

INSTRUCTIONS: Aspire's six strategic priorities and objectives are listed below. To map your strategic plan onto Aspire, highlight each objective in **green** if it is **central** to your strategy or in **yellow** if it is **relevant** to your strategy. Leave the strategic priority objective unhighlighted if it does not apply to your strategy.

Strategic Priorities	Objectives
<p>1. Advancing Bold, Impactful Research, Scholarship, and Creative Activity</p>	<p>1.1 Ensuring that the institution explicitly recognizes and increasingly engages with inclusive definitions of research, scholarship, and creative activity, acknowledging and valuing diverse methodologies, approaches, and knowledge traditions</p> <p>1.2 Nurturing and supporting collaborative and interdisciplinary activities, for example through cluster hiring, creating externally and internally funded research chairs, better aligning research gaps with strategic hires and developing opportunities and spaces for collaboration, social engagement, and knowledge sharing</p> <p>1.3 Increasing the number and diversity of opportunities for undergraduate and graduate students to participate in research, scholarship, and creative activity including the expansion of scalable paid and for-credit opportunities that enable inclusive participation</p> <p>1.4 Supporting strong cross-campus understanding and recognition of Indigenous (First Nations, Métis, and Inuit) research methods, traditional ways of knowing, and appropriate and respectful engagement with Indigenous communities</p> <p>1.5 Expanding support for partner- and community-engaged research opportunities, including strategic cross-sectoral resource and space sharing to enhance collaborative research, learning, and community service</p> <p>1.6 Enhancing consultative, user-based approaches to engaging with researchers and academic leaders towards the continuous improvement of research services</p> <p>1.7 Developing and implementing research communications and knowledge mobilization strategies that will share and celebrate the diverse outcomes of research, scholarship, and creative activity</p>
<p>2. Advancing the Journey toward Truth and Reconciliation</p>	<p>2.1 Consultative and culturally relevant engagement of Indigenous peoples in governance</p> <p>2.2 Consultative redevelopment of the University's Land Acknowledgement</p> <p>2.3 Development and action on a University of Windsor Indigenous strategic plan</p> <p>2.4 Development of policies and practices related to identification of Indigenous peoples in all application processes</p> <p>2.5 Ensuring that the campus is truly welcoming to Indigenous peoples, including creating Indigenous spaces and Indigenousizing existing spaces</p> <p>2.6 Meeting universities' responsibilities under the Truth and Reconciliation Commission of Canada: Calls to Action and the Universities Canada Principles on Indigenous Education</p> <p>2.7 Ongoing consultations, relationship building and partnership development with Indigenous communities</p> <p>2.8 Progress on the decolonization and Indigenousization of curriculum, including land-based learning programs</p> <p>2.9 Partnership to support the learning of Indigenous languages</p> <p>2.10 Recognizing, advancing, and valuing Indigenous ways of knowing and supporting Indigenous knowledge creation and mobilization</p> <p>2.11 Training regarding anti-Indigenous racism and cultural safety</p>
<p>3. Becoming an Increasingly Equitable, Diverse, Inclusive, and Just University</p>	<p>3.1 Establishing and implementing an Equity, Diversity, and Inclusion strategic plan with annual reporting on metrics and reflecting a commitment to respond to racism and equity issues across all campus communities</p> <p>3.2 Building the mechanisms, policy context, data, and reporting structures necessary to ensure accountability and build trust</p> <p>3.3 Creating and promoting programming that enables all members of the campus community to develop greater knowledge of equity, diversity and inclusion; the skills necessary to work, learn and lead together in a diverse world; and the awareness that change is everyone's responsibility</p> <p>3.4 Developing and implementing inclusive recruitment, hiring, and capacity building plans</p> <p>3.5 Employing an equity, diversity, and inclusion lens in planning, enhancing, and re-designing campus and student services</p> <p>3.6 Fostering inclusive and welcoming learning and knowledge creation environments</p>
<p>4. Ensuring a High Quality, Relevant Teaching, Learning, and Student Experience for Everyone</p>	<p>4.1 Establish an institutional teaching and learning strategy in line with the University's Strategic Academic Plan</p> <p>4.2 Create and enhance compelling, regionally, and globally relevant, effective curriculum, programs, instruction, and learning opportunities that meet the current and emerging needs of learners with diverse priorities, expectations, and experiences</p> <p>4.3 Explore and support interdisciplinary and collaborative program development</p> <p>4.4 Work towards integrated, holistic, and inclusive student support services that foster mental health and wellness, create a welcoming and engaging campus environment, and facilitate students' navigation of the educational paths they create and choose</p> <p>4.5 Develop and expand scalable, inclusive experiential, work-integrated and research-based learning opportunities that increase access and opportunity, and that prepare graduates to tackle the complex challenges we face as individuals, as a society, and as a region</p> <p>4.6 Recognize and further effective teaching based in a wide range of approaches, methods, and knowledge traditions; and support, value, and recognize the efforts of faculty and staff so that their student-focused work is informed, effective, and sustainable</p> <p>4.7 Enhance and maintain accessible formal and informal teaching and learning spaces across our campus that leverage new technology and modes of learning</p>
<p>5. Fostering an Engaged, Healthy, Safe, and Environmentally Sustainable Campus</p>	<p>5.1 Continue to build a culture of respect, trustworthiness, and transparency by emphasizing individual and public accountability, strong bicameral governance, and a clear and navigable policy context</p> <p>5.2 Consultatively explore and establish equitable and clear pathways for professional and career growth, and learning, for example including regular performance conversations, mentorship, leadership development programs, succession planning job shadowing, and opportunities for cross organizational engagement</p> <p>5.3 Foster positive work environments, for example through the exploration and development of safe and responsive feedback and conflict mediation mechanisms and a learning focused approach to change management within the University's labour and policy contexts</p> <p>5.4 Reviving and enhancing the sense of energized belonging, connectedness, and engagement on campus through the creation of informal learning, connection and social spaces, and a greater emphasis on events that support togetherness and belonging</p> <p>5.5 Supporting capacity building for inclusive, equitable leadership in a context which embraces collective learning and new opportunities</p> <p>5.6 Working towards an environmentally sustainable campus and campus culture, and fostering strong partnerships that support and inspire regional participation in sustainable practice</p>
<p>6. Generating Local and Global Impact through Partnership and Community Engagement</p>	<p>6.1 Building coalitions, partnerships, and networks focusing on shared priorities; information exchange; innovation; research, scholarship, and creative activity; knowledge mobilization and collaboration; talent development; resource sharing and cross leveraging of funding opportunities</p> <p>6.2 Building strong relationships and engagement with Indigenous communities</p> <p>6.3 Consultatively establishing, implementing and tracking progress on a neighbourhood engagement strategy based on reciprocity, strong lines of communication, and mutual benefit</p> <p>6.4 Establishing a community engagement hub and team to help faculty, staff, students, and community members in developing collaborations and to assist with the coordination of engagement efforts across campus</p> <p>6.5 Expanding community-based and community-informed student experiences and educational opportunities</p> <p>6.6 Recognizing, supporting, and enhancing community-engaged research and practice across many campus roles</p> <p>6.7 Working respectfully and effectively with partners and prospective partners to remove barriers to community engagement and to engage and build trust with historically marginalized communities</p>

