



**UNIVERSITY
OF ALBERTA**



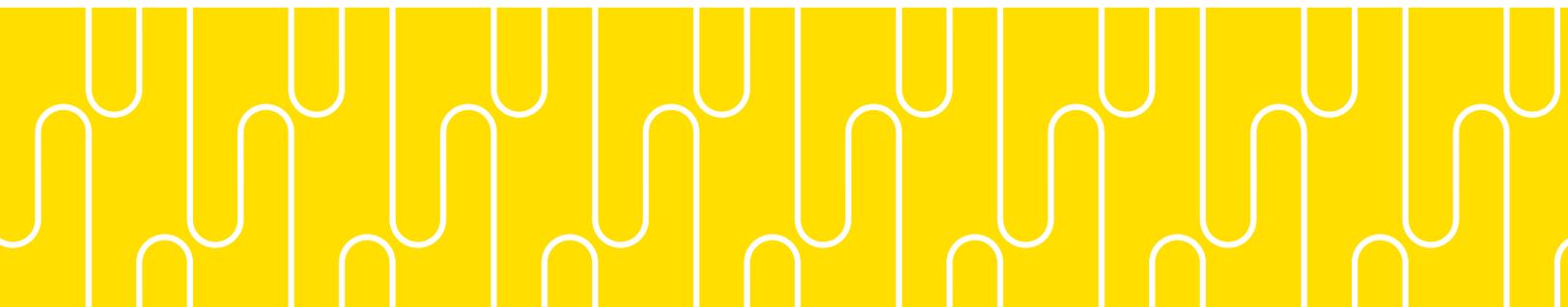
2025

Changing the Story

An Integrated Action Plan for Transforming Our Vibrant
and Interconnected University Community

Individual Action Planning Workbook

Building and sustaining a vibrant and interconnected university community requires all of us. Each of us can be pattern-changers, world-makers and cycle-breakers. We invite you, in your role as a researcher, teacher, staff member, student or community ambassador, to use this template to identify the actions you will take to help make our new institutional story a reality.



Trajectory #1

Supporting Uncomfortable Encounters

Supporting Uncomfortable Encounters represents our institutional commitment to fostering spaces where freedom of expression, intellectual pluralism, individual consent and dissent can co-exist. Consider the following questions as you identify actions in this trajectory.

- How do we acknowledge that history is not singular and use the processes of **collective remembering** as a foundation for meaningfully and carefully engaging with tension, discomfort and disagreement?
- How do we ensure **love** (rather than fear, power, or comfort) is positioned as our guiding ethos when developing spaces intended to promote freedom of expression, intellectual pluralism, individual consent and dissent?
- How do we embrace our **interconnectedness** in ways that reject a politics of sameness?

What skills or experiences do you have that could help your unit, college, faculty, department, or other groups you work with meaningfully engage within and across difference?

Thinking about your unique skills, what actions could you take to help foster spaces where freedom of expression, intellectual pluralism, individual consent and dissent can co-exist?

**Think about the actions you can take within your sphere of influence.*

What other people/areas of the institution would need to be involved?

How will you know if you've been successful?

Trajectory #2

Enhancing Expansive Excellence

Enhancing Expansive Excellence represents our institutional commitment to acknowledge the relationship among intellectual pluralism, diverse experiences, participation and quality. True innovation involves engagement not just with what we already know but with novel and wide-ranging perspectives, ideas, theories and methods that drive creativity. Consider the following questions as you identify actions in this trajectory.

- How do we promote **mutual flourishing for all** when developing new decision-making frameworks in the areas of admissions, hiring, promotions and recognition?
- How might we embed processes of **collective remembering** into our decision-making frameworks so that we can account for historical harms and ongoing inequities?
- What processes are necessary to engage our **critical consciousness** in ways that illuminate which systems, structures, policies and practices need to be transformed?

What skills or experiences do you have that could help your unit, college, faculty, department, or other groups you work with to acknowledge, and better understand, the relationship between diverse perspectives, ideas, theories and methods and quality?

Thinking about your unique skills, what actions could you take to support the sharing of diverse perspectives, ideas, theories and methods?

**Think about the actions you can take within your sphere of influence.*

What other people/areas of the institution would need to be involved?

How will you know if you've been successful?

Trajectory #3

Ensuring Access to Academic and Community Life

Ensuring Access to Academic and Community Life refers to our institutional commitment to confirm all students, staff and faculty have the support they need to flourish. There are many ways to reduce recurring and preventable barriers. Consider the following questions as you identify actions in this trajectory.

- How do we promote **mutual flourishing for all** when deciding which barriers to remove or reduce?
- How might processes that engage our **critical consciousness** create opportunities to identify tangible solutions that can be applied across a range of areas and initiatives?
- How might processes that centre **creation and community building** increase access to institutional services, spaces and resources?

What skills or experiences do you have that could help your unit, college, faculty, department, or other groups you work identify and address recurring and preventable barriers?

Thinking about your unique skills, what actions could you take to ensure all students, staff and faculty have the support they need to flourish?

**Think about the actions you can take within your sphere of influence.*

What other people/areas of the institution would need to be involved?

How will you know if you've been successful?

Trajectory #4

Nurturing Transformative Collaborations

Nurturing Transformative Collaborations refers to our institutional commitment to not only come together across units, faculties, disciplines and paradigms, but to also question the boundaries of those entities in ways that transform how we collectively work, teach, learn and research. Consider the following questions as you identify actions in this trajectory.

- How can engaging our **critical consciousness** make it easier for us to come together to question and transform how we collectively work, teach, learn and research?
- How does embracing **uncomfortable encounters** allow us to question the boundaries of our units, faculties, disciplines and paradigms?
- How might processes of **creation and community building** increase the possibility of transformative collaborations?

What skills or experiences do you have that could help your unit, college, faculty, department, or other groups you work reimagine how we learn, relate and innovate together?

Thinking about your unique skills, what actions could you take to develop transformational collaborations?

**Think about the actions you can take within your sphere of influence.*

What other people/areas of the institution would need to be involved?

How will you know if you've been successful?

If you would like to share your completed plan in confidence with the Office of Access, Community and Belonging, please upload your document at the following form in

English or **French**.