

Day 3

Your Campus
Networks



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ORIENTATION 2022

Today's Schedule



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- Working Across Differences
 - Opening Remarks
 - Student Panel
 - Conversations and Strategies
- Being on Campus
- Building and Navigating Your Campus Network
- Optional Session: Blackboard, Espresso Level (Virtual)



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Working Across Differences

Clinton Beckford

Interim Vice-President, Equity, Diversity, and Inclusion



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Student Panel

Noah Gascon, Department of Political Science

Victoria Hecnar, Department of English Literature and Creative Writing

Richard Nonso, School of Computer Science

Yu Fei Qin, Department of Communication, Media and Film



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Conversation and Strategies

Kaye Johnson, Director, Office of Human Rights, Equity, and Accessibility



Working Across Difference: Conversations and Reflections

Kaye Johnson | *Executive Director of Human Rights, Equity and Accessibility*

Agenda

- Land Acknowledgement
- Opening
- Contexts of Secondary Trauma
- Diversity, Equity, Inclusion
- Microaggressions, Microinvalidations, and Subtle Acts of Exclusion
- Inclusion: Reflection
- Closing

Approach and Ground Rules

- Circle Approach
- Respectful Environment
- Resist Resistance
- Assume Good Intentions
- Ongoing Process

Secondary Trauma





Truth and
Reconciliation
Commission of Canada



National Centre for
Truth and Reconciliation
UNIVERSITY OF MANITOBA

It's not just a part of who we are as *survivors* –
it's a part of who we are as a *nation*.

– *The Honourable Murray Sinclair*

Honouring and preserving residential school truths for all
time, for all of Canada.

- <https://nctr.ca/>

Brené Brown quote on why the need for BLM

Anyone who does not understand the need for the refrain, Black Lives Matter, Brené Brown sums it up well in the following quote from her book, *Braving the Wilderness: The Quest for True Belonging and the Courage to Stand Alone...*

“In order for slavery to work, in order for us to buy, sell, beat, and trade people like animals, Americans [...and I might add Canadians...] had to completely dehumanize slaves*. And whether we directly participated in that or were simply a member of a culture that at one time normalized that behavior, it shaped us. We can't undo that level of dehumanizing in one or two generations. I believe Black Lives Matter is a movement to rehumanize black citizens. All lives matter, but not all lives need to be pulled back into moral inclusion. Not all people were subjected to the psychological process of demonizing and being made less than human so we could justify the inhumane practice of slavery.”

