



FEDERATION FOR THE
**HUMANITIES AND
SOCIAL SCIENCES**

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HUMAINES**

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EDID Progress Update

April 28, 2022

Federation for the Humanities and Social Sciences



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Introduction

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 Congress Advisory Committee on EDID \(AC-EDID\) 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 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.”

One year after the release of the EDID report, we are pleased to be able to provide this update on the progress that we have made so far across the following key areas:

- Building our capacity to sustain deep and lasting change
- Transforming Congress today and for the future
- Strengthening member dialogue, engagement, and collaboration

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



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

Standing Committee on Equity, Diversity, Inclusion, and Decolonization (EDID)



The Federation's Board of Directors, chaired by Mike DeGagné, has created and appointed a new Standing Committee on Equity, Diversity, Inclusion, and Decolonization (EDID).

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



[Deanna Reder](#)
EDID Committee member
Associate Professor,
Departments of First Nations
Studies and English, Simon
Fraser University



[Wesley Crichlow](#)
EDID Committee member
Associate Dean of Equity and
Diversity, Ontario Tech
University

Three new committee members will be appointed in June 2022, and recruitment is underway.



Human resources

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, PhDc, 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. To support Dhanela's work, the Federation is now recruiting for a second position: [Research Assistant, EDID](#).

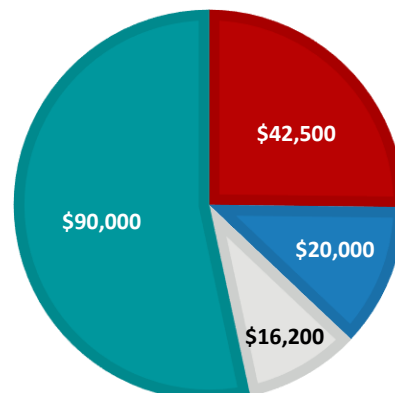
Financial resources

The Federation has established a new, three-year \$500,000 EDID fund. In 2022 alone, the fund will invest approximately \$168,000 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.

EDID FUND INVESTMENT IN 2022: \$168,000

- Accessible language services at Congress 2022
- EDID initiatives by scholarly associations
- 2022 Child and Dependent Care Subsidy
- Complimentary Congress 2022 registration for Black and Indigenous attendees





Transforming Congress today and for the future

Organized by the Federation, Congress is the largest academic gathering in Canada, and one of the largest in the world. Now in its 91st year, Congress typically brings together approximately 70 academic 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 took important steps in the past 12 months to begin implementing the report's 43 recommendations, and is taking action to sustain and expand the progress we are making in Congress 2022, 2023, and 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.

Congress 2021

Congress 2021 was Canada's largest virtual gathering of academics with:

- Close to 6,200 attendees joining from 72 countries
- 28 scholarly associations
- 25 exhibitors in the Expo hall
- 1,750 Zoom sessions
- Over 350 media stories
- 1 million people reached across social and traditional media

Congress 2021 was organized in partnership with the University of Alberta and held under the theme “Northern Relations”, which explored the connections between peoples, communities, cultures, and ways of knowing. It invited northern peoples — Indigenous and non-Indigenous — to lead the conversation and offered the opportunity to engage in critical conversations about anti-Black racism and decolonization.

Programming at a glance

Partner university programming

The University of Alberta hosted an impressive 37 events, welcoming conversations on equity, diversity, inclusion, and decolonization, and bringing awareness to issues of national and global importance. Some of the highlights included:

- **MMIWG calls for justice - Indigenous women on rising up:** A series of talks addressing the findings of the 2019 Final Report of the National Inquiry into Missing & Murdered Indigenous Women and Girls (MMIWG) from Indigenous activists and community-centred scholars.



- **Virtual colloquium on Indigenous-engaged research:** Indigenous and non-Indigenous scholars shared their journeys into or with Indigenous-engaged research and scholarship.
- **Choral singing in a confined pandemic world:** Uncovering the innovative ways that choral singing has been kept alive and well during the COVID -19 pandemic.
- **Snakes and ladders - mentoring sessions for IBPoC in the academy:** Scholars discussed their experiences, achievements, and challenges working in Canadian institutions.

Big Thinking at Congress 2021

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

- Disability will (re)make the arts - **Alice Sheppard**
- Everything is connected: Environment, economy, foreign policy, sustainability, human rights and leadership in the 21st century - **Sheila Watt-Cloutier**
- How to be an antiracist - **Ibram X. Kendi**
- Ni'wahkomakanak: All my relations - **Maria Campbell**
- Racism's touch: 'I can't quite put my finger on it' - **Shirley Anne Tate**
- Yáázq Kéorat'í (We see the daylight) - **The Honourable Ethel Blondin-Andrew**

Complimentary passes for Black and Indigenous participants

In 2021, the Federation provided complimentary Congress passes to 471 Black and Indigenous students and community members.

