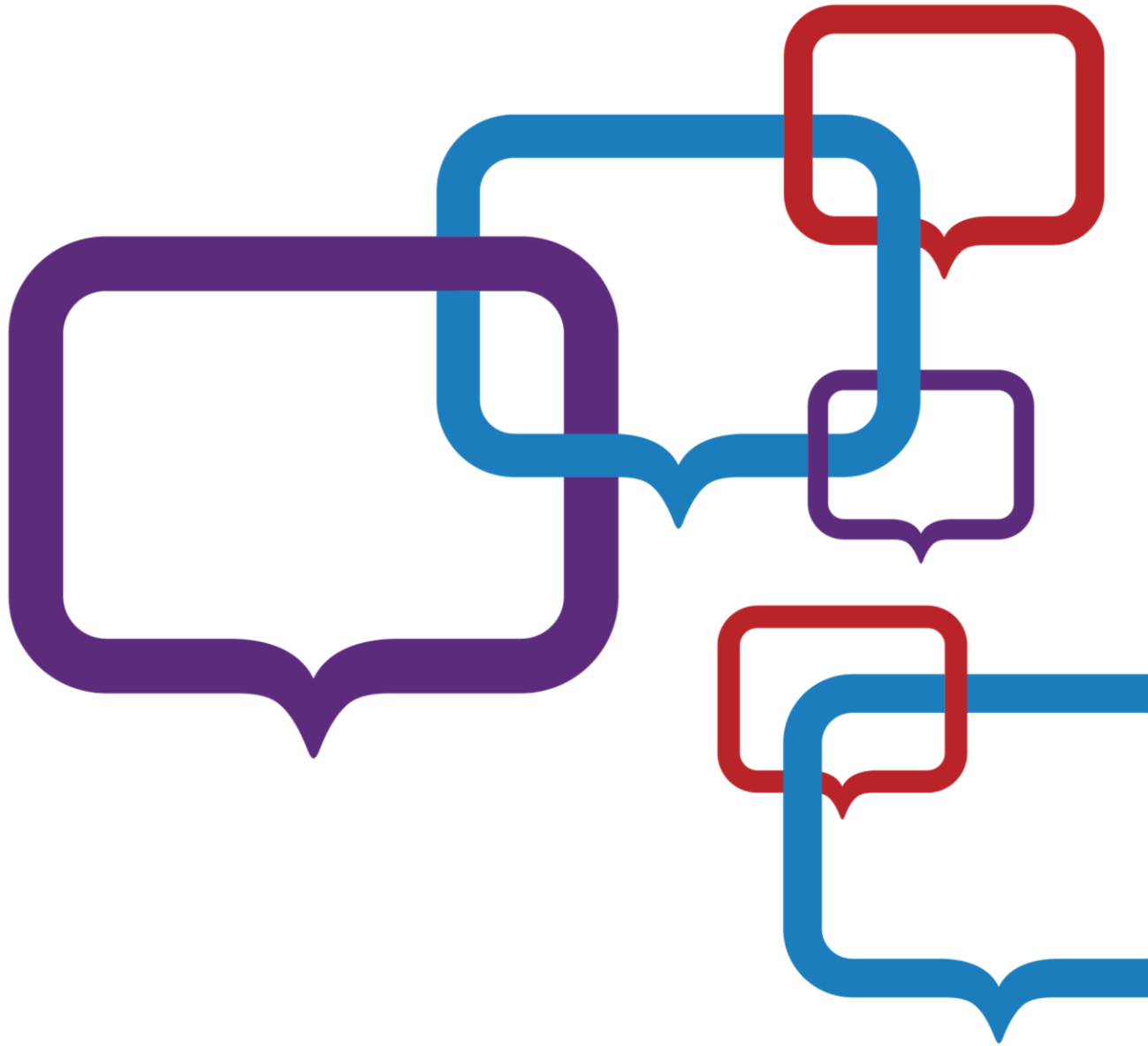




FEDERATION FOR THE
**HUMANITIES AND
SOCIAL SCIENCES**

FÉDÉRATION
**DES SCIENCES
HUMAINES**



EDID Progress Update

April 25, 2023

Federation for the Humanities and Social Sciences



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Introduction

Since the [first](#) and [second](#) EDID progress updates were released in April and October 2022 respectively, we have continued implementing the 43 recommendations of the [“Igniting Change” report](#). The following outlines new developments and initiatives carried out over the past six months.

