Interactive Arts and Science (IASC) Undergraduate Program
Review
Year 1 (2022) - FAR Implementation Report
(reviewed 2020-2021)

Recommendation #1

BIPOC [Black, Indigenous and People of Colour] open-rank or cluster hire.

ARC Disposition of the Recommendation
ARC considers the recommendation to be not accepted as hiring initiatives lie outside of its jurisdiction. The Committee recognizes that the Centre and Dean indicate their support of the recommendation and that principles of equity, diversity and inclusion are strongly endorsed by the University through the Brock Institutional Strategic Plan.

Implementation Plan
Recommendation not accepted.

Comments 2022 (unit):
While ARC is not able to accept this recommendation, the unit is fully committed to hiring BIPOC faculty members in future searches. We will work with our Dean, Human Resources, and Human Rights and Equity (HRE) at Brock to do everything we can to attract high-quality candidates. We are heartened by Brock's recent movement towards cluster hires.

Recommendation #2

Advocate for targeted hires.

ARC Disposition of the Recommendation
ARC considers the recommendation to be not accepted as hiring initiatives lie outside of its jurisdiction. The Committee recognizes that the Centre and Dean indicate their support of the recommendation and that principles of equity, diversity and inclusion are strongly endorsed by the University through the Brock Institutional Strategic Plan.

Implementation Plan
Recommendation not accepted.

Comments 2022 (unit):
As with Recommendation #1, while ARC cannot accept the recommendation, this is a key priority for the Centre for Digital Humanities (CDH) and we will continue to work with our Dean, Human Resources, and HRE to ensure we attract high-quality candidates for future searches.

*On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Recommendation #3

Troubleshoot EDI [Equity, Diversity and Inclusion] recruiting.

ARC Disposition of the Recommendation
ARC considers the recommendation to be accepted and in the process of implementation.

Implementation Plan (1st Priority)
Responsible for approving: Centre
Responsible for resources: Centre
Responsible for implementation: Centre
Timeline: Dean of Humanities to report by the
                                         end of academic year 2021/22

Actions	Responsibility	Year One*	Year Two	Year Three
Action #1 Liaised closely with Brock's Human Rights & Equity (HRE) Office and HR during our latest faculty search in Game Design (Fall 2021).	Centre for Digital Humanities (CDH)	C		
Action #2 All CDH members of the search committee underwent HRE's unconscious bias training and were reminded of the CDH's Equity Plan from our Rules & Procedures.	CDH	C		

Comments 2022:
We made EDI a top priority in our most recent faculty search (Fall 2021), working closely with Brock HR and HRE to ensure we attracted a diverse applicant pool. For example, based on conversations with the reviewers during the site visit, as well as HRE, we included language in the job ad which focused on areas of social justice and accessibility in game design. We believe this strategy was successful, as over 60% of our applicants belonged to one of Brock's designated groups, as did 75% of our short-list. The successful candidate also belongs to one of Brock's designated groups. While this is listed as a year one item, EDI recruiting remains a key priority for the CDH. Additionally, all CDH members of the search committee underwent HRE's unconscious bias training, and were reminded of the CDH Equity plan at every phase.

Recommendation #4

Establish program advisory committee (PAC) with explicit diversity targets.

ARC Disposition of the Recommendation
ARC considers the recommendation to establish mechanisms to work towards diversity targets to be accepted for consideration. The Committee understands that hiring initiatives lie outside of its jurisdiction and expects that the Centre is best-positioned to determine appropriate strategies to move forward on this issue.

Implementation Plan (1st Priority)
Responsible for approving: Centre
Responsible for resources: Centre
Responsible for implementation: Centre
Timeline: Dean of Humanities to report by the
                                    end of academic year 2021/22

Actions	Responsibility	Year One*	Year Two	Year Three
Action #1 Discussed forming a PAC at CDH Governance Committee meetings.	CDH	C		
Action #2 Consulted with HRE to best determine how to form a PAC without a commitment of financial resources.	CDH	C		
Action #3 Explored non-monetary forms of compensation for PAC membership.	CDH	C		

Comments (2022):
The CDH has considered the idea of a PAC and wishes to pursue it. While the PAC has not been formed yet, we have been working diligently to devise a plan for forming it in an equitable manner. A key challenge has been resourcing. A PAC of this nature must necessarily include members from marginalized groups, and it is necessary to provide compensation to members for their time commitment. Based on conversations with HRE and others, we have explored (and continue to explore) ways to provide non-monetary compensation (e.g., course credit, placements for graduate students in other units, etc.) for individuals involved in the PAC.

