

**University of Windsor
Senate**

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

Item for: **Information**

Forwarded by: **Clinton Beckford**

1. People, Equity & Inclusion Strategy

- The People, Equity & Inclusion Strategy is currently under development with an expected completion of December 2024.
- The Strategy is designed to provide a framework for the development of more specific cascading plans for areas that will share in the responsibility for implementation. It will provide guidance to academic and non-academic units to embed people, equity and inclusion priorities within their own strategic and operational plans.
- A [Consultative Working Group](#) was established this spring comprised of colleagues from across the University with diverse perspectives and lived experiences.
- The strategy is grounded on the [information gathered](#) by the University over the last several years through various processes to take stock of our current opportunities and challenges with respect to equity, diversity & inclusion, anti-black racism, employee engagement and employee mental health.
- A first draft of the plan components has been completed and phase 1 of the feedback process is currently underway. Phase 2 and 3 will be deployed later in November.

2. Anti-Racism Plan

- University of Windsor first comprehensive AR Plan is being developed. The plan will provide a roadmap for addressing racism and racial discrimination in all its manifestations and is positioned to help the university meet its obligation under Bill 166.
- The AR Plan is aligned to the Aspire strategic priority of making the university a more, equitable, inclusive, safe, and just place to live, learn, and work.

3. Food Security Action Plan (FSAP)

- A draft of the University of Windsor's inaugural Food Security Action Plan 1.0 has been completed. The plan lays out a roadmap for addressing food insecurity among UW students.
- Consultations with student leadership and Senate Student Caucus has begun. We expect to have a final version in a couple of weeks and implementation work will begin immediately with a public education and awareness campaign to destigmatize hunger and poverty and mobilize support and resources for the FSAP.
- The plan is underpinned by seven foundational principles: food matters, zero hunger on campus, human dignity, central role for the administration, a multifaceted approach, inclusive, equitable, diverse, sustainable, and evidenced-based.

4. Student Self Identification Survey

- Preliminary data from the Student Self Identification Survey has been provided from ITS.
- Currently, the information is under review in order to determine the broader scope of data that is required.

5. UWinsite People (UWP)

- UWP is the new Human Resource Information System that the University is implementing this year to replace VIP.
 - The goal is to drive meaningful change that supports the HR transformation objectives, streamline payroll processes, while aligning with the Aspire strategic plan.
 - Phase 1 is set to launch campus-wide on January 6, 2025.
- 6. Employment Equity Coordinating Committee (EECC) Training and Education Subcommittee Lunch and Learn Series**
- First session for 2024/2025 will be “Understanding Indigenization and Windsor’s Indigenous Presence”
 - First session to take place virtually on Thursday, November 21, 2024.
- 7. The Innovative Designs for Enhancing Accessibility (IDeA) Student Competition**
- The [competition](#) for the 2024/2025 academic year is now open.
 - Students may enter inclusive, innovative, cost-effective, and practical ideas to solve accessibility-related barriers and win up to \$500.
- 8. 2024 Black Alumni Weekend**
- 2nd Annual Black Alumni Weekend 2024 welcomed 150+ guest to campus.
 - Feedback from the survey sent to attendees is all positive.
 - Overall consensus is that attendees appreciated the opportunity to reconnect and reengage.
- 9. Leadership Competency Framework**
- The University of Windsor Leadership Competency Framework outlines the key competencies that when applied, makes an individual an effective leader. The framework creates a standard for leadership expectations across the University.
 - Focus groups with leaders were held in September to refine a draft framework. The revised framework has been shared with all leaders for final feedback. This process is expected to be completed by November 5, 2024.
 - Once completed, the competencies will be incorporated into recruitment processes, performance management/goal setting, leadership development initiatives/programs and succession planning/career progression.
- 10. Respectful Workplace Policy**
- A committee has been established to guide the development of a Respectful Workplace policy.
 - The development of this policy is a key initiative stemming from the Employee Mental Health Strategy (2023) and the Employee Engagement Survey (2022) Key Actions.
 - Meetings are being scheduled with Deans Council, Manager’s Forum and unions/association presidents/chairs to inform the policy development as well as a program to support adoption.
- 11. Employee Mental Health Strategy**
- Implementation of the strategy proceeds on target.
 - Latest updates can be found on the [strategy website](#).
- 12. Working Group: Gender Identity, Gender Expression, Chosen Names and Pronouns Initiative**
- Building from the Thriving on Campus Project, the Working Group: Gender Identity, Gender Expression, Chosen Names and Pronouns Initiative was established in the Fall 2023.
 - Co-Chaired by UWindsor Pride Committee and OHREA, as well as including participating members from Human Resources, Office of the Registrar, Information Technology Services and the Office of the Vice-President, People, Equity & Inclusion, this group’s mandate is to provide advice and guidance to the

University of Windsor (VP, People, Equity & Inclusion) on the continued development and implementation of initiatives relating to gender identity, gender expression, chosen names, and pronouns.

- To-date, the Working Group has initiated an environmental scan of best practices within the sector and will also be taking on a similar scan regarding best practices and initiatives within the University of Windsor campus community's departments and faculties. As of September 2024, the Working Group was also successful in securing funding through the IT Strategic Priority Fund Program to:
 1. Facilitate a review of central IT systems, and the integrations between them, to identify opportunities for improvement in the pursuit of the Working Group's high-level goal.
 2. Facilitate a survey of campus departments and organizations that maintain their own applications and records, to better understand the "shadow IT" context, and how the decentralized nature of these systems impedes progress on the high-level goal.
- In the near future, the Working Group also hopes to collaborate with other departments and faculties across campus to establish an institutional educational framework regarding gender identity, gender expression, chosen names and pronouns.

13. The CUBE

- Founded in 2022, the CUBE (a talent inCUBE-ator) is a groundbreaking, transformative initiative aimed at breaking down the formidable barriers Indigenous and Black scholars encounter in academia, amplifying their voices and fostering an environment of growth and nurturing. The CUBE provides resources, support, and opportunities for academic and career success.
- The CUBE's activities to support the participation of over 110 Black and Indigenous students from across disciplines include:
 - Workshop, networking, mentoring, research project, and experiential learning opportunities across a variety of scholarly disciplines and industries
 - 8 student RA positions created
 - 11 connections established on-campus, and with organizations in the community
- The CUBE will launch its first bursary, The CUBE: Student Talent Award Fund, in 2025, with applications due January 2025

14. Proposed Revisions to Procedures for Addressing Student Non-Academic Misconduct

- The Procedures for Addressing Student Non-Academic Misconduct has been updated and is currently in the form of a working draft.
- This draft incorporates the recommendations of consultants, builds on existing procedures' strengths while building in best practices and addressing gaps.
- At present, the working draft is being reviewed internally by an informal working group.

15. Office of Student Rights & Responsibilities Website

- A new user-friendly website has been created and will launch once the revised Procedures are finalized and approved.