Congress 2022 Action Plan

Congress 2022

Congress 2022 – which will take place virtually from May 12 to 20 under the theme *Transitions* – comes at an extraordinary time, as we hope to finally emerge from a global pandemic that has stolen millions of lives and disrupted the world as we knew it. At this crucial moment, Congress invites 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.



Indigenous protocols and recommended practices

Elders – Welcome and opening prayer

Elder Claudette Commanda and Elder Aimee Bailey will deliver words of welcome and an opening prayer at the start of Congress 2022.



Elder Claudette Commanda, an Algonquin Anishinabe from Kitigan Zibi Anishinabeg First Nation, has dedicated her career to promoting First Nations rights, history, and culture.



Elder Aimee 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 and alumna of York University.

Indigenous protocols, guidelines, and recommended practices for a virtual Congress 2022

The Federation, in consultation with Indigenous Elders, has developed a document sharing guidelines and best practices for respectfully engaging with Indigenous knowledges at Congress 2022. This document offers information on the recommended protocols for working with Elders/Knowledge Keepers and their helpers, and the guidelines for gifts and honoraria, meals, and travel.

Land acknowledgement

The Federation recognizes that Congress, while taking place virtually, will be hosted from a logistical centre located on the unceded territory of the Algonquin Anishinaabe Nation. Congress events will include participants and audience members from various ancestral homelands across Canada and around the world. The location of the event host or panel chair will also vary. As a result, the Federation offers Congress 2022 organizers some options when it comes to ensuring respectful relations. The following acknowledgements may be used individually or in combination with one another.

Virtual acknowledgement

We would like to acknowledge the Indigenous Peoples of all the lands that we are on today. While we meet here on a virtual platform, we should take a moment to recognize the importance of the land on which we are each located. We acknowledge the territory to reaffirm our commitment and responsibility to building positive relationships between nations and developing a deep understanding of Indigenous peoples and their cultures. From coast to coast to coast, we acknowledge the ancestral and unceded territory of all Inuit, First Nations, and Métis peoples.

Interactive acknowledgement

We provide here [a link to an interactive map](#) that will allow you to better understand the land on which you are situated. The map was produced by Native Land Digital, an Indigenous-led not-for-profit organization. Please join me in a moment of reflection to acknowledge the harms and mistakes of the



past and to consider how we are and can each, in our own way, try to move forward in a spirit of collaboration, reconciliation, and decolonization.

Local acknowledgement (specific to event host location)

I invite each of you to consider the traditional lands on which you are located and take a moment to consider the responsibilities that follow from that.

[Read the complete Indigenous protocols and recommended practices for a virtual Congress.](#)

Touchstones of Hope

Building on the findings of the Truth and Reconciliation Commission of Canada, the Federation has committed to contributing to reconciliation between Indigenous and non-Indigenous peoples. Our focus is on the crucial role that post-secondary education, the humanities, and social sciences play in the process of research, understanding, and action towards reconciliation.

The Federation adopted the [Touchstones of Hope](#) Principles and Processes in 2015 to guide its work on reconciliation. In this framework, reconciliation is recognized as being a movement that must be built and sustained – it is not a single event or a short-term project.

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 has 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.

During Congress, the Ombudsperson is available via a link on the Congress 2022 virtual conferencing platform, as well as via email at congresshombuds@gmail.com



Gender pronouns

Adding pronouns after a name on the virtual event platform is encouraged if attendees feel comfortable doing so. Attendees are encouraged to add pronouns after their names, in brackets, in two places: on their registration profile platform and on Zoom.

We use pronouns when we refer to one another in speech and writing, in place of using names. We often use pronouns without thinking about it, but many pronouns have a gender implied. Sometimes, our assumptions and implications about someone's gender are not accurate.

The pronouns we use for ourselves are an important reflection of who we are. Using someone's correct pronouns is a fundamental way of showing respect for them and their identity. You can't always tell what pronouns a person uses only by looking at them or based on their name. Being referred to by the wrong pronouns – or being misgendered – can make someone feel disrespected or invalidated, and if it happens repeatedly, can be harmful.

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 to share 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 www.mypronouns.org/.

Programming

Registered conference attendees and members of the public registering with a community pass can access over 100 sessions hosted by the Federation, our partners, and some participating associations.

Federation programming

Congress 2022 will feature [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. The Congress program will enable participants to examine and strengthen their commitment to EDID, and build collaborative strategies to entrench these principles in our disciplines, institutions, associations and Congress itself.

