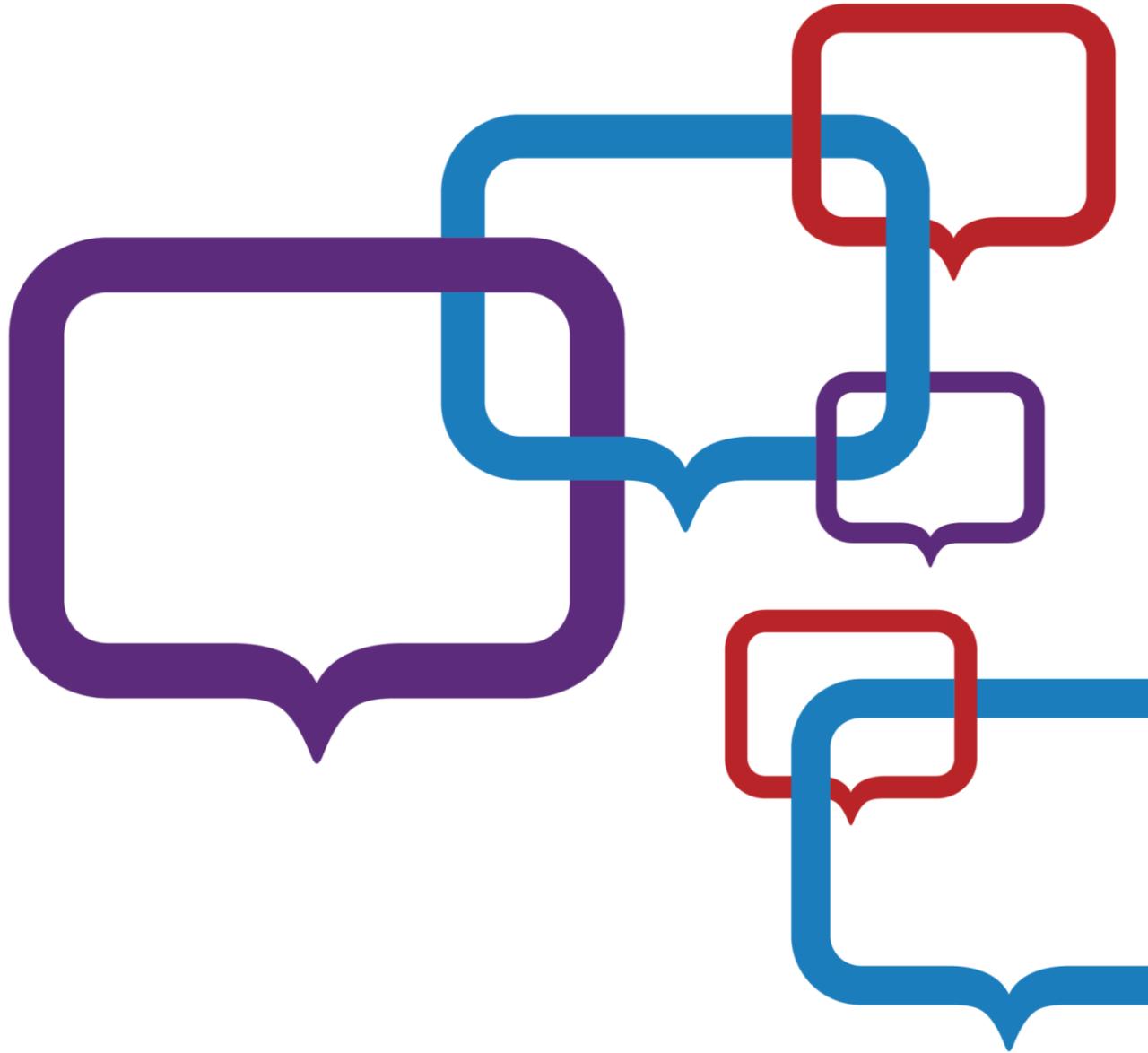




FEDERATION FOR THE
**HUMANITIES AND
SOCIAL SCIENCES**

FÉDÉRATION
**DES SCIENCES
HUMAINES**

200-141 Laurier Avenue West
Ottawa, ON K1P 5J3
www.federationhss.ca
contact@federationhss.ca
(613) 238-6112



