



# Understanding Equity in Recruitment

GCSR Recruitment  
Workshop 2024

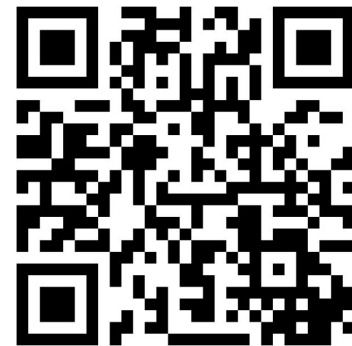
Equity & Outreach Recruitment Committee

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We begin this dialogue by acknowledging that we are each meeting on traditional land that has been inhabited by Indigenous peoples from the beginning. We gratefully acknowledge all 46 territory treaties and agreements within Ontario and the many First Nations, Inuit and Métis peoples who live, learn and work here today. May we honour our relationship to the land and these Indigenous peoples in our mission to facilitate access to university education in Ontario for all.



## Land Acknowledgement



**INTERACTIVE  
ACTIVITY:**  
Who is joining us  
today?

Go to [menti.com](https://www.menti.com)

**CODE: 1350 0088**



## Interactive Activity

Questions on Menti:

- Did you attend college or university?
- Did you feel empowered as a youth to attend college or university?

Go to [menti.com](https://menti.com)

**CODE: 1350 0088**

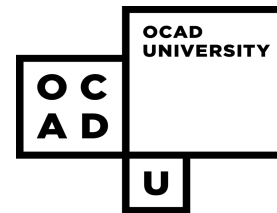




## What is the EORC?

The EORC is a collective of recruitment and admissions staff from Ontario's universities that are dedicated to advancing equity, diversity, inclusion, and access to education for historically underrepresented and excluded communities

The EORC was formed in 2022.



Meet the EORC!

# Why this matters

Opening doors instead of closing them!

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You will be speaking with  
students who come from  
unique backgrounds!



The non-traditional student journey





# Intersectionality

# Bias

Take some time to  
reflect by yourself

- Who belongs at university vs who do we see at university?
- Traditional pathways vs non-traditional pathways
- What priorities did you have as a high school student?
- What priorities does your university have in admissions & student support (ie. grades, extracurriculars, etc.)?





## Common Terms

- Intersectionality
- Equity vs Equality
- Diversity
- Racism vs anti-racism
- Inclusion
- Social justice
- Accessibility
- Barriers to education

Remember: you do not need to be an expert!





## Barriers to Education

- Knowledge Gap (First Gen)
- Historical underrepresentation
- Financial Barriers
- Academic Barriers

While we may not be in a place to *resolve* these barriers,  
we can help students *navigate* these barriers!



## Key Influencers

- Family like parents/siblings, particularly if they have attended a Canadian university
- Guidance Counsellors & Grad Coaches
- Sports Coaches, Spiritual Leaders, Community Organizations, etc.

How can we leverage these key influencers to empower students from equity-deserving groups?

# Community

Students need to know they are not the only one who has faced these barriers!

- Learn about student clubs, support services and safer spaces for these students
- Representation can be found at the student/peer level, among staff, and among faculty members
- Focus on excellence – *not only* are there people here with similar experiences to you, but they *succeed* as well

