

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 recommended actions will be presented to the Executive Leadership Team the second week in February.
- The Action Group will now review the medium priority recommendations to determine if further recommendations need to be brought forward to the Executive Leadership Team.

**Mental Health Strategy for Employees**

- The Employee Mental Health Strategy Steering Committee has been established to lead the development of the strategy by providing insight and area expertise during all phases of the project.
- The University has engaged the Centre for Addictions and Mental Health (CAMH) to provide guidance and research-informed subject matter expertise during all phases of the Employee Mental Health Strategy development process.
- Given the University's obligations as an employer, the Employee Mental Health Strategy will be grounded on the 13 factors for addressing mental health in the workplace (National Standard of Canada for Psychological Health & Safety in the Workplace – Mental Health Commission of Canada).
- The Employee Mental Health Strategy will lead to the development of a campus-wide mental health strategy. An Advisory Committee has been established comprised of representatives from both the student and employee mental health strategy committees.

**Equity, Diversity, and Inclusion Awards**

- **Reminder - Nomination Deadline - February 10, 2023**  
For more information and to complete a nomination form, please go to the [EDI Awards website](#)
- The awards will be presented on March 30, 2023 at 3:30 pm at Alumni Auditorium.



## **Office of Human Rights, Equity, and Accessibility (OHREA)**

- 2021-2022 Accessibility Report and Multi-Year Plan is complete and will be posted online soon.
- The Employment Equity Annual Report 2021 is completed as is posted online: [https://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/employment\\_equity\\_annual\\_report\\_2021\\_final.pdf](https://www.uwindsor.ca/ohrea/sites/uwindsor.ca.ohrea/files/employment_equity_annual_report_2021_final.pdf).

## **Director of Anti-Racism Organization Change**

- Black History Black Futures Working Group initiated the first flag-raising ceremony at UWindsor on Wednesday, February 1st. The campus community and media were invited. This was a successful event that was very well attended by members of the University and wider community.
- Working with campus and community partners to develop robust Black History Month programming, including partnerships with the Essex County Black Historical Research Society, The Black Council of Windsor Essex County, and UWindsor's Afrofest Coordinator, just to name a few.
- Administrative Assistant hired. Helping with research and helping to propel our efforts pertaining to dismantling anti-racism and oppression on campus.
- Preliminary work with the Black Studies Institute to build an anti-racism education framework.
- AROC annual report to be submitted by February 3, 2023.
- Initiatives Against Anti-Asian Hate Working Group met: The WG will be working on organizing consultations with students to document any concerns they have pertaining to their experience at UWindsor. Workshop, information, and campaigns to address anti-Asian hate will be revealed in the coming weeks.

## **Office of Student rights and Responsibilities**

Establishment of the Office of Student Rights and Responsibilities (OSRR) on December 1, 2022

### ***Select Highlights***

- More than 10+ active non-academic cases currently being addressed by the Office – Manager in consultation with the Executive Director
- Executive Director and Manager have conducted an internal survey of process and procedures at Canadian and select US post-secondary institutions regarding non-academic student 'misconduct'
- The Executive Director has commenced full-time duties in the past two-weeks and is focusing on strategic implementation of recommendations of the Independent Consultant (Charles C. Smith) Report and the UWindsor Anti-Black Racism Task Force report as related to the OSRR which will include the following (non-exhaustive) activities, which at each stage will be undertaken and assessed using a lens of racial equity, anti-racism and anti-oppression:

#### Phase 1

- Review of existing policies and procedures at UWindsor relating to student 'misconduct' and report to VPEDI with recommendations for next steps
- Outreach and Consultation with student groups, faculty, and wider University stakeholders input and feedback on existing policies and procedures. Stakeholders include, but are not limited to, UWindsor Students Associations (including UW Student Alliance, Black Law Student Association, Indigenous students' associations, BIDE among others), Student Counselling Services, Residence Services, Athletics Services, CLA, LAW, Sexual Violence Prevention, ACT, UWindsor Black Studies Institute, Special Advisor to the President Indigenous Relations and Outreach, Associate Deans, OHREA, and others
- Build relationships and professional expertise and insights into best practices in other select CDN and US institutions, through interviews, consultations, and ongoing review of current literature and academic scholarship and advocacy
- Draft and circulate expectations and behavioural standards to stakeholders based upon outreach, consultation, and incorporation of best practices based upon above

[Phases 2, 3, and 4 of 2023 will follow the recommendations of the CCS Report and ABR Task Force Report, and knowledge distilled from above steps in Phase 1.