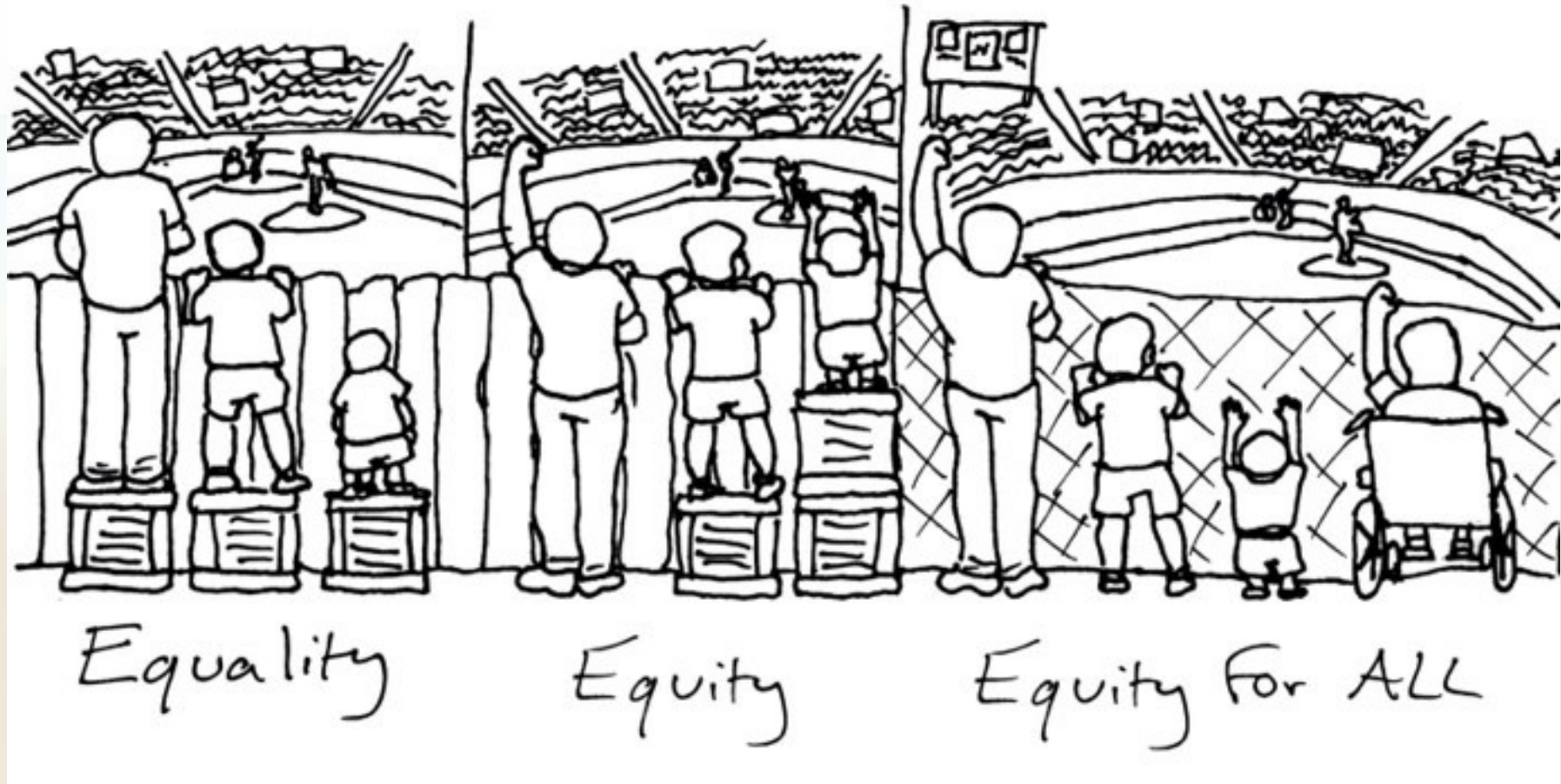
* Note of caution that the term “slaves” is part of the dehumanizing of people of African descent.

Diversity, Equity and Inclusion...



Diversity includes consideration of who is present *and* who is absent

Diversity, Equity and Inclusion...



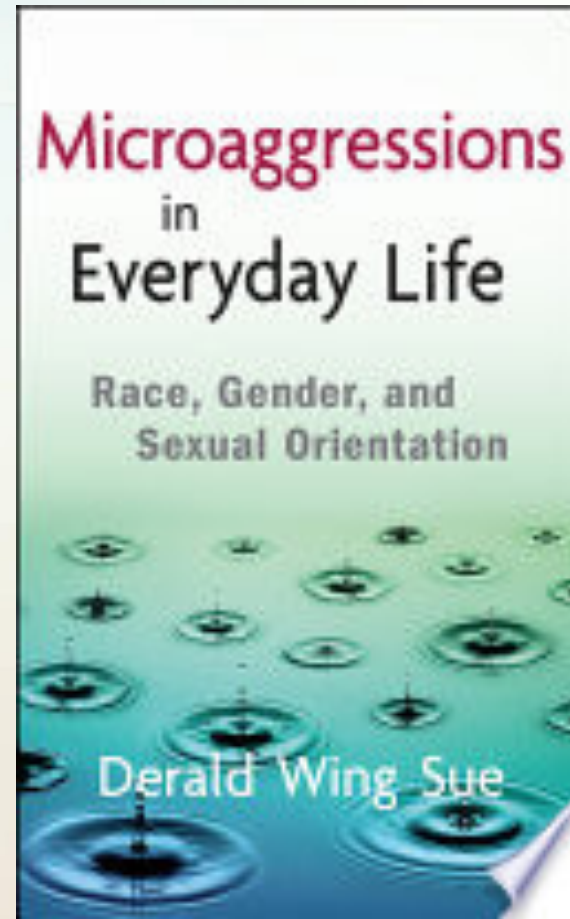
Equity is an equalizer—it recognizes differences and diverse needs

Diversity, Equity and Inclusion...

I..N..C..L..U..S..I..O..N
I-N-C-L-U-S-I-O-N
INCLUSION
EQUITY
DIVERSITY

Either have inclusion or exclusion; there is no in-between

- Microaggressions
- and
- Microinvalidations



TIFFANY JANA

Author of Overcoming Bias and Erasing Institutional Bias

MICHAEL BARAN

SUBTLE
ACTS OF
EXCLUSION

How to Understand,
Identify, and Stop
Microaggressions

Framework of Subtle Action of Exclusion Types

- You are invisible
- You (or your people) are inadequate
- You are not an individual
- You don't belong
- You are not normal
- You are a curiosity
- You are a threat
- You are a burden

Reflection

1. What are the ways in which people are excluded?
2. What are the ways in which people are included?
3. In what ways, in your particular context, can people value the differences others bring to the group and make the group experience more inclusive?

