

**University of Windsor
Senate**

5.9: **Report of the Vice-President, People, Equity, and Inclusion**

Item for: **Information**

Forwarded by: **Clinton Beckford**

Organizational & Leadership Development

Employee Mental Health Strategy Implementation Updates:

- The Implementation Working Group prioritized the 22 key actions outlined in the strategy document based on criticality and impact and the 22 key actions were divided into 3 groups: short-term, medium-term, and long-term. The summary document can be [downloaded as a pdf here](#).
- 73 Employee Mental Health Strategy Ambassadors have been recruited to support faculty/staff engagement and communication. Ambassadors have been oriented to their role and a training session “Care & Connect” is planned for June 20.
- The [EMHS website](#) has been expanded to connect faculty and staff to information and resources. New resources include: a [resource to highlight the services that are available through EAP](#), a [list of mental health resources](#) available to employees and in the community and a [web page highlighting mental health related benefits](#) by employee group.
- The “Lead with Care: A Supervisor’s Guide” has been drafted and is currently in the review phase.
- The leadership development program “Mental Health & Psychological Safety” has been established (program outcomes and outlines). Currently in the early stages of the development phase with a goal to launch in fall 2024.

OHREA

Lunch and Learn Series: Session #3

- Navigating Human Rights and Accommodations
Schedule: Monday, June 10, 2024, 12:00 PM – 01:00 PM
Location: Teams (virtual)
Presenters: Cherie Gagnon (Accessibility Manager) & Allison Sibley (Workplace Accommodation Specialist)
Link: <https://met.uwindsor.ca/ohrea/workshops/>

Renewal Membership with Pride at Work Canada (since 2021)

- University students, staff, and faculty have access to services such as webinars, resources, and events. The University's staff and faculty job postings are automatically uploaded to the Pride at Work job board. www.prideatwork.ca
 - **Pride at Work Mission and Vision**
Through dialogue, education and thought leadership, Pride at Work Canada/Fierté au travail Canada empowers Canadian employers to build workplaces that celebrate all employees regardless of gender expression, gender identity, and sexual orientation.

Anti-Racism Organizational Change

Scarborough Charter Conference:

- The 2024 Conference, which was held at the University of Waterloo and at Wilfred Laurier University on May 9th and 10th, welcomed various EDI and anti-racism practitioners from across the country to discuss institutional methods of addressing anti-Black racism. Of the approximate 60 signatories to the Scarborough Charter, 50% of the institutions provided a progress report. Proudly, the University of Windsor was one of these institutions.

UWindsor shared with the professionals, in one of the sessions, the goals that we have achieved, the initiatives underway, and the goals we continue to strive toward. Our work was received with high praise by our colleagues in the post-secondary sector.

IDEALS Symposium:

- UWindsor be attending the IDEALS symposium at Western University from May 22-24, 2024. Organized by UWindsor Alumni and former post-doctoral fellow, Dr. Michael Godfrey. This session will provide insight into what is happening in the EDI spaces within post-secondary education at Western University and across the country. This is an opportunity for information gathering as we look to build our EDI strategic plan for the University of Windsor.