Big Thinking lecture series

The *Big Thinking* series is held throughout Congress and brings together leading scholars and public figures who present forward-thinking research, ideas, and solutions to the critical questions and issues of our time. At the time of writing, three out of four *Big Thinking* speakers are confirmed for Congress 2022:

- [Petrocultures: Reflections on 10 years of research and advocacy for a world in crisis](#) with **Petrocultures Research Group (PRG)** – exploring the field of energy humanities.



- [Shift in thinking: It all begins with decolonization](#) with **Denise Ferreira da Silva, Professor and former Director, Institute for Gender, Race, Sexuality and Social Justice, The University of British Columbia** – considering a shift in thinking, to transform how we understand and address global catastrophes – starting by acknowledging and confronting colonial and racial subjugation as constitutive of, and active in, our circumstances.
- [Beyond “crimes of insolidarity”: Considerations for a transition based on economic and social rights](#) with **Christine Vézina, Associate Professor at Université Laval’s Faculty of Law** – arguing that violations of economic and social rights result from deliberate choices made by governments and reflect a true “crime of insolidarity” that makes society vulnerable.

Career Corner workshops

Career Corner is a professional development workshop series where everyone from graduate students to established faculty members can learn how to publish and market their research, improve their lesson planning and teaching skills, and find out about careers outside of academia. This year, the lineup includes a session on [Navigating Your Career Transition: Insight and Advice for Black, Indigenous, and Racialized Graduate Students Searching for Careers with Purpose.](#)

Associations open programming

Congress attendees can filter the [calendar of open events](#) by series or theme, including Black and racialized programming, Indigenous programming, and EDID. At the time of writing, the calendar lists over 40 sessions on those themes, including:

- [Transforming our Educational Systems: Responding to the TRC and Federation’s “Igniting Change”](#)
- [Decolonizing Curriculum: Undoing Coloniality and Imagining Liberatory Futures](#)
- [Resisting Racism and Colonialism in Sociology](#)
- [Challenges and Opportunities: Perspectives on Indigenizing and Decolonizing the Social Sciences in Higher Education](#)

Networking lounge (Indigenous Gathering Space)

May 18 and 19, 2022 – 13:00 – 15:00 Eastern Time

Congress attendees are invited to join the Indigenous Gathering Space for an Elder Teaching with Elder Aimee Bailey.

Elder Aimee 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. She also has an Honours Degree in the Humanities from York University and a postgraduate Certificate as a Traditional Practitioner from First Nations Technical Institute (FNTI). Being from the Sturgeon Clan, who are the educators in Traditional communities, Aimee would like you to think of her as a Reference Librarian, someone who could help you to find answers to cultural questions you might have, either from knowledge and experience or by making connections to a wide and varied network of other Indigenous people she knows.



Financial support

Congress fees & complimentary passes

In February 2021, the Federation announced Congress 2021 fees would be waived for students who self-identify as Black or Indigenous. In addition, community passes would be 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.

Congress 2022 follows the same fee model with an investment of \$90,000 to ensure access to Congress for Black and Indigenous students and community members.

New Virtual Congress Child and Dependent Care Subsidy

In March 2022, the Federation announced the launch of its [Virtual Congress Dependent Care Subsidy pilot program](#) as part of its commitment to creating an accessible, equitable, inclusive, and decolonized Congress experience for all attendees. This program provides financial support of up to \$200 to enable Congress presenters with dependent care responsibilities to participate in virtual Congress activities. Each member association is responsible for allocating this subsidy according to specific eligibility criteria.

International Keynote Speaker Support Fund

The International Keynote Speaker Support Fund offers financial assistance of up to \$1,000 to help bring international speakers to association conferences. Keynote events supported by the fund are 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.

This year, the Federation has stated that it is particularly interested in those relating to reconciliation between Indigenous and non-Indigenous peoples, equity, diversity, inclusion, and decolonization, and the Congress 2022 theme *Transitions*.

In 2022, 18 associations are receiving funding from the International Keynote Speaker Support Fund.

Aid for Interdisciplinary Sessions Fund

The Aid for Interdisciplinary Sessions Fund offers 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 are open to the public and all registered attendees, are fully integrated into the conference programs of each association involved and are promoted by the Federation in the online calendar of open events.

This year, the Federation is particularly interested in those relating to reconciliation between Indigenous and non-Indigenous peoples, equity, diversity, inclusion, and decolonization, and the Congress 2022 theme *Transitions*.

In 2022, 14 associations are receiving 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 receives a set number of CGMAs, allocated based on membership size. The Federation is committed to increasing equity, diversity, inclusion, and decolonization in all its funding programs, and encourages associations to do the same.

