

**University of Windsor
Senate**

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

Item for: **Information**

Forwarded by: **Clinton Beckford**

Employee Engagement Survey

University Wide Results

- The Employee Engagement Survey Action Group has completed the identification of recommendations to address the high opportunities for improvement emerging from the Employee Engagement Survey results.
- The recommendations emerged from the review of both the quantitative and qualitative data (aggregate format by emerging themes).
- The recommended actions will be presented to the Executive Leadership Team in January 2023 and will then be shared with faculty and staff along with next steps and timelines for implementation.

Faculty Specific Results – Questions/concerns emerging from the December Senate Meeting

Request for Faculty specific qualitative data:

- The University is not able to release the faculty/department qualitative data given that as part of the REB application, we undertook to only release this information as aggregate data by emerging themes. The thematic analysis is only being done for university wide results.
- This is also highlighted in the [FAQs found on the survey website](#), specifically “The data gathered through open ended questions will be presented to the University in aggregate format by emerging themes. Comments will not be connected to any demographical information.”. Please note that Faculty is one of the demographical information outlined in the FAQs.

Proposed Approach for the Development of Faculty Specific Action Plans:

- A proposed approach for the development of Faculty specific action plans was shared with Provost’s Council on September 26, 2022. [Refer to the PPT slides](#) that highlight the proposed approach and how to interpret Faculty specific results.

Mental Health Strategy for Employees

- The Employee Mental Health Strategy Steering Committee is scheduled to meet with the Centre for Addictions and Mental Health (CAMH) in January to start the strategy development process.
- A Campus Mental Health Advisory Committee is currently being established (comprised of 4 representatives from the Employee Mental Health Steering Committee and 4 representatives from the Student Mental Health Steering Committee). The group will be meeting in January/February to establish the Vision, Mission and Guiding Principles for the Campus Mental Health Strategy.

Equity, Diversity and Inclusion Awards

- Nominations Deadline - **February 10, 2023**
- The University of Windsor's Equity, Diversity, and Inclusion (EDI) Awards honour, celebrate and shine a light on individuals and teams who have made significant contributions towards building a more diverse, equitable and inclusive campus community and who have demonstrated an unwavering commitment to address the systemic barriers, contemporary and historical injustices and inequities experienced by Indigenous peoples, people with disabilities, racialized people, the 2SLGBTQQIA+ community, women and other equity-deserving groups.
- The EDI Awards are an opportunity to recognize:
 - Outstanding achievements in practice, events, applied research, policy, programs, advocacy, and community education, and/or other activities.
 - Both ongoing work and/or an outstanding accomplishment at a point in time.
- For more information and to complete a nomination form, please go to the [EDI Awards website](#)
- Awards will be presented on March 30, 2023.