On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)   3

Recommendation #5

Introduce a course in EDI for IDM [Interactive Digital Media].

ARC Disposition of the Recommendation
ARC considers the recommendation to be accepted and in the process of implementation.

Implementation Plan (1st Priority)
Responsible for approving: Centre
Responsible for resources: Centre
Responsible for implementation: Centre
Timeline: Dean of Humanities to report by the
                                    end of academic year 2021/22

Actions	Responsibility	Year One*	Year Two	Year Three
Action #1 Drafting a dedicated course in EDI and will submit it to UPC for the 2023/2024 academic year.	CDH	C		
Action #2 Explored ways to more fully integrate EDI into the IASC curriculum.	CDH	C		

Comments 2022:
The IASC Curriculum Committee has discussed this course and the CDH Director has developed a draft syllabus for a 2nd year course focusing on interactive digital media and EDI (to begin in the 2023/2024 academic year). Topics include racism and anti-racism in online spaces, representation in games and interactive media, and inclusive (accessible) design. Furthermore, we do not believe that a single course adequately reflects the importance of EDI, especially in the interactive digital media space; we have therefore explored (and continue to explore) ways to more holistically integrate EDI into our programs through the curriculum review process.

Recommendation #6

Leverage Collaborative Online Learning (COIL) Opportunities.

ARC Disposition of the Recommendation
ARC considers the recommendation to be accepted and in the process of implementation.

Implementation Plan (1st Priority)
Responsible for approving: Centre
Responsible for resources: Centre
Responsible for implementation: Centre
Timeline: Dean of Humanities to report by the end of academic year 2021/22

Actions	Responsibility	Year One*	Year Two	Year Three
Action #1 Prioritized workshop leaders/speakers from a wide array of cultural backgrounds for IASC 2P08: Competencies in Interactive Arts and Science.	CDH	C		
Action #2 Conducted a scan of similar initiatives at Ontario universities.	CDH	C		
Action #3 Explore partnering with other institutions.	CDH	O		

Comments (2022):
As part of our "workshop" course, IASC 2P08, the CDH Project Coordinator prioritized workshop leaders and speakers from a diverse range of cultural backgrounds; students were also encouraged to seek out their own events which either focused on cultures other than their own, or which featured speakers from cultural backgrounds other than their own. Additionally, we conducted a scan of similar opportunities at Ontario universities. OCAD U, for example, allows students to work with partner institutions to foster inter-cultural collaboration. For action #3, we are exploring this further but it is likely to be a long-term goal, as formal agreements between institutions appear necessary.

On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Recommendation #7

Bolster BIPOC networking.
ARC Disposition of the Recommendation ARC considers the recommendation to be accepted and in the process of implementation.
Implementation Plan (1st Priority) Responsible for approving: Centre Responsible for resources: Centre Responsible for implementation: Centre Timeline: Dean of Humanities to report by the   end of academic year 2021/22

Actions	Responsibility	Year One*	Year Two	Year Three
Action #1 Increase the number of BIPOC speakers for our workshops and guest lecture series.	CDH	O		
Action #2 Participated in workshops related to online harassment and anti-racism.	CDH	C		

Comments (2022):

Thanks in large part to the work of the CDH Project Coordinator, we were successful in significantly increasing the number of BIPOC speakers and workshop leaders offered to our students and the Brock community. In the 2020/2021 academic year, 10% of our speakers identified as BIPOC; in the 2021/2022 academic year, this number rose to 26%. This is important for allowing our students to see themselves represented in leadership positions in industry and academia, and also for building the CDH's network. In addition, CDH faculty and staff have participated in a number of events focusing on marginalized communities in games and interactive media, which further bolstered our network and visibility in these spaces. Like other recommendations, while this is labelled as "complete," there is ongoing work to be done in this area.

On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)   6

Recommendation #8

Continue to disentangle IASC [BA Interactive Arts and Science] identity from GAME [BA Game Design/BSc Game Programming].