Financial support

EDID Initiatives Fund

In February 2023, the Federation piloted the EDID Initiatives Fund, a new funding opportunity that supports member associations in developing initiatives that advance equity, diversity, inclusion, and decolonization (EDID).

Scholarly associations can apply for up to \$3,000 towards EDID initiatives twice a year. Here are some of the projects that were selected as part of the spring 2023 cycle:

- Canadian Association for Theatre Research (CATR) - Anti-oppressive, Anti-racist (AO/AR) & DEI Training for CATR Board (training)
- Association des professeur.e.s de français des universités et collèges canadiens (APFUCC) - Au-delà de l'inclusion : pour une pédagogie critique, intersectionnelle et décolonisante (workshop)
- Indigenous Literary Studies Association (ILSA) - Decolonizing Storytelling: Biidaaban: First Light Installation and Discussion (event)
- Canadian Society for the Study of Education (CSSE) - Learning from local Indigenous communities: Decolonizing university spaces through meaningful connections (event)
- Canadian Theological Society (CTS) - Dignity, Equity, and Justice at the Canadian Theological Society (event)
- Environmental Studies Association of Canada (ESAC) - ESAC's journey towards equity, diversity, inclusivity and decolonization (two events)
- Canadian Association for Food Studies (CAFS) - Reconciling Food Systems (workshop)

More information at www.federationhss.ca/edid-initiative-fund.

Indigenous language translation grant

Scholarly Book Awards

In April 2023, the Federation announced a major new investment in Canadian scholarly books, through its flagship Scholarly Book Awards (formally known as the ASPP). Over the next three years, \$800,000 in new funding will be invested in the publication and translation of scholarly books, building on over 80 years of contributions to Canadian scholarship and more than 8,000 books published to date.





In addition to supporting Open Access publications and increasing translation grant amounts, the program will now award a \$30,000 grant each year to an Indigenous language translation.

This increased support will forge meaningful pathways to success for authors and their works, expanding opportunities to publish exceptional scholarship in Canada in different languages and formats.

More information at www.federationhss.ca/scholarly-book-awards.

Big Thinking Podcast

In November 2023, the Federation launched the Big Thinking Podcast, a show that features leading researchers in the humanities and social sciences in conversation about the most important and interesting issues of our time.



EDID topics have been front and centre, with discussions on race, bilingualism, Indigenous issues, Black beauty, and women's rights, amongst others. The podcast also opened up opportunities to engage with our community of researchers on a national scale, tapping into the breath of expertise our HSS disciplines offer, and creating a new platform for research dissemination.

Season 1

- **Episode 1 with Madeleine Mant**, University of Toronto - [Are pandemic times really unprecedented?](#)
- **Episode 2 with Carl E. James**, York University - [How does race shape the experiences, education, and achievements of Black youth?](#)
- **Episode 3 with François Larocque**, University of Ottawa - [Is bilingualism in peril in Canada?](#)
- **Episode 4 with Terence Day**, Fraser University and **Thi Kim Thu Le**, University of Windsor - [What will hybrid or online learning look like going forward?](#)
- **Episode 5 with Natalia Khanenko-Friesen**, University of Alberta - [What don't we understand about the war in Ukraine?](#)

Season 2

- **Episode 1 with Naomi Lightman**, Toronto Metropolitan University - [Who cares for the caregivers?](#)
- **Episode 2 with Allan Downey**, McMaster University and **Janice Forsyth**, University of British Columbia - [Is sport a means for Indigenous self-determination in Canada?](#)
- **Episode 3 with Cheryl Thompson**, Toronto Metropolitan University - [From the Jheri Curl to TikTok: Canada and the global business of Black beauty](#)
- **Episode 4 with Claire Battershill**, University of Toronto - [What is the future of books?](#)
- **Episode 5 with Lai-Tze Fan**, University of Waterloo – [How worried should we be about ChatGPT?](#)
- **Episode 6 with Marie-Laurence Raby**, Laval University – Abortion rights and reproductive justice in Quebec. (release date: April 27)



Accessible communications

The Federation is taking action to ensure that its communications are accessible to people with disabilities.

Federation website

The Federation's website maintains several best practices to ensure an accessible experience.