INSTRUCTIONS: Aspire's six foundational commitments and objectives are listed below. To map your strategic plan onto Aspire, highlight each commitment objective in **green** if it is **central** to your strategy or in **yellow** if it is **relevant** to your strategy. Leave the foundational commitment objective unhighlighted if it does not apply to your strategy.

Foundational Commitments	Objectives
1. Establishing and Implementing an Institutional Data Strategy	1.1 Develop, implement, and monitor a data strategy that will focus on data necessary for tracking, analyses, accountability, and recognition with an emphasis on enhancing the clarity, consistency, and availability of campus data related to our strategic priorities and institutional vision. These efforts will align us with the cutting edge of postsecondary institutional efforts to operationalize responsive, equitable, integrated, and engaged data use for effective planning.
2. Foster Resilience and Institutional Learning through Connection, Reconnection and Collaboration	2.1 Build inclusive cross-campus collaboration, leadership, and innovation networks to enhance our institutional capacity to learn, lead, and innovate together and as individuals 2.2 Expand social engagement spaces and opportunities for employees, students, and communities, with a focus on inclusion and belonging 2.3 Improve and enhance community and industry partnership engagement through increased and strategic outreach, development, tracking, support, and growth strategies
3. Continue to Foster and Build Welcoming, Inclusive and Engaging Physical and Virtual Spaces	3.1 Engage cross-campus and community partners to focus on the safety and accessibility of campus spaces and virtual platforms 3.2 Continue the process of ensuring that planning, building and maintenance of campus infrastructure is transparent, equitable, consistent with our values, aligned with institutional priorities, and responsive to stakeholder engagement
4. Ensuring that Faculty and Staff Have the Skills and Support to Maximize Impact, Growth, and Engagement	4.1 Foster equitable, inclusive, and just campus environments and processes 4.2 Establish and implement campus mental health and employee engagement strategies 4.3 Consultatively enhance positive work environments, for example through the exploration and development of safe and responsive feedback and conflict mediation mechanisms, strengths-focused performance review tools, succession planning, and a learning-focused approach to change management within the University's labour and policy context 4.4 Continue to build inclusive and broad-based talent recruitment, career, and leadership development programs 4.5 Implement strategies to foster greater diversity in leadership teams and governance bodies
5. Telling Our Stories and Sharing Our Knowledge	5.1 Build and implement effective reputation building communications strategies focused on campus, partner, and alumni success stories 5.2 Create systematic and engagement-oriented neighborhood, regional, alumni, and global outreach strategies that reflect institutional priorities 5.3 Improve internal communication channels to facilitate knowledge mobilization, campus engagement, and campus feedback loops for students, staff, and faculty
6. Improving Institutional Processes and Coordination of Services	6.1 Build on and enhance user engagement in process development and review 6.2 Reduce duplication of efforts through enhanced transparency and process analyses, and the systematic streamlining of processes, interfaces, and practices