EDID Progress Update

October 31, 2022

Federation for the Humanities and Social Sciences



Contents

Introduction	3
Context.....	3
Building our capacity for deep and lasting change.....	4
Governance.....	4
New members added to the Standing Committee on Equity, Diversity, Inclusion, and Decolonization (EDID)	4
Human resources	5
New Kimberly Boissiere has joined the Federation’s EDID team as Research Assistant.....	5
New Federation spotlight	5
Financial resources.....	5
Transforming Congress today and for the future	6
New Congress 2022	6
EDID Programming at Congress 2022	6
Code of Conduct.....	9
Financial support.....	10
Accessibility.....	11
New Congress 2023 Action Plan	13
Congress 2023.....	13
Future Congresses.....	15
Supporting member dialogue, engagement, and collaboration.....	16
Member Forums	16
New Webinar in partnership with Acfas.....	16
Community projects supported by the Federation	16
Charter on EDID in the Social Sciences and Humanities.....	17



Introduction

Since the first EDID progress update was released in April 2022, we have continued working towards implementing all 43 recommendations from the “Igniting Change” report. Specifically, this new update describes the progress we have made across three key areas: (1) Building our capacity to sustain deep and lasting change; (2) Transforming Congress today and for the future; and (3) Strengthening member dialogue, engagement, and collaboration.

Accomplishments from the Federation since last April 2022 include:

- appointing three new members to the Standing Committee on EDID;
- organizing *Big Thinking* lectures focused on decolonization at Congress 2022;
- granting 397 complimentary passes to Black and Indigenous participants at Congress 2022;
- providing financial assistance to 22 Congress presenters from 10 scholarly associations, to help cover the costs of their child and dependent care responsibilities;
- developing a robust Congress 2023 Action Plan focusing on Indigenous and Black knowledges;
- launching a new Open Programs Fund, which will offer grants to help support sessions by member associations.

We continue to be grateful to our members, partners, volunteers, and community for their collaboration as we continue our work in support of equity, diversity, inclusion, and, decolonization.

Context

In July 2020, [the Federation for the Humanities and Social Sciences appointed a Congress Advisory Committee on Equity, Diversity, Inclusion, and Decolonization \(EDID\)](#) to help identify and address barriers to equitable, diverse, and inclusive participation in Congress and other events.

In April 2021, [the Advisory Committee released “Igniting Change: Final Report and Recommendations”](#), a call to action, and a valuable new resource for the Federation, scholarly associations, universities, and the entire social sciences and humanities community.

Concurrently, the Federation’s Board of Directors endorsed the [Charter on EDID in the Social Sciences and Humanities](#) and released its [EDID Action Plan](#) outlining several critical steps towards implementing the 43 recommendations in “Igniting Change.”



Building our capacity for deep and lasting change

The Federation is putting in place the people, structures, and resources that are necessary to sustain deep and lasting change. Here are a few highlights of what the Federation has accomplished to date in the areas of governance, human resources, and financial commitments.

Governance

***New* members added to the Standing Committee on Equity, Diversity, Inclusion, and Decolonization (EDID)**

The Federation’s Board of Directors, chaired by Mike DeGagné, has appointed three new standing committee members on Equity, Diversity, Inclusion, and Decolonization (EDID) in June 2022. Sylvia Bawa, Agnès Berthelot-Raffard and Charmain Levy join Barrington Walker and Deanna Reder. This committee advises the Board on strategies to support EDID within the Federation’s activities. Committee members also participate in outreach and consultations with the Federation’s membership on EDID issues.