- The website was built in the fall 2021 to be WCAG 2.0 compliant. An audit is scheduled for the fall 2023, and work will follow to reach the next level of compliance.
- All images on the website have set alt-text in both English and French.
- Page and paragraph headings are structured in an established descending order to maintain page navigation and operability.
- Hyperlinks within pages are encoded and visually marked according to whether a link directs to a page within the same site, or an external site.
- Any video content within the site is presented with captions in both English and French.
- Pages and textual content maintain strong visual contrast, using white background and predominantly black text.
- Colour text is tested to pass a contrast checker.
- Web HTML is parsable, with clear start and end tags and unique element IDs.

Read our accessibility statement at www.federationhss.ca/en/accessibility.

Email campaigns

Emails sent on behalf of the Federation are delivered in both English and French, with the entirety of email content additionally hosted on a clear web version on the Federation's website. Links to these pages are at the top of every email.

All images and graphics in email campaigns include alt-text in both languages. Links to pages within the email body are at the end of sentences, with clear directions within the link, i.e., 'Learn more'.

Social media

All images and graphics on social media include alt-text in both French and English (except videos, as the alt-text option on videos is not available on most social media platforms).

For the accompanying text, we make sure to use a gender-neutral form in both French and English.

Links to pages within the caption message are at the end of the sentences, with a clear direction, i.e., 'visit the link'.



Gender neutral form

The Federation uses gender neutral language in both English and French. In English, ungendered pronouns (they/them) are used for all communications. In French, the Federation employs a decimal system to present gendered French words in a gender-neutral form, i.e.:

- Étudiants = étudiant.e.s
- Chercheurs = chercheur.euse.s

Congress 2023 Action Plan

About Congress 2023

Congress 2023 is organized in partnership with York University, home to one of the largest and most diverse student bodies in Canada with 54,500+ students from 172 countries. Over 8,000 scholars, graduate students, and practitioners in the humanities and social sciences (HSS) will come together in Toronto and share their research at the first in-person Congress since 2019.

Under the leadership of Academic Convenor Dr. Andrea Davis, the conference will support equity, diversity, inclusion, and decolonization (EDID), and, building on two virtual Congresses, feature virtual components to accommodate participants joining remotely.

Under the theme “Reckonings and Re-imaginings,” Congress will honour Black and Indigenous knowledge and cultures, and centre the diverse voices and ideas of scholars, graduate students, policymakers and community members to vital conversations about the most pressing issues facing our world.

The Federation and York University have worked to incorporate EDID into all planning and programming for Congress 2023, guided by [Part III of the report, Better Practices for an Inclusive Conference](#). This section remains a valuable resource for associations participating in Congress.

Indigenous protocols and recommended practices

York University and the Federation are committed to creating an inclusive and respectful environment for Congress 2023 and to that effect, created [a document outlining Indigenous protocols and recommended practices](#). The purpose of this document is to provide guiding principles for association organizers as they strive to respect and honour the protocols of host Indigenous communities in and around Tkaronto and the Dish with One Spoon Wampum Belt area.

congress 2023
OF THE HUMANITIES AND SOCIAL SCIENCES
Reckonings & Re-Imaginings





These guidelines outline observances to be followed by community members who wish to respectfully engage Indigenous knowledges. However, we encourage individuals to connect with us (CongressInfo@yorku.ca) and/or Knowledge Keepers for more in-depth knowledge on any of these topics.

Official welcome

During the opening reception on May 26, 2023, York University senior leadership and the Congress 2023 Academic Convenor will acknowledge the peoples and traditional lands we are occupying, as a way of recognizing and expressing our respect for Indigenous peoples and their many contributions, past- and present.

The opening reception is intended to officially welcome all Congress attendees as they prepare to participate in their association conferences and other Congress activities. Associations that wish to include a territorial acknowledgement in their own programming are invited to consider the land acknowledgement identified below.

Official territorial acknowledgement

We recognize that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

Pronunciation guide

- Anishnabek: (ah-nish-naw-bek)
- Haudenosaunee: (hoodt-en-oh-show-nee)
- Métis: (may-tee)
- Tkaronto: (tig-a-ron-toe)

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.



Code of Conduct

The Federation is dedicated to providing a harassment-free Congress experience for everyone. 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](#).

Remote participation also requires the attendee to agree to the Virtual Terms of Use as well in support of the Code of Conduct.

