDIIA data collection and use at the University. This led to the development of a 2023-2024 research project for a 4th year student who mapped and assessed data sources thus informing overall understanding of available data and their strengths and weaknesses.

Work with Research Students

The Office of Equity and Social Accountability worked with five (5) undergraduate research students who undertook work to support recommendations outlined in the QHS EDIIA Action Plan. The research projects included:

- SWOT Analysis of QHS EDIIA Action Plan that entailed interviews with QHS leadership.
- Mapping demographic data related to QHS learners, staff, and faculty that were collected during admissions/recruitment.
- Circulation of the Belonging Project survey across QHS and Kingston community.
- Collection of feedback on the utility of the academic and clinical DEAP tool
- Support for the development of an EDIIA checklist for assessing organizational changes in the Division of Cardiology



PILLAR 9 - CULTURE AND COMMUNITY

Formation of Champion Forum

The QHS EDIIA Champion Forum was formed in 2023 based on a recommendation from the QHS EDIIA Action Plan. The QHS EDIIA Champion Forum aims to form a closer-knot community committed to EDIIA with a focus on transforming QHS structures for accessibility, inclusivity, and belonging while embedding equity, inclusion, and anti-racism into education, research, and care. Members (e.g. Departmental EDIIA Committees, Program EDIIA leads) will help to ingrain EDIIA principles in the culture of QHS to establish and sustain a culturally safe and inclusive environment by:

- Sustaining a QHS community of support
- Communicating EDIIA initiatives to their respective departments/programs
- Sharing resources
- Advancing social accountability (e.g. QHS EDIIA Action Plan)

In March 2023, the Office of Equity and Social Accountability hosted the first annual Champion Forum meeting to bring together champions from across QHS. It was an opportunity to meet with other champions and better understand how the office could provide support. In addition, the QHS EDIIA Champion Forum is provided with a SharePoint platform that includes different resources and information to be shared across their respective departments/programs.

DEAP Tool

The DEAP tool is a self-audit tool used by the Queen's departments/programs to understand their demographic profile, assess the inclusivity of a unit, provide opportunities to reflect on areas of improvement, amongst other components. Queen's HREO provides the QHS Office of Equity and Social Accountability with access to the DEAP Tool platform to monitor QHS departments/programs engagement with the self-audit tool and their progress. The Office of Equity and Social Accountability continues to promote the DEAP Tool across QHS at various events and through the QHS EDIIA Champion Forum as a tool to implement and monitor QHS EDIIA Action Plan recommendations in their respective departments/programs.

The Office of Equity and Social Accountability is also collaborating with HREO to collect feedback on a Clinical DEAP tool developed by HREO and the Department of Family Medicine. The tool would provide clinical departments/programs with a self-audit tool to integrate equitable and inclusive practices to their clinical activities.



PILLAR 9 - CULTURE AND COMMUNITY

Specified Advisory Committee

The newly formed QHS Specified Advisory Committee provides advice and support to the Office of Equity and Social Accountability to support Black Excellence and representation initiatives in QHS. As the Faculty implements its EDIIA Action Plan and commitments within the Scarborough Charter, this committee will advise on directions, priorities and progress in areas specifically pertinent to Black learners, faculty and staff.

Supporting EDIIA Focused Student Events

QHS EDIIA Initiatives supported QHS learner groups and various EDIIA events across campus, there events included:

- Queen's Black Medical Student Association hosting a Black History Month event in February and organized a display in the School of Medicine building atrium for the month of February.
- The Queen's Muslim Medical Student Association delivering an Iftar Event in April, put up a Ramadan display, and arranged regular call to prayer in the School of Medicine building atrium during Ramadan.
- The formation of the Queen's Canadian Black Nursing Association Chapter that hosted a Black History Month
- The Indigenous Health Standing Committee hosting a fundraiser event to acknowledge Missing and Murdered Indigenous Women and Girls (MMIWG) across Canada in May
- Queen's QueerMed celebrated Pride Month by hosting an event in May and organizing a Pride display.

The Nest - QHS EDIIA Initiatives Space

With the official opening of The Nest in November 2022, QHS has a space to advance equitable and inclusive initiatives across the Faculty. The Nest – QHS EDIIA Initiatives houses the Office of Equity and Social Accountability and Office of Indigenous Health, which officially opened in September 2023 with the recruitment of Dr. Sarah Funnel as Associate Dean Indigenous Health. The space has a boardroom, for learners, staff, and faculty to host meetings, breast/chest feeding space, study spaces, lounge, and kitchen.

The QHS EDIIA Initiatives team includes:

- Associate Dean, Equity and Social Accountability
- Associate Dean, Indigenous Health
- QHS EDIIA Senior Advisor
- QHS EDIIA Program Manager
- Indigenous Recruitment and Student Support Advisor
- QHS EDIIA, Administrative Assistant
- Summer QHS EDIIA Student Coordinator (SWEP Funded)
- QHSOSP Student Coordinator
- Summer WUSC funded Scholar
- QHS EDIIA Student Coordinators (Work Study Students)
- MPH Placement Student

The team meets regularly for QHS EDIIA Initiatives Lunch and Learn activities to collaborate as a team.