Mike DeGagné, Chair, Federation Board of Directors, President and CEO of Indspire



Barrington Walker

Chair of Committee
Associate
Vice-President, Equity,
Diversity and Inclusion,
and Professor of History
at Wilfrid Laurier
University



Deanna Reder

Committee Member
Associate Professor,
Departments of First
Nations Studies and
English, Simon Fraser
University



*** Sylvia Bawa**

Committee Member
Associate Professor
of Sociology, York
University



*** Agnès
Berthelot-Raffard**

**Non-Board
Committee Member**
Assistant Professor,
School of Health
Policy and
Management, York
University



*** Charmain Levy**

Committee Member
Professor of Sociology,
Université du Québec
en Outaouais



Human resources

***New* Kimberly Boissiere has joined the Federation's EDID team as Research Assistant.**



Research Assistant – Equity, Diversity, Inclusion, and Decolonization (EDID)

The Federation has created the new position of Research Assistant – Equity, Diversity, Inclusion, and Decolonization (EDID) and has appointed Kimberly Boissiere to this important role. Kimberly is an MA graduate in Immigration and Settlement Studies at Toronto Metropolitan University and is responsible for working alongside the Federation's Senior Advisor Dhanela Sivaparan to support EDID throughout the Federation's work.



Senior Advisor – Equity, Diversity, Inclusion, and Decolonization (EDID)

The Federation has created the new position of Senior Advisor – Equity, Diversity, Inclusion, and Decolonization (EDID) and, after an extensive, nationwide search, appointed Dhanela Sivaparan, PhD, to this important role. Dhanela is responsible for leading the development of a multi-year plan to implement the recommendations outlined in "Igniting Change." She is working closely with the Federation's other staff, Board of Directors, and the Standing Committee on EDID to support EDID throughout the Federation's activities and membership.

***New* Federation spotlight**



Information and Systems Officer – Patrick Kabeya

When asked on the importance and meaning of EDID, Kabeya states "EDID is important to me because I strongly believe that inclusion and diversity are primarily a human rights issue. As a racialized person myself, I have seen too many times when people have been sidelined because of the colour of their skin, religion, disability or gender. Working in an inclusive workplace has drastically changed my day-to-day experiences in an office environment, and has created a positive dynamic for me to work in and be in a comfortably safe space."

Financial resources

The Federation has established a three-year \$500,000 EDID fund. In 2022, the fund is helping to provide:

- complimentary Congress registration for Black and Indigenous graduate students, and complimentary community passes for Black and Indigenous community members;
- accessible language services;
- child and dependent care subsidies;
- support for scholarly associations' EDID initiatives.



Transforming Congress today and for the future

Organized by the Federation, the Congress of the Humanities and Social Sciences is the largest academic gathering in Canada, and one of the largest in the world. Now in its 92nd year, Congress typically brings together approximately 60 to 70 scholarly associations that represent a rich spectrum of disciplines in the humanities and social sciences, including literature, history, film studies, political science, education, Black studies, women's and gender studies, disability studies, music, sociology, geography, social work, and many others. For more information about Congress, visit www.federationhss.ca/congress.

The “[Igniting Change](#)” report has given the Federation and its members a blueprint for transforming Congress. The Federation has taken important steps to implement the report's 43 recommendations, and will sustain and expand our progress at Congress 2023, and in the years beyond. As it implements “Igniting Change”, the Federation is also listening to its members so it can support other valuable ideas and initiatives, including, for example, requests that we dedicate space at the Congress Expo to promote Black authors, and work with Black scholars to develop Congress sessions on anti-Black racism.

***New* Congress 2022**

Congress 2022 took place virtually from May 12 to 20, 2022 under the theme *Transitions*, inviting participants to reflect on the past two years of the COVID-19 pandemic, and to lead challenging new conversations that can help us understand and shape our changing reality.

With a thought-provoking mix of panels, presentations, speakers, and workshops addressing issues of social and racial injustice and other pressing challenges for Canada and the world, Congress 2022 gave participants opportunities to examine and strengthen their commitments to EDID and to build collaborative strategies to entrench these principles in our disciplines, institutions, associations and in Congress itself.