Responding to incidents of harassment, bullying, and discrimination

As part of the Federation’s commitment to attendees, Congress 2023 has appointed an Ombudsperson to receive complaints, carry out a review, and make recommendations to the Federation.

During Congress, the Ombudsperson can be contacted via a link on the virtual conferencing platform, as well as via email at congressh.ombuds@gmail.com.

Gender pronouns

Sharing of pronouns reminds us not to make assumptions about people’s identities and can 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.

The registration badge provided for Congress 2023 will have dedicated space to add pronouns for attendees who wish to share them.

For more information on gender pronouns, visit www.mypronouns.org.



Gathering spaces

Gathering space for Indigenous scholars and graduate researchers

The Congress Scholarly Planning Committee, in partnership with the Centre for Indigenous Student Services, is pleased to provide a space where Indigenous scholars and graduate researchers can gather during Congress 2023. This space will allow Indigenous participants across their various scholarly associations and disciplines to connect with each other, share ideas, and build community. It also includes a quiet space where Indigenous colleagues can work or think quietly during the hectic week of Congress.

The gathering space is located in the Centre for Indigenous Student Services, York Lanes (YL), room 246 and will be open from 9am to 4pm daily during Congress.

Gathering space for Black scholars and graduate researchers

The Congress Scholarly Planning Committee, in partnership with the Harriet Tubman Institute, is pleased to provide a space where Black scholars and graduate researchers can gather during Congress. This space will allow participants who self identify as Black to connect with each other, share ideas, and build community across their various scholarly associations and disciplines. It also includes a quiet space where Black colleagues can work or think quietly during the hectic week of Congress.

The gathering space is located in the Harriet Tubman Institute, York Lanes (YL), room 321 and will be open from 9am to 4pm daily during Congress.

Gathering space for Black, Indigenous, People of Colour scholars and graduate researchers

The Congress Scholarly Planning Committee, in partnership with the Centre for Research on Latin America and the Caribbean (CERLAC), is pleased to provide a space where Black, Indigenous, and People of Colour scholars and graduate researchers can gather during Congress. This space will allow racialized participants across their various scholarly associations and disciplines to connect with each other, share ideas, and build community. It also includes a quiet space where racialized colleagues can work or think quietly during the hectic week of Congress.

The gathering space is located in the Centre for Research on Latin America and the Caribbean, Kaneff Tower (KT), room 816 (8th floor) and will be open from 9am to 4pm daily during Congress.

Gender-neutral washrooms

York University's campus consists of many gender-neutral washrooms. All Congress attendees will have access to gender-neutral washrooms in all buildings where they will be present.

Specific associations have been given specific rooms to ensure that the building assigned for their conference has a sufficient number of gender-neutral washrooms to accommodate their members.

Up to date information can be found at www.federationhss.ca/en/local-amenities.



Financial support

The Federation offers funding programs to help support association's programming and facilitate graduate student participation at Congress.

Complimentary Congress registration for Black and Indigenous attendees

Again in 2023, the Federation will provide complimentary conference access for students who self-identify as Black or Indigenous, and complimentary community passes for Black and Indigenous participants. 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.

Congress 2023 follows the same fee model with an estimated investment of \$148,000 to ensure access to Congress for Black and Indigenous students and community members. More information at www.federationhss.ca/en/congress/congress-2023/register#BI.

Open Programming Fund

This year, the Federation launched the Open Programming Fund. This fund is intended to support sessions that embody the values of Congress as a place to hold critical conversations, hear from a diverse set of voices, share findings, refine ideas, and build partnerships to help shape the Canada of tomorrow. This fund – which consolidates two previous Congress funds that were available to associations: the International Keynote Speaker Support Fund and the Aid for Interdisciplinary Sessions Fund – provides associations with up to \$2,500 in financial support for open sessions at Congress 2023.

This year, 38 Congress open events by 33 associations have been awarded. More information at www.federationhss.ca/en/congress/congress-2023/funding.

Congress Graduate Merit Award (CGMA)

In 2023, the Federation continues to facilitate the participation of graduate students in Congress activities. The Congress Graduate Merit Award (CGMA) program consists of a \$500 prize amount and has two main objectives:

1. As a merit-based award, it serves to recognize and celebrate the academic excellence of deserving graduate students who present their work at Congress;
2. The award's financial value is primarily meant to help offset costs associated with participating in Congress.

