



FST IDEA Committee

2023–2026 Goals

Proposed multi-phase approach

Year 1
(2023–2024)



VISIBILITY AND
EDUCATION



Year 2
(2024–2025)



ENGAGEMENT AND
CONNECTION



Year 3
(2025–2026)



CULTURE AND
COMMITMENT



Year 1: Visibility and Education

Goals:

- The goal of the first year of the multi-year plan is to **establish a strong foundation** for the development of an IDEA culture within the Faculty and to create a strong framework for the IDEA Committee that will ensure continuity into the future.
- Create awareness around inclusivity, diversity, equity, and accessibility (IDEA) within the Faculty of Science and Technology:
 - Promote IDEA events,
 - Celebrate IDEA initiatives
 - Provide opportunities for IDEA training
 - Develop IDEA resources



Year 2: Engagement and Connection

Goals:

- To engage all members of the Faculty in the development of an IDEA culture by:
 - Providing continued and additional training and professional development opportunities
 - Promoting data-informed and evidence-based decision-making
 - Advocating for the integration of IDEA best practices



Year 3: Culture and Commitment

Goals:

- Strengthen the IDEA culture within the Faculty
- Ensure accountability for inclusion, diversity, equity, and accessibility efforts in FST
- Plan for the next phase of IDEA activities