Congress 2022 highlights:

- Over 5,200 attendees from 81 countries
- 1,624 Zoom sessions over 9 days
- 37 scholarly associations
- Close to 800 media stories

[View the complete highlights](#)

EDID Programming at Congress 2022

Big Thinking at Congress 2022

The *Big Thinking* series featured six leading scholars and public figures who presented forward-looking research, thought-provoking ideas and discussions, and solutions to the critical issues of our time.



- **NEȚOLŃEW** “one mind, one people”: Radical reclamation of Indigenous languages - **Onowa Mclvor & Kahtehrón:ni Iris Stacey**
- Beyond “crimes of insolidarity”: Considerations for a transition based on economic and social rights - **Christine Vézina**
- Shift in thinking: It all begins with decolonization - **Denise Ferreira da Silva**
- Petrocultures: Reflections on 10 years of research and advocacy for a world in crisis - **Imre Szeman & Sheena Wilson**

NEȚOLŃEW “one mind, one people”: Radical reclamation of Indigenous languages



Onowa Mclvor and **Kahtehrón:ni Iris Stacey** discussed **NEȚOLŃEW** — a national partnership of Indigenous scholars, community leaders and allies involved in Indigenous language revitalization (ILR) in Canada —, which was formed to engage in positive action through a federally funded, Indigenous-led language revitalization research project.

NEȚOLŃEW means “one mind, one people” or “doing things as one” in the **SENĆOŦEN** language. The name signifies the spirit of collaboration and unity towards the goal of Indigenous language revitalization and maintenance, embracing the diversity of languages across distinctive Indigenous communities and cultures.

“Our field only exists because of the history of this country, of the intentional historic violent erasure of Indigenous languages. It’s important for us to acknowledge that. We might be uncomfortable at times with the history of our nation, but we’re also getting comfortable with Indigenous language revitalization as an activity, as a celebrated field, as a celebrated undertaking. And while that’s not a bad thing, we have to remember why we’re doing the work that we’re doing.” – Onowa Mclvor

Congress 2022 aimed to facilitate events to specifically engage and represent Indigenous knowledge and peoples. Working alongside the recommendations within the “Igniting Change” report, this *Big Thinking* series aimed to educate members on the importance of decolonization and acknowledge the commitment to decolonizing Congress and our nation. [Read the event blog post here.](#)



Shift in thinking: It all begins with decolonization



In this *Big Thinking* lecture, **Denise Ferreira da Silva**, Professor and former Director of the Institute for Gender, Race, Sexuality and Social Justice at UBC, discussed the importance of decolonization when analyzing the topics of social justice and global justice.

Ferreira da Silva asked participants to consider a shift in thinking, to transform how individuals understand and address global catastrophes – starting by acknowledging and confronting colonial and racial subjugation as constitutive of, and active in, our circumstances.

Ferreira da Silva states “decolonization is the restoration of the total value expropriated from native lands and slave labour. Decolonization is the only possible signifier signified for anything that can be taken as a descriptor for what so many mean by under the name of justice, be it global justice or social justice.”

Ferreira da Silva discusses the importance of decolonization within EDID and emphasizes how recognizing and achieving decolonization within our priorities and practices is the only way to obtain global or social justice. Ultimately, presenting the idea that decolonization should be embedded within our systems, policies, and structures. [Watch the full event here.](#)

Teaching with Elder



The Federation hosted Elder Aimee Bailey to share teachings at Congress 2022. Elder Bailey is a Knowledge Keeper from the Algonquins of Pikwakanagan First Nation, the Spokesperson for The Circle of Turtle Lodge, and an Algonquin College graduate.

With the first event taking place on May 18, 2022 with 19 participants, and the second taking place on May 19, 2022 with 12 participants, Elder Bailey suggested that participants think of her as a reference librarian. She positioned herself as someone to help participants find answers to any cultural questions, either from knowledge and experience or by making connections to her wide and varied network of other Indigenous people.

