

**University of Windsor
Senate**

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

Item for: **Information**

Forwarded by: **Clinton Beckford**

EDI & ID Review

- The EDI & ID Review being conducted by Higher Education Strategy Associates (HESA) is in an advanced stage. The report on the EDI portion is expected by February 2023. Discussions about the Indigeneity and Decolonization dimension is ongoing between the Office of the VP EDI, Senior Advisor to the President on Indigenous Relations and Outreach, and HESA.

Office of Students' Rights and Responsibilities (OSRR)

- Sukanya Pillay commenced her role as Executive Director of the new office on December 1, 2022 to lead a team comprising the Manager, Student Non-Academic Misconduct, Olatoke Adeboboye, and an Intake Coordinator who will be hired soon. The new office will immediately begin the revision of the student code of conduct and the policies and procedures for student non-academic misconduct.

Employee Engagement Survey

- The Employee Engagement Survey Action Group is on track for presenting its recommendations to the Executive Leadership Team in January 2023. As of today, they have identified key actions to address the survey results for the following high priority opportunities for improvement: Professional Growth, Innovation, Executive Leadership Team, and University of Windsor Vision.
- Area/department specific survey results have been distributed to area leads (Deans, Associate Vice-Presidents, Executive Directors) based on a Vice-President specific approach.
- The goal is for Faculties/areas/departments to develop action plans by March 2023 to address some of the emerging opportunities.

Mental Health Strategy for Employees

- The Employee Mental Health Strategy Steering Committee agreed to engage CAMH to provide guidance and research-informed subject matter expertise to the Steering Committee during all phases of the Employee Mental Health Strategy development process.
- The Employee Mental Health Strategy will also help inform an overall Campus Mental Health Strategy. Creating a campus mental health strategy acknowledges that all members of the campus community have a role to play in creating a mentally healthy campus.
- A Campus Mental Health Advisory Committee is being established (comprised of 4 representatives from the Employee Mental Health Steering Committee and 4 representatives from the Student Mental Health Steering Committee). Their areas of responsibility include:
 - Establish campus mental health Vision, Mission, and Guiding Principles in parallel with the work of the respective steering committee.
 - Keep Steering Committees advised of progress.
 - Monitor and report on progress of the Employee Mental Health Strategy and the Student Mental Health Strategy.

Equity, Diversity, and Inclusion Awards

- The Equity, Diversity, and Inclusion Awards committee has been established.
- The Committee has drafted the award description and criteria and is in the process of finalizing the nomination process.
- The launch of the EDI Awards Nomination process will occur in early January 2023.

EDI Week 2023

- EDI Week will be celebrated March 20-24, 2023. Planning has commenced and a schedule of activities will be available to the campus community in January 2023.

Black Studies Institute and Black Scholars Hiring Initiative

- The inaugural **Black Studies Institute (BSI)** at UWindsor, which will be formally launched next year, is currently overseeing the recruitment of 12 new faculty and librarian positions that will enhance teaching and learning in a variety of disciplines across the institution. The Institute had its media launch December 1, 2022. <https://www.uwindsor.ca/blackstudies/304/recent-news>
- The **Black Scholars Hiring Initiative** is in progress. There has been overwhelming reaction so far with over 300 expressions of interest from scholars across North America and the globe. Eligible applicants are asked to submit their applications by January 10, 2023, to: BlackScholars@uwindsor.ca.