Never lose sight of the humanity of others
and our own humanity



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Questions? Discussion...





Thank you!

Break





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Being on Campus

Joel Gagnon, Professor, School of the Environment

Sherri Lynn Menard, Environmental Health and Safety Manager

Welcome to UWindsor!



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- Joel Gagnon
 - Currently:
 - Professor – School of the Environment/GLIER
 - Previously:
 - Head/Director – Earth and Environmental Sciences/School of the Environment (~ 7 years)
 - Led/served on **many** committees (search, RTP, UCAPT...)(~ 17 years)
 - Past life (pre-2006):
 - Project/Group/Business Unit Manager, Partner (~ 15 years)
 - Staff mentoring

Some Practical Tips:



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- **Teaching**

- Be fair and equitable (Senate Policies/Bylaws)
- Use available AAU/CTL resources (e.g., course outlines)

- **Research**

- Access AAU/Faculty knowledge/expertise (e.g., grant writing)
- Know relevant ORIS staff (opportunities, deadlines, tips, insights...)

- **Career**

- Know your peer group (e.g., Faculty level)
- Know your AAU PTR criteria and **demonstrate** you meet/exceed them (see UCAPT site)
- Read the WUFA Collective Agreement

Key Takeaways:



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- Don't be shy (“Don't ask, don't get”)
- **Don't overcommit – this is a tough one!**
 - Consider RTP requirements (**teaching/research/service mix**)
 - Find the right **'balance'**
- Have regular check-ins
 - Your head/director/associate dean/dean is never too busy to talk with you
 - One-on-one guidance/mentoring is **expected**
- Do not re-invent the wheel
 - Challenges you might face have (likely) been faced by others
 - Consult with others
- **Most of all know that it is in everyone's interest that you succeed!**

Contact:



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- jgagnon@uwindsor.ca

Return to Campus – COVID-19



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- The University of Windsor continues to closely monitor the COVID-19 pandemic. Our priority is the safety of our campus community.
- Local, Provincial and Federal regulations, recommendations and directives are incorporated into the Universities policies and procedures.
- Reviews of current trends, projections and available data are ongoing, along with regular consultation with the local health unit.



Return to Campus – COVID-19 Policies & Procedures



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Reporting COVID19 illness

- Currently all faculty, staff, students and visitors are required to conduct passive screening before entering any campus building and report any symptoms to COVID19reporting@uwindsor.ca
- If you are experiencing signs of COVID19 or have tested positive for COVID or have been advise to isolate or quarantine by public health, the government of Canada or any other regulatory body, STAY HOME and report to COVID19reporting@uwindsor.ca
- If a student or staff member reports a COVID19 related illness to you, instruct them to STAY HOME and to report the illness to COVID19reporting@uwindsor.ca for instructions.
- Rapid Test kits are available for free to all faculty, staff and students for pick up (by appointment) from the Health & Safety Office. To book a pickup time go to <http://uwindsor.ca/covidtest>



Return to Campus – COVID-19 Policies & Procedures



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Masking Requirements on Campus

- The University of Windsor mask policy continues to be in effect.
- The Mask Policy requires all staff, faculty, students and visitors to wear a mask indoors when 2-meter distancing cannot be maintained. Some examples include;
 - Classrooms, Meeting Rooms, Shared spaces.
- Public Health and the University of Windsor recommends that you wear a mask in public indoor settings. You should feel free to wear a mask even if it's not required in your community or setting.
- Masks are available for free by emailing the Chemical Control Centre at ccc@uwindsor.ca



Return to Campus – COVID-19 Policies & Procedures



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Vaccination Requirements on Campus

- Currently the University of Windsor's vaccination policy continues to be in abeyance.
- Faculty, staff, students and visitors are not required to be vaccinated against COVID19 to attend campus at this time.
- Public Health & The University continue to recommend individuals stay up to date with their COVID-19 vaccinations.
- The University continues to hold on campus vaccination clinics throughout the year. Please visit www.uwindsor.ca/returntocampus for more information on vaccination clinic dates.