Elder Bailey first told participants about *The Mishomis Book*, written by Edward Benton-Banai. Benton-Banai drew from the Teachings of the Seven Grandfathers and wrote them in *The Mishomis Book* to help others learn about Anishinaabe stories and ways of life. Elder Bailey recounted many of the stories and the teachings from each tale to participants, and then invited participants to ask any questions they had. [Read about the event here.](#)



CSSHE/CSSE/CSA Flagship event: Transforming our Educational Systems: Responding to the TRC and Federation's "Igniting Change"



Members of the panel: **Malinda Smith** of the University of Calgary, **Sheila Cote-Meek** of York University, **D-L Stewart** of Morgridge College of Education, University of Denver, and **Catherine Cook** of the University of Manitoba, have established records of working collaboratively with the broader educational community to anchor the principles of reconciliation and EDID into the life and work of associations, institutions, and professional practices.

With 60 live participants, the panel members discussed ways we might increase BIPOC and LGBTQI representation in education, address systemic privilege in institutions, and work to disrupt the status quo and clear pathways to transformative action, equity and justice on campus. [Read about the event here.](#)

Code of Conduct

The Federation is dedicated to providing a harassment-free Congress experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, or religion (or lack thereof). We do not tolerate harassment of Congress participants in any form.

Harassment includes offensive verbal or written comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

To attend Congress events, whether they are in-person, virtual, on- or off-campus Congress events, all participants — attendees, speakers, sponsors, staff, and volunteers included — must register to attend. As part of the registration process, all are required to review and agree with the [Code of Conduct](#).

Responding to incidents of harassment, bullying, and discrimination

As part of the Federation's commitment to ensuring that the rights of members are protected, Congress 2022 appointed an Ombudsperson devoted to ensuring procedural fairness and just and reasonable



outcomes. The Ombudsperson offers advice and assistance and can further consider complaints, carry out a review, and make recommendations to the Federation.

Gender pronouns

For virtual Congress in 2022, attendees were encouraged to add their pronouns to their name on the virtual event platform, if they felt comfortable doing so.

For many people with diverse gender identities or gender expressions, it can be challenging to be publicly out, and they may face persistent misgendering. They may be uncomfortable sharing their true pronouns because of the environment they are in, or they may fear negative repercussions.

Sharing of pronouns reminds us not to make assumptions about people's identities and might make it easier for people with diverse gender identities and gender expressions to identify their pronouns when they feel comfortable doing so. Pronoun inclusion is a simple way of signaling support for people with diverse gender identities and gender expressions, and it's one way to contribute to a more inclusive and safe meeting environment.

For more information on gender pronouns, visit <https://www.mypronouns.org/>.

Financial support

Congress fees & complimentary passes

For Congress 2021 and 2022, Congress registration fees were waived for students who self-identify as Black or Indigenous. In addition, community passes were complimentary for members of the general public who self-identify as Black or Indigenous. From our community, 471 Black & Indigenous participants benefited from this initiative in 2021. In 2022, the Federation provided 249 Black and Indigenous student passes and 148 community passes equaling 397 complimentary passes in total.

Virtual Congress Child and Dependent Care Subsidy

The Federation's [Virtual Congress Dependent Care Subsidy pilot program](#) was created to provide financial support of up to \$200 to enable Congress presenters with dependent care responsibilities to participate in virtual Congress activities. Each member association was responsible for allocating this subsidy according to specific eligibility criteria.

In 2022, The Federation provided financial assistance to 22 Congress presenters from 10 scholarly associations, to help cover the costs of their child and dependent care responsibilities.

International Keynote Speaker Support Fund

The International Keynote Speaker Support Fund offered financial assistance of up to \$1,000 to help bring international speakers to association conferences. Keynote events supported by the fund must be open to the public and all registered attendees, fully integrated into the association's program, and



promoted by the Federation in the online calendar of open events.

For Congress 2022, the Federation gave priority to events related to reconciliation between Indigenous and non-Indigenous peoples, equity, diversity, inclusion, and decolonization, and the Congress 2022 theme *Transitions*. Eighteen associations received funding from the International Keynote Speaker Support Fund.

