

**University of Windsor
Senate**

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

Item for: **Information**

Forwarded by: **Clinton Beckford**

1. The **EDI & ID review** by HESA is well under way. Phase 2 consultations (interviews and focus groups) are now being conducted with the general university population following Phase 1 which focused on key informants' consultations. HESA is very pleased with response rates and participation and is hopeful for rich and actionable data out of this process. Many thanks to everyone who has participated so far.
2. **Student Non-Academic Misconduct (SNAM)**. The review of the university's SNAM process is completed, and a final report provided by Charles Smith and Associates. The report details flaws in the process, policies, and procedures which must be addressed to bring greater trust, transparency, and fairness to this critical area of student experience and well-being. The process for mobilizing the recommendations will unfold over the next few months. The first institutional response is that the Office of the Vice President of Equity, Diversity, and Inclusion will be the temporary home of the SNAM portfolio while we transition out of the interim measures that have governed non-academic misconduct over the last nearly two years. The first aspect of this is the establishment of the Office of Student Conduct with Ola Adeboboye, former Intake Coordinator as Manager. The office will be filled out in the next few months with hiring of other positions. A huge thank you goes out to Ola who took on the Intake Coordinator role in a time of crisis for the university and shepherded the interim measures, building trust and credibility within the university community.
3. The Employee Engagement Survey Action Group was established in August 2022 to review both the qualitative and quantitative University-wide data emerging from the survey to identify recommendations to address the emerging opportunities for improvement. The group has started that process with the goal of bringing forward recommendations for the high priority areas identified by TalentMap (survey provider) to the Executive Leadership Team in January 2023. More information can be found at: <https://www.uwindsor.ca/engagementsurvey/317/employee-engagement-survey-action-group>

The distribution of Faculty/Area specific results has commenced. In the coming weeks, leaders will be sharing these with faculty and staff within their respective units and engaging in a process to identify Faculty/area specific actions that could be undertaken to address the emerging opportunities.

4. **Employee Mental Health Strategy**

A communication was sent to faculty and staff in July announcing that the University will be embarking on the development of an Employee Mental Health Strategy. The events of the last several years and the results of the Employee Engagement Survey, have reinforced the importance of mental health and wellbeing. The Terms of Reference for the Steering Committee are being finalized with the goal of establishing the committee in October 2022.

5. **EDI Week 2023** - March 20-25, 2022. More details to follow. Save the date!

6. **Anti-racism:**

- Through the Director of Anti-racism Organizational Change, we are establishing an Anti-Asian Racism Group to advise on growing Anti-Asian sentiment and behaviour.
- Development of an Anti-racism Resource centered around an anti-racism website is in progress.