



Topic: **Equity, Diversity, Inclusion and Indigeneity**

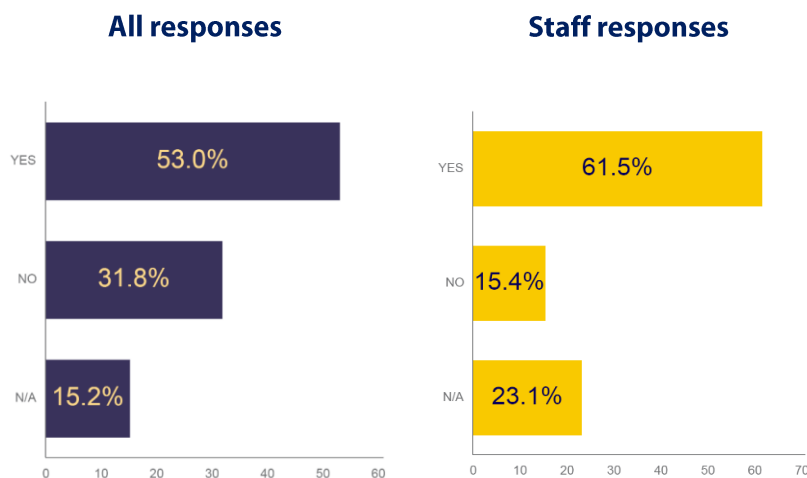


Introduction: At Queen's Law, we continue to work towards the ideals of reconciliation and inclusivity to ensure that our law school embraces diversity and empowers individuals from culturally, racially, and socioeconomically diverse backgrounds to thrive.

This includes modelling an environment that is a safe and equitable space, where everyone has a strong sense of belonging.

Over **30%** of survey respondents identified as **staff members**

QUESTION: in your experience, is Queen's Law an inclusive environment?



Prominent themes if respondents indicated 'no' from all respondents:

- Greater emphasis on diversity of thought
- Some barriers to diversity still exist and require a holistic approach
- Ensure that Queen's Law is a welcoming, inclusive environment
- Prioritize the recruitment of BIPOC students
- Greater diversity in terms of the faculty population
- Progress is being made by new faculty members, but more is needed
- More cross collaboration among departments and faculty



QUESTION: what would make Queen's Law a more inclusive place to learn and work?

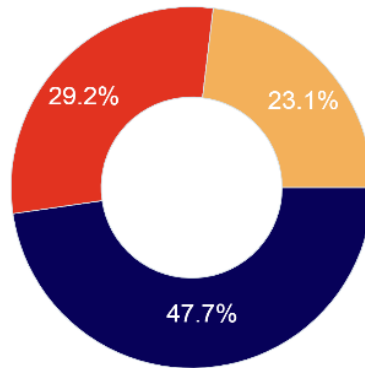
- Ensuring that more women and people of colour hold administrative leadership positions
- Hiring people of colour and admitting more students of color, as well as LGBTQ+ people
- Ensure current faculty represent and display emphatically a commitment to EDII
- Attract, retain faculty members who represent different points of the political spectrum
- Host BIPOC-specific networking events
- Move beyond gendered terms (alumnus or alumna) towards the use of non-binary acknowledgements for Queen's law grads
- Allowing transgendered and non-binary law students to state their pronoun use to create a more inclusive environment
- Continuing to focus on events which bring students/ Faculty together
- Address financial barriers – bursaries and scholarships for underrepresented groups
- More workshops or webinars that focus on diversity (in an engaging way)
- More cross collaboration among departments and faculty
- Promotion of diversity in all forms across the Faculty



QUESTION:

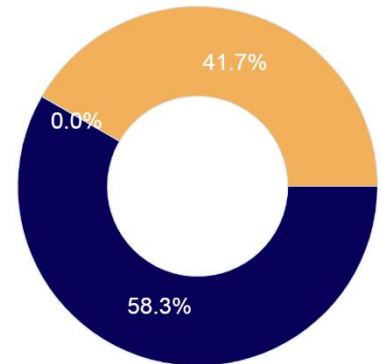
Should more courses on race and the law be offered at Queen's Law?

All responses



■ YES 47.7% ■ NO 29.2% ■ N/A 23.1%

Staff responses



■ YES 58 ■ NO 0 ■ N/A 42

QUESTION: What are three things Queen's Law could do to recruit and support Indigenous students, staff, and faculty?



Prominent themes from staff:

- Financial support to be offered where needed; funding at the Band/ community-level
- Engender a welcoming and inviting atmosphere for Indigenous people to work and learn
- Look at recruitment efforts starting in high school; educate potential students on the value of legal education and the support systems in place to enable their success
- Create pathways and programs that will identify Indigenous candidates early in the process and streamline their admission
- Work with indigenous alumni and current students to determine what their career and professional development needs are and modify programming to students