Aid for Interdisciplinary Sessions Fund

The Aid for Interdisciplinary Sessions Fund offered financial assistance of up to \$2,000 in support of collaborative, interdisciplinary sessions jointly organized by two or more Federation member associations officially participating in Congress. Interdisciplinary sessions supported by the fund must be open to the public and all registered attendees, fully integrated into the conference programs of each association involved, and promoted by the Federation in the online calendar of open events.

For Congress 2022, the Federation gave priority to events related to reconciliation between Indigenous and non-Indigenous peoples, equity, diversity, inclusion, and decolonization, and the Congress 2022 theme *Transitions*. Fourteen associations received funding from the Aid for Interdisciplinary Sessions Fund.

Congress Graduate Merit Awards

The Congress Graduate Merit Award (CGMA) helps facilitate the participation of graduate students in Congress activities. The CGMA consists of a \$500 prize. As a merit-based award, it serves to recognize and celebrate the academic excellence of deserving graduate students who present their work at Congress.

Each Federation member association participating in Congress 2022 received a set number of CGMAs, allocated based on membership size. With the Federation committed to increasing equity, diversity, inclusion, and decolonization in all its funding programs, we encouraged participating associations to prioritize diversity and inclusion within the selection process.

In 2022, 81 graduate students received a Congress Graduate Merit Award.

Accessibility

Platform accessibility

The Congress 2022 virtual event platform – hosted by [Forj](#) – included the following accessibility improvements:

- Responsive platform design
- Bilingual platform (English/French navigation)
- At least an AA rating for contrast at small, normal reading size, large graphical content, and user interface components
- Consistent placement of information



- Navigation bar with consistent sizing for alternative languages and user readability
- Avoidance of bright text on dark backgrounds on the interface and in body copy
- Allocation of adequate whitespace around content
- Adequate length of body copy line and placement of text
- User- controlled configuration settings for attendees with hearing, vision, motor, and other types of impairments
- ALT text and aria tags on all buttons and pictures
- An environment that permits event organizers and presenters the ability to pre-load presentation materials
- A commitment to record all events (with permissions) and repost for subsequent viewing
- Accessibility guidelines for presenters and organizers
- Live Closed Captioning in English and French (select sessions)
- Simultaneous Interpretation in English and French (select sessions)
- American Sign Language and Langue des signes québécoise (select sessions)
- Graduated pricing for some accessibility features for association

Accessibility provisions by request

Congress attendees who required additional services that were not being offered could request additional support by completing an Accessibility Needs and Information Questionnaire as part of the registration process. Completion of the questionnaire would assist the Federation and the attendee's association in pre-arranging requests.

Here were some of the options offered:

- Real-time captioning
- Alternative formats of written material
- Simultaneous interpretation
- Sign Language interpretation

Recommendations for presentation materials

The Congress section of the Federation website included a Speaker Service Centre that outlined a few simple strategies for improving the accessibility of public talks. Accessible presentations help accommodate according to a person's unique needs and contribute to the inclusive spirit of Congress. Congress presenters were encouraged to follow these best practices.

Audit of the Forj platform

The Federation hired eSSENTIAL Accessibility in April 2022 to audit and test the Forj virtual conferencing platform and confirm significant accessibility improvements. These findings were incorporated for 2022 and in our plans for future Congresses.



Accessible presentations: a guide for Congress presenters

Presenters were encouraged to use some simple strategies for improving the accessibility of public talks. Accessible presentations help accommodate according to a person's unique needs and contribute to the inclusive spirit Congress.

This work is ongoing. Feedback around Congress accessibility can be sent to congress@federationhss.ca.

New Congress 2023 Action Plan

Congress 2023

Congress 2023 will take place at York's Keele and Glendon Campuses in Toronto. Up to 8,000 scholars, graduate students, and practitioners in the humanities and social sciences (HSS) will come together and share their research face-to-face in the aftermath of the COVID-19 pandemic. The conference will support equity, diversity, inclusion, and decolonization (EDID), and, building on two virtual Congresses, feature virtual components to accommodate participants joining remotely. York's chief ambassador for Congress 2023 is Dr. Andrea Davis, who as Academic Convenor will liaise with faculty, students, administrators, and community partners to build an exciting Congress program.