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

Accessibility

Platform accessibility

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

- Responsive platform design
- Bilingual platform (English/French toggle)
- 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 associations

Accessibility provisions by request

Congress attendees who require additional services that are not currently being offered can request additional support by completing an Accessibility Needs and Information Questionnaire as part of the registration process before April 15, 2022. Completion of the questionnaire will assist the Federation and the attendee's association in pre-arranging requests.



Here are some of the options offered:

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

To assist associations in planning an accessible meeting, it is critical to know in advance the specific needs of members planning to participate. The information collected is shared with the corresponding association to facilitate the accessibility request.

If an attendee chooses to withhold their contact details from associations for privacy reasons, the relevant association will only receive information regarding the accommodation requested, and not the individual's identity. The Federation will work with associations to provide resources to meet these requests as their accessibility inventory allows.

Reference materials for association organizers can be found in the Organizers Portal dedicated to associations' conference organizers, including a Planning Guide and a Virtual Tool Kit. The Federation also provides accessibility tips and guidelines for associations regarding issues such as communication and documents, support persons, meeting space and logistics, presenters, and programming.

Recommendations for presentation materials

The Congress section of the Federation website includes a [Speaker Service Centre](#) that outlines 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 2022. Congress presenters are 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. Wherever possible, we will incorporate these findings for 2022 and in our plans for future Congresses.

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



Congress 2023



[Congress 2023](#) will take place at York University's Keele and Glendon campuses in Toronto. York's chief ambassador for Congress 2023 will be [Dr. Andrea Davis](#), who as Academic Convenor will liaise with faculty, students, administrators, and community partners to build an exciting Congress program.

Under the theme *Reckonings and Re-Imaginings*, Congress 2023 will honour Black and Indigenous knowledges and cultures, and centre the diverse voices and ideas of scholars, graduate students, policymakers, and community members on vital conversations about the most pressing issues facing our world.

Future Congresses

The Federation is currently [accepting proposals](#) to host Congress in 2024, and expressions of interest for Congress 2025, 2026, and 2027. 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, and is encouraging institutions to submit proposals around this theme.

Supporting member dialogue, engagement, and collaboration

The Black Canadian Studies Association (BCSA)

The Federation renewed its collaboration and signed an agreement with the Black Canadian Studies Association (BCSA) in December 2021, to support the BCSA and its members towards a strong conference in 2022 and beyond. The BCSA will be participating in Congress 2022 as member of the Federation. Details of their 2022 conference: [Black Solidarities, Thought, and the Quest for Black Freedom](#).

Member Forums

The Federation hosted a Member Forum on EDID 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 are 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.



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.

To date, 21 of our member organizations have adopted the Charter, and we continue to encourage our member associations, institutions, and affiliates to read, discuss, support, and promote the document.

We look forward to expanding our commitments to EDID, and updating you with our achievements and progress in the next few months.

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.



Annex: Federation’s activities in support of Equity, Diversity, Inclusion, and Decolonization

More information at www.federationhss.ca/edid.

Timeline	Action	“ Igniting Change ” recommendations
2022		
March 2022	The Federation develops an Indigenous Protocols & Guidelines Document for Congress 2022	1, 14
March 2022	The Federation creates a Child & Dependent Care Subsidy for Congress 2022	27
March 2022	The Federation holds Member Forum for associations and members on accessibility	8
March 2022	The Federation develops a position for EDID, Research Assistant	10
January 2022	The Federation waives Congress 2022 fees for students who self-identify as Black or Indigenous, and make community passes complimentary for participants who self-identify as Black or Indigenous	13, 29
January 2022	The Federation provides accessibility tips for Congress presenters	4-5
January 2022	The Federation issues a Request for Proposal seeking university partners to host a future Congress with a theme centered on Black Studies in Canada, anti-Black racism, and decolonization	3, 6
2021		
December 2021	The Federation establishes an agreement with the Black Canadian Studies Association (BCSA) for Congress 2022	2,3,20
November 2021	The Federation holds its first virtual Member Forum for associations on EDID	8
November 2021	The Federation hires a new staff position of Senior Advisor, EDID	10
October 2021	The new Standing Committee on EDID holds its first meeting	9
October 2021	The Federation appoints Chair of the new Standing Committee on EDID	9
October 2021	The Federation establishes a new standing Committee on EDID	9
October 2021	The Federation releases an update on its EDID work and commitment	5
April 2021	The Federation releases its EDID Action plan (five-point Action Plan)	5



April 2021	The Federation endorses the Charter on EDID in the Social Sciences and Humanities	7
March 2021	The Congress Advisory Committee on EDID releases " Igniting Change ", the final report and recommendations	8
February 2021	The Federation waives Congress 2021 fees for students who self- identify as Black or Indigenous, and complimentary passes for Black and Indigenous community members were provided	13