Return to Campus – COVID-19 Resources



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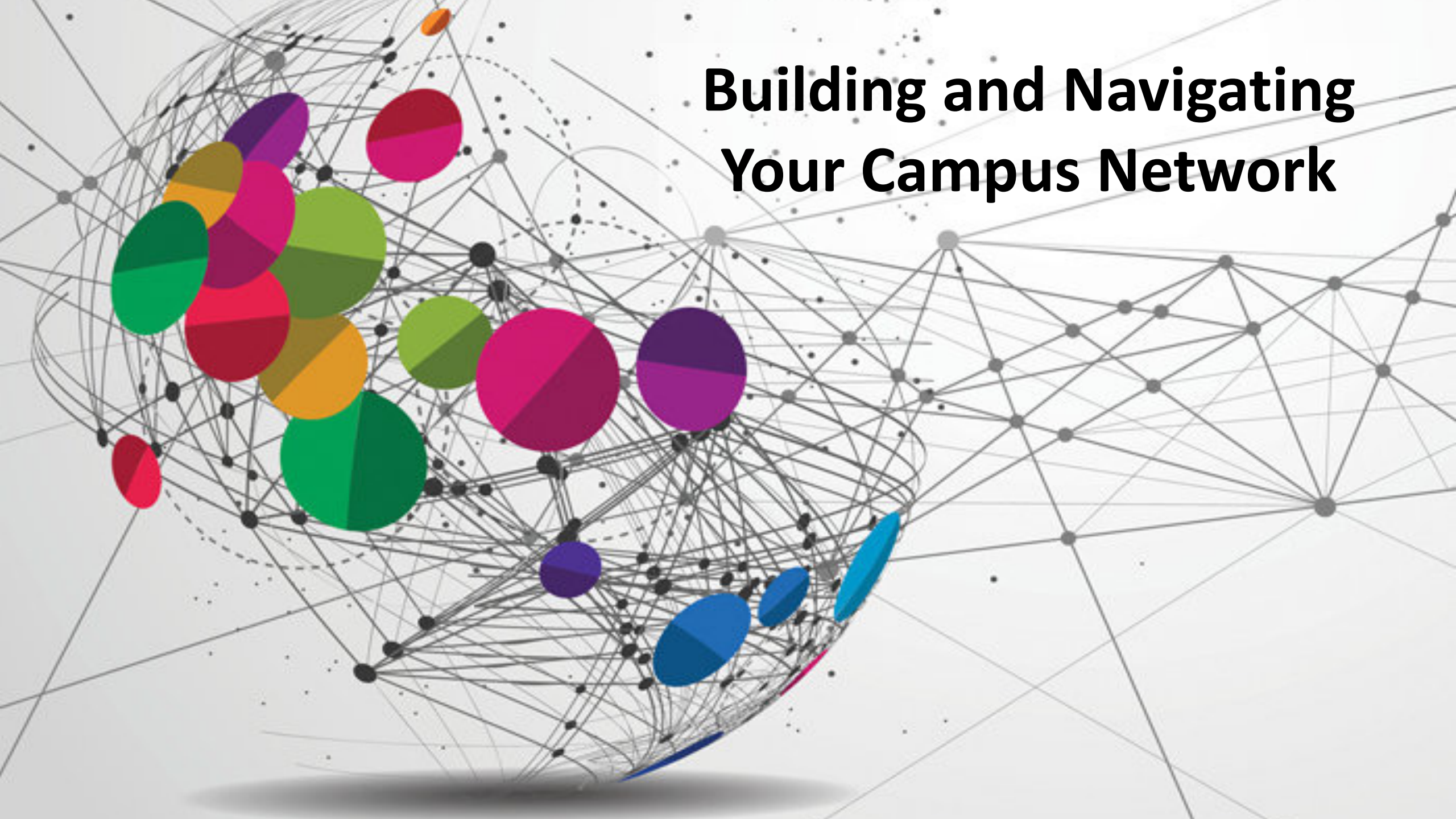


- <https://www.uwindsor.ca/returntocampus/>
- <https://www.wechu.org/cv>
- <https://covid-19.ontario.ca/public-health-measures>
- <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks.html>



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Building and Navigating Your Campus Network





Up Next...

- Optional Session: Blackboard, Espresso Level (Virtual Session)
- Performance, Evaluation, and the Tenure/Permanence Track
- Documenting Your Impact: Teaching Dossiers
- Roundtables: What's Next and Hot Topics

Thank you!