Congress 2023 theme

In the theme, "Reckonings and Re-Imaginations," we invite the Congress community to pause and reflect on the lessons we have learned, but also to begin the work of imagining and enacting the terms under which we might create a radically different world. The lessons from Black Lives Matter, Idle No More, the Truth and Reconciliation Commission, and the Inquiry into Missing and Murdered Indigenous Women and Girls, have been joined by new lessons, new reckonings about what is needed to live in non-hierarchical relationships that can truly honour our human differences, while protecting the land, water and air we all need to live together.

In Congress 2023, we respond to this call for reflection and action by centering the experiences, knowledges and cultures of Indigenous and Black communities as valuable and critical modes of thought fundamental to the realization of racial and climate justice. [Read more about the theme.](#)

Congress 2023 Logo





The logo, "Seed for Tomorrow" illustrates the Congress theme's focus on the intersections of racial and climate justice, and the invitation to work collaboratively to care for each other and the environment. The colours purple and red in the logo align powerfully with Anishinabek and Haudenosaunee traditions. This allusion supports York's land acknowledgement and its reference to the Dish with One Spoon treaty. Red in the Anishinabek tradition (depending on the teachings and where someone is located geographically) refers to "love" and the "future."

This idea of love for future generations is a particularly powerful rendering of the Congress theme. The strawberry—as the first berry of the season and often referred to as a heart berry because of its shape—is an important source of food and medicine in many Indigenous cultures on Turtle Island. The gray in the flowers and the veins of the leaves challenges normative assumptions and signifies the middle ground between the absolute of black and white, and a refusal of colonial models of binary thinking. [Read more about the logo.](#)

Congress 2023 leadership team



Andrea Davis >

Congress 2023 Academic Convenor, York University



Rhonda Lenton >

President, York University



Mike DeGagné >

Chair, Board of Directors, Federation for the Humanities and Social Sciences

***New* Open Programs Fund**

For Congress 2023, the Federation is pleased to present the Open Programs Fund, which will offer grants to help support sessions by member associations. The Open Programs Fund consolidates two previous Congress funds that were available to associations: the International Keynote Speaker Support Fund and the Aid for Interdisciplinary Sessions Fund.

The Federation is particularly interested in session topics relating to reconciliation between Indigenous and non-Indigenous peoples, equity, diversity, inclusion, and decolonization, and the Congress theme. We are committed to increasing equity, diversity, inclusion, and decolonization across Congress programming and funding programs, and encourage associations submitting funding applications to do the same. More information to come.

Big Thinking at Congress 2023

The *Big Thinking* lecture series at Congress 2023 will amplify the Congress theme, "Reckonings and Re-Imaginations," by facilitating bold, thought-provoking, and generative conversations about the issues and possibilities of our times. The lectures will centre Indigenous and Black knowledges and cultures, while



cohering on the thematic provocations of racial justice and climate justice, the two most important challenges of the early twenty-first century.

The series of four lectures will focus on the following sub-themes:

- Climate justice, racial justice, and Indigenous resurgence
- Re-Imagining Black futures
- Thinking across differences: decolonial, anti-racism, queer, two-spirit, feminist, and critical disability perspectives in dialogue

Congress 2023 intends to feature a lineup of Indigenous, Black and other racialized thinkers in conversation with each other. The theme, “Reckonings and Re-Imaginings,” invites dialogue among Indigenous and Black scholars, artists, activists and public intellectuals who are at the forefront of bold innovative thinking, including those whose work has not traditionally been located in the university.

Career Corner at Congress 2023

Career Corner is a professional development workshop series offered annually at Congress. The series is open to all registered Congress attendees, and provides professional development support to graduate students, early career scholars, faculty, or those in or looking for careers outside of academia.