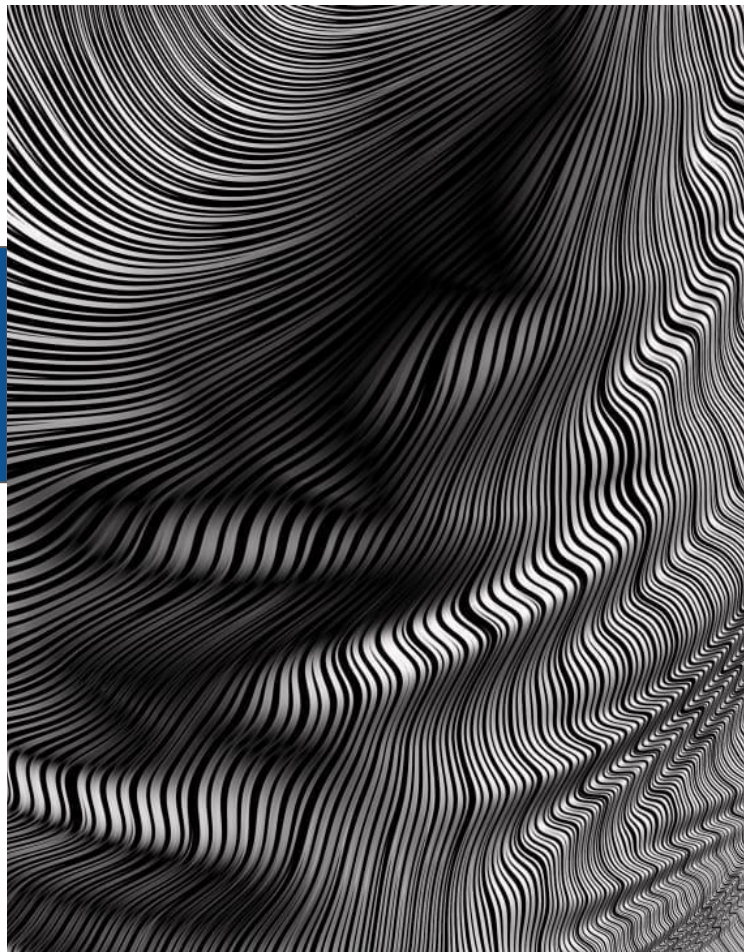




# What impacts a student's decision?

Some key items students may want to know if they are experiencing barriers to education

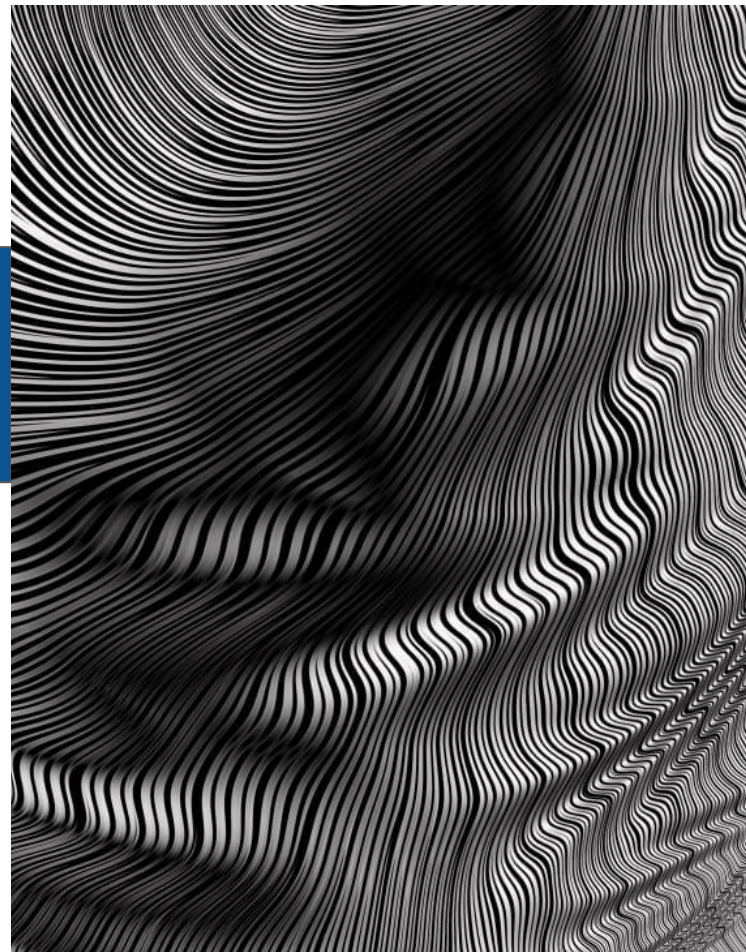
- Funding Opportunities
  - There are typically special entrance awards and scholarships for students from equity-deserving groups
  - Expand outside your institution – funding can come from religious institutions, local government centres, and local organizations
  - Equality vs equity  $\neq$  gatekeeping



# What impacts a student's decision?

Some key items students may want to know if they are experiencing barriers to education

- Campus Community Opportunities
  - How can students with barriers receive support at your institution?
  - How can students meet other people in the community with similar experiences to them?
  - Expand outside campus - what opportunities in the city are there to engage in their own community/ culture (ie. cultural foods, haircare, religious institutions, etc.)
  - How far is your school from their hometown, and how will they get home for holidays and breaks?







## You've got homework!

Find out what resources are available at your uni that support equity-deserving students:

- Bursaries, Scholarships
- Learning Supports and Academic Accommodations
- Affinity spaces that support community building

Actionable for everyone



# We are here for you

## **EORC Executive:**

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Reach out if you have questions!