All associations who plan to hold a conference at Congress 2023 receive a set number of CGMAs to allocate to their most deserving graduate student members. The number of graduate students each association can endorse through the program is based on their respective membership size.

This year, the CGMAs will support 38 graduate students participating in Congress 2023.

More information at www.federationhss.ca/en/congress/congress-2023/funding.



Congress Child and Dependent Care Subsidy

The Congress Child and Dependent Care Subsidy program helps offset the cost of child and dependent care for participants in Congress 2023. It consists of a reimbursement of up to \$200 for eligible expenses.

All associations holding a conference at Congress 2023 receive a set number of subsidies to allocate to their members. The number of subsidies each association can endorse through this program is based on their respective membership size. Each subsidy consists of a reimbursement to the attendee for expenses up to \$200.

In 2023, the subsidy will support 21 Congress presenters with their child and dependent care responsibilities.

Making Congress accessible

Congress 2023 is the first Congress in history to offer both in-person and virtual sessions. Steps were taken to make that experience accessible to all.

Accessibility provisions by request

Congress attendees who require specific services can request support via their registration form for Congress 2023. Completion of the questionnaire will be shared with York University to assist the Federation and the attendee's association in pre-arranging requests.

Here are some of the options offered:

- Specialized seating (e.g. chair without arm rests)
- Priority seating (e.g. near access door; front of room)
- Sign language interpretation
- Assistive listening device
- Real-time captioning
- Alternative formats of written material
- Mobility assistance on campus
- Accessible lectern (for presenters)
- Seating during presentation (for presenters)

Other accessible services

Mobility services will also be available on the York university campus, including a Congress map that displays mobility shuttle routes and mobility service pick up points. Volunteers at Congress will be familiar with building access points to ensure mobility-required attendees are provided adequate assistance.

Other accessible services include wheelchair assistance, accessible washrooms, quiet spaces, and child care, among others. More information at www.federationhss.ca/en/congress2023/accessibility-onsite.



Virtual Congress platform

The Federation has been working with [BW Events](#) to build a new virtual Congress platform that will host live and recorded remote sessions during Congress.

The Federation also contracted [Level Access](#) to audit the platform and provide recommendations to ensure its accessibility now and in the future.

Programming

Registered conference attendees and members of the public registering with a community pass can access over 200 sessions hosted by the Federation, York University, our partners, and some participating associations, listed at www.federationhss.ca/en/congress/calendar-open-events.

Congress 2023 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 lecture series at Congress 2023 will amplify the Congress theme, “Reckonings and Re-imaginings,” 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 around 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

Confirmed Big Thinking speakers for Congress 2023 at this time:

- [Re-imagining Black Futures](#) - with **The Right Honourable Michaëlle Jean**
- [Seeds of the future: Climate justice, racial justice, and Indigenous resurgence](#) – with **Alanis Obomsawin**
- [Thinking across differences: Decolonial, anti-racism and feminist perspectives](#) – with **Joyce Green, Gina Starblanket, Rinaldo Walcott, and Christina Sharpe**

More information at www.federationhss.ca/congress2023/bigthinking.



Career Corner workshops

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-Imaginations,” 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.

Here is a selection of Career Corner Sessions on EDID topics:

- [Centering Racial and Social Justice in your Curriculum](#)
- [Reckoning and Re-Imagining Research with Community: The Story of Jane and Finch](#)
- [Creative Communities: Activating Decolonizing Research Methodologies for Social Change](#)
- [Becoming an Inclusive University: Making Space for Indigenous and Black Scholars](#)

All Career Corner workshops can be found at www.federationhss.ca/en/congress/congress-2023/career-corner.

Expo

Congress Expo provides a chance to browse Canada’s largest showcase of academic books, and network with a variety of publishing companies who want to connect with you and chat about publishing opportunities.

Open to all, Congress Expo historically features 50+ exhibitors who lead thought-provoking discussions, career presentations, and book launches and signings.

For Congress 2023, the Federation is proud to sponsor a new exhibitor, [Another Story Book Shop](#), who sells a broad range of literature for children, young adults and adults with a focus on themes of social justice, equity, and diversity.

All Expo exhibitors can be found at www.federationhss.ca/congress2023/expo.

Future Congresses

The Federation is currently assessing expressions of interest for Congress 2025, 2026, and 2027. Bidding institutions are asked to demonstrate their commitment to EDID during all stages of conference planning. [Read more.](#)



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