The *Career Corner* workshops at Congress 2023, like the *Big Thinking* lecture series, will amplify the Congress theme, “Reckonings and Re-Imaginings,” and centre Indigenous and Black knowledges. In addition to standard offerings on funding, publishing and teaching, there will be sessions to specifically interest and meet the needs of Indigenous, Black and other racialized graduate students and faculty, as well as those seeking to diversify their curriculum.

Future Congresses

The Federation is currently assessing proposals to host Congress in 2024, and expressions of interest for Congress 2025, 2026, and 2027. The Federation has committed to hosting an in-person Congress for Congress 2023. The Federation has committed to hosting a future, in-person Congress with a theme centred on Black Studies in Canada, anti-Black racism, and colonialism. We strongly encourage institutions to put a proposal together around this theme, and to demonstrate this commitment during all stages of conference planning. [Read more.](#)



Supporting member dialogue, engagement, and collaboration

Member Forums

Since 2021, Member Forums have been an opportunity for dialogue and collaboration between member associations on EDID and other important issues.

In November 2021, leaders of 33 member associations gathered virtually to discuss issues facing the HSS community; actions being taken to support equity, diversity, inclusion, and decolonization both at the Federation and in associations; and questions about upcoming Congresses. Member associations had the opportunity to meet and greet the new Senior Advisor, EDID and complete an online survey. The important feedback and information collected were useful for the Federation to shape its Congress 2022 EDID Action Plan, but also beyond and across all activities.

On March 15, 2022, leaders of 26 member associations were joined virtually by Fizza Haider and Kim Ashbourne of the University of Victoria for a discussion on improving accessibility in association activities and at Congress; and by Dina Guth from the Social Sciences and Humanities Research Council of Canada (SSHRC) on meeting the challenges and opportunities of Open Access.

On November 29, 2022, member associations will once again meet to hear Federation updates and participate in capacity-building opportunities on the following topics:

- Understanding your tax status and responsibilities as a registered charity or a non-profit organization
- Integrating EDID strategies in association governance

New Webinar in partnership with Acfas

On November 15, 2022, the Federation and [Acfas](#) will be co-hosting a webinar. Centred on the 100th anniversary of Acfas and drawing on the 2022 Cross-Canada Official Languages Consultations, this event will discuss the findings and policy recommendations from the recent Acfas report, *[Portrait and Challenges of Research in French in the Minority Context in Canada](#)*. [Read more.](#)

Community projects supported by the Federation

The Federation was proud to sponsor the [National Forum on Anti-Asian Racism: Building Solidarities](#), which took place on November 9 and 10, 2021. Hundreds of students, faculty, staff, and community members came together at the forum to deepen our collective understanding of how systemic racism shapes higher education in Canada, and to drive meaningful action and academic and community-led solutions that build solidarities within and across communities.

With support from the Federation, the Canadian Political Sciences Association (CPSA) launched its



[Indigenous Content Syllabus Materials](#) in March 2022. All educators, and especially political scientists, are encouraged to incorporate the materials from the CPSA's list of Indigenous content into their syllabi, graduate reading lists, and research agendas, as part of a broader effort to reflect upon, and challenge, the role that education has played in the genocides of Indigenous Peoples.

Charter on EDID in the Social Sciences and Humanities

On April 8, 2021, the Federation endorsed the [Charter on Equity, Diversity, Inclusion, and Decolonization \(EDID\) in the Social Sciences and Humanities](#). Our goal is to address obstacles that negatively affect the career trajectories and lived experiences of individuals from diverse communities, including women; First Nations, Inuit, and Métis peoples; members of racialized communities; persons with disabilities; members of LGBTQ2S+ communities; and linguistic, religious, and cultural communities.

We continue to encourage our member associations, institutions, and affiliates to read, discuss, support, and promote the Charter.

Visit www.federationhss.ca/edid for real-time updates, and reach out to Senior Advisor – Equity, Diversity, Inclusion, and Decolonization (EDID) Dhanela Sivaparan at dsivaparan@federationhss.ca.