[NB: This recommendation was split into two parts: (a) discontinue offering IASC admissions to unsuccessful GAME applicants; and (b) encourage IASC students to move away from videogames as a primary area of focus].

ARC Disposition of the Recommendation

ARC considers the recommendation to discontinue offering IASC admission to unsuccessful GAME applicants (Part a) to be not accepted. The Reviewers do not provide a substantive argument for a link between admissions practices and a negative impact on the culture of the IASC program. ARC considers the Unit to be best-positioned to assess admissions requirements for the program, in consultation with GAME, and within the context of university-wide policies and practices of recruitment.

ARC considers the recommendation to provide students with options that are not specifically related to game design and development (Part b) to be accepted and in the process of implementation.

Recommendation Part (a)

Implementation Plan

Recommendation not accepted.

Recommendation Part (b)

Implementation Plan (1st Priority)

Responsible for approving:	Centre
Responsible for resources:	Centre
Responsible for implementation:	Centre
Timeline:	Dean of Humanities to report by the end of academic year 2021/22

Actions	Responsibility	Year One*	Year Two	Year Three
Action #1 Encourage IASC students to study and make non-game artifacts.	CDH	C		
Action #2 Removed most games-related course material from the IASC program.	CDH	C		

On Target (T), Delayed (D), Complete (C), Complete and Ongoing (O)

Comments (2022):
This is existing practice to some extent. For example, students in the 3rd year capstone course, IASC 3F02: Interactive Media Practices, Prototyping and Production, are producing a hologram project this year (2021/2022), which is not related to games. Part of the challenge is that students select their own upper-year team projects, and games are both popular and simply an effective way to demonstrate a variety of digital media competencies at once (e.g., coding, animation, sound, user-interface design, narrative, etc.). Nevertheless, we will continue to encourage IASC students to engage with non-game projects in the future. Additionally, we have removed some games related course material (readings, tools, etc.) from the IASC program, especially in the first two years, and have instead moved to more non-game artifacts for examples and case studies.

Recommendation #9

Consider IASC courses GAME students have to take or want to take.

ARC Disposition of the Recommendation
ARC considers the recommendation to be already current practice. No further action is required.

Implementation Plan:
Recommendation not accepted.

Recommendation #10

Investigate hybrid delivery models to reduce computer lab dependency.

ARC Disposition of the Recommendation
ARC considers the recommendation to be already current practice. No further action is required.

Implementation Plan:
Recommendation not accepted.

Recommendation #11

Explore (or create) a broader range of opportunities for IASC graduating students.

ARC Disposition of the Recommendation
ARC considers the recommendation to be accepted and in the process of implementation.

Implementation Plan (2nd Priority)
Responsible for approving: Centre
Responsible for resources: Centre
Responsible for implementation: Centre
Timeline: Dean of Humanities to report by the
              end of academic year 2022/23

Actions	Responsibility	Year One*	Year Two	Year Three
Action #1 Offer a wide array of digital media workshops.	CDH	T		
Action #2 Encourage IASC students to participate in non-game showcases.	CDH	T		

Comments (2022):
As noted in our comments for Recommendation #8, this is existing practice to some extent. We encourage students to make non-game artifacts in their upper-year project courses, which broadens their opportunities for employment outside of the games industry. We have also widened our network of speakers and workshop leaders so that students see the wide array of opportunities available to them upon graduation. Additionally, although the pandemic has decreased the number of showcase opportunities for students, we will encourage students to participate in non-game showcases (e.g., Digifest) in future years.

Recommendation #12

Refine concentrations. **ARC Disposition of the Recommendation** ARC considers the recommendation to be accepted and in the process of implementation. **Implementation Plan (2nd Priority)** Responsible for approving: Centre Responsible for resources: Centre Responsible for implementation: Centre Timeline: Dean of Humanities to report by the   end of academic year 2022/23

Actions	Responsibility	Year One*	Year Two	Year Three
Action #1 Explore refining concentrations at the upcoming CDH Retreat (June 2022).	CDH	T		

Comments (2022):
At the 2022 retreat, we will discuss potential name changes to the IASC concentrations, i.e., to make them more meaningful on transcripts, and to more accurately reflect their content. We are satisfied with the content of the concentrations themselves.