Beyond the Pillars

SECTION 3

BEYOND THE PILLARS



Release of the QHS EDIIA Action Plan

The QHS EDIIA Action Plan was released in March 2023 and is a guide that provides the faculty with a detailed course of action. Developed with the members of the Dean's Action Table on EDI, the plan provides a path towards a more equitable and inclusive cultural shift over the next 5 years. The QHS Office of Equity and Social Accountability monitors progress and advocates for effective implementation of the goals and actions. An annual progress tracker was released to demonstrate accountability to QHS learners, staff, faculty, and alumni.

Broader Accountability

QHS EDIIA Initiatives continues to monitor as it continues to meet the call for actions in:

- The Queen's University PICRDI Report, helping to foster a welcoming campus for a diverse community. The QHS EDIIA Action Plan has helped the Faculty to align its strategic priority with the broader University.

- The Truth and Reconciliation Report, demonstrating a commitment to advancing reconciliation with a strong focus on health-related call to action. The formation of the QHS Indigenous Health Office has helped to prioritize this work.
- The Scarborough Charter, advancing Black Excellence in Queen's Health Sciences through consultation and collaboration. The work of the QHS EDIIA Senior Advisor has helped QHS EDIIA Initiatives strategically focus on the Scarborough Charter.

Plinth Unveiling

Queen's, Kingston, and Canadian medical communities gathered on September 13th to mark the unveiling of the Queen's Remembers Plinth, reflecting on the 1918 ban against Black medical students. The plinth can be found in the Old Medical Quadrangle. Dr. Oyedemi Ayonrinde served as master of ceremony, a moment of gathering to acknowledge the past, recognize the present, and look with hope toward the future.

Indigenous Initiatives

SECTION 4

INDIGENOUS INITIATIVES



Indigenous Health, Associate Dean Recruitment and Welcoming

Dr. Sarah Funnell was announced as the inaugural QHS Associate Dean, Indigenous Health in Spring of 2023. Dr. Funnell was welcomed into her new role in September 2023 at an event hosted at the Nest and a second event at the Indigenous gathering space.

[A new day for Indigenous health at Queen's | Faculty of Health Sciences | Queen's University \(queensu.ca\)](#)

Establish Office of Indigenous Health:

The inaugural Associate Dean, Indigenous Health also led the way for the inception of the Office of Indigenous Health. A part of the Nest has been allocated to the Office of Indigenous Health to create an Indigenized space within the faculty. The aim is to have a grand opening of the newly designed space in June 2024.

Indigenous Learner Recruitment

The Office continues to support the Indigenous Admission Pathway for MD, Nursing, and OT/PT program. The office continues to work with the Undergraduate Admission Office Indigenous Recruitment coordinator, as they identify a QHS Indigenous Student Recruitment and Support Advisor.

Indigenous Staff/Faculty Support

Associate Dean, Indigenous Health continually meets Indigenous staff and faculty across QHS and Queen's University to build connections with the Office of Indigenous Health.

INDIGENOUS INITIATIVES

Indigenous Learner Support

The Office of Indigenous Health has hosted a series of events that included:

- New medical student orientation and drum-making August 2023
- Indigenous Physicians Association of Canada annual gathering in September 2023
- Fall Feast for Indigenous learners, staff, and faculty in October 2023
- Indigenous Health Sciences Student Club evening advocacy event in November 2023

The office also continues to find ways to support Indigenous Student Interest Groups (e.g. QuIMSA, ILHS), including the formation of a newly formed group for Indigenous medical students, QuIMSA. Associate Dean, Indigenous Health hosts a weekly drop in lunch period for Indigenous learners.

Indigenization and Decolonization of Curriculum

Associate Dean, Indigenous Health delivered a series of seminars and lectures across QHS Programs and courses.

Indigenous Health Research

Associate Dean, Indigenous Health worked with OPDES to put in large SSHRC Grant, successful in a SEAMO Innovation Fund for DFM, and advised on the potential for a Queen's University Indigenous Research Ethics Board.

WAHA and other community building

Associate Dean, Indigenous Health is contributing to the development of the WAHA project in collaboration with Dr. David Taylor.

STAFF APPRECIATION

Words of Gratitude from the Associate Dean, Equity and Social Accountability and the Associate Dean, Indigenous Health

The remarkable work to advance an equitable and inclusive cultural transformation across QHS is the result of the QHS EDIIA Initiatives team and Champions who continue to advocate for justice and social change. These headways would not be possible without their commitment and diligence to support QHS learners, staff, and faculty. A huge thanks to everyone in the QHS community who champions for equity, diverse inclusion, Indigeneity, accessibility, and all forms of anti-oppression.

We would also like to acknowledge the important work of Cortney Clark, Indigenous Recruitment and Student Advisor, Administrative Assistant Connie Wighton and the Nest front desk staff Kris Sanchez, Yara Aboujamra, Schymera Samuels Frazer, Sumaya Mehelay, and Dhruv Shah. The hard-working QHS Outreach and Summer Program coordinators and assistants were: Olivia Hendrikx, Vipushan Raveenthiranathan, Andy Ly, and Haida Osmani - thank you!

We also acknowledge Giselle Valarezo and Celina Caesar-Chavannes who have been leaders in and tireless advocates for many of the initiatives listed here. We also express gratitude to the QHS Executive team and our fearless leader Dean Jane Philpott. Thank you for providing us the vision of radical collaboration and a sense of certainty that EDIIA Initiatives are critical and central to the work of our faculty and University. We carry on, onwards and upwards together.



Queen's
UNIVERSITY

HEALTH SCIENCES

**Equity, Diversity, Inclusion, Indigeneity,
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