

Smith Community Supporting the Smith Equity, Diversity, Inclusion, & Indigenization (EDII) Action Plan



Our Commitment

Smith School of Business is committed to cultivating a vibrant, diverse and inclusive academic and work environment rooted in a culture of mutual respect and equity so that all members of our community feel safe, possess a strong sense of belonging and are empowered to thrive.

We recognize that access, equity and inclusion are vital to our school's future and to developing global citizens with the broad knowledge, skills and perspectives needed to contribute meaningfully to society as well as advancements in business.

We invite our Smith community to join us.

How can you help students today?

Contribute your time, talent, treasure, and testimony to improve diversity and inclusion:

- ✓ Commit your time and expertise through informal coffee chats, speaking opportunities, mentorship, allyship, student clubs, events, and competitions
- ✓ Recommend Smith for your company talent needs
- ✓ Create or fund paid summer internships for students who are members of an equity-seeking group or who will intern with businesses that have displayed a demonstrated commitment to equity, diversity and inclusion
- ✓ Support student financial aid to help make Smith more accessible to students identifying as members of an equity-seeking group
- ✓ Give to Smith's EDII fund to support actions and initiatives that promote a culture of inclusion
- ✓ Help with recruitment outreach initiatives to build community among students from under-represented groups including mentorship and transitioning to study at Smith
- ✓ Remember *Queen's University at Kingston* in your will and make a legacy gift to support Smith students in the future



Priority Philanthropic Opportunities

Help support and create an inclusive environment for all Smith students.

Student Financial Aid

Promote socio-economic inclusion by reducing financial barriers and enabling a student(s) to pursue their dreams:

- Create your own named endowed or expendable fund to help a student(s) by providing an award (needs-based) or scholarship (merit-based)
- Participate in your class reunion campaign
- Give a gift of any amount to the Commerce Bursary Fund or allocate your gift to support students in any Smith program
- Remember *Queen's University at Kingston* in your will

Strategic Plan Target: Raise \$10M in new gifts for student financial aid (80% endowed) by 2023; have five class endowed funds over \$1M and 10 over \$500K (representing a 40% and 30% increase, respectively, over current endowed levels) and confirm 15 new bequests by end of fiscal 2026.

Equity, Diversity, Inclusion, and Indigenization (EDII) Fund

Donations to this fund will support EDII-related actions initiated by the Smith School of Business community that will support the student body as a whole.

- Enable Smith to provide targeted outreach recruitment opportunities and programming – such as high school outreach programs and an Indigenous summer camp – that encourage students identifying as members of an equity-seeking group to apply to study business
- Contribute to funding reserved to support student advising and counselling
- Help Smith supplement internship opportunities for students who identify as members of an equity-seeking group
- Contribute to the Blue Sky initiative, which provides funding for innovative projects put forth by Smith students, faculty and staff. Examples of recent approved proposals range from a speaker series podcast and film screening to equity and diversity education resources and teaching materials.
- Support Smith in updating the physical characteristics of Goodes Hall and SmithToronto (e.g. artwork, land acknowledgements, signage, photos of under-represented business leaders, etc.) to ensure a safe, inclusive, and welcoming environment for all
- Provide memberships for faculty and staff with the Canadian Centre for Diversity and Inclusion to engage in training and educational opportunities that will benefit students and promote a commitment to diversity, equity, and inclusion

Please note, the EDII fund will not be used as a source of financial aid for individual students. If you prefer to directly support student financial aid or are interested in other opportunities to get involved, please contact the Development and Alumni Engagement team to discuss your desired impact at smithalumni@queensu.ca or 1.855.572.1536.