

**University of Windsor
Senate**

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

Item for: **Information**

Forwarded by: **Clinton Beckford**

1. Employee Engagement Survey Results (2022)

University Wide Action Planning

- The recommended actions emerging from the work of the Employee Engagement Survey Action Group were presented to the Executive Leadership Team in March 2023.
- Communication materials are currently under development with a goal to share with faculty and staff in April – May 2023.

Faculty/Department Specific Action Planning

- March 30, 2023 was the deadline for faculties/departments to send action plans to their respective Vice-President.

2. Mental Health Strategy for Employees

- The Campus Mental Health Advisory Committee has completed drafting the Purpose, Vision, and Guiding Principles to guide the overarching way in which we approach mental health.
- The Employee Mental Health Strategy Steering Committee has completed an organizational review/assessment. This process was grounded on the 13 factors that are part of the National Standard of Canada for Psychological Health & Safety. The assessment was informed by the data gathered through the University's strategic planning process, Employee Engagement Survey, and review of policies and programs. This process resulted in the identification of areas of strengths and opportunities for improvement.
- Next steps include the identification of key actions to address emerging opportunities.
- A comprehensive website is under development to keep faculty and staff informed and engaged. More details to follow.

3. Equity, Diversity and Inclusion Awards

- On March 30th, over 150 faculty, staff, students came together to celebrate inspiring students, faculty, staff, and alumni who have gone above and beyond their roles to advance equity, diversity, and inclusion at the University of Windsor and beyond.
- Awards were presented to the following individuals/teams:
 - Faculty – Dr. Richard Douglass-Chin, Associate Professor, Departments of English and Women's & Gender Studies
 - Staff – Jaimie Kechego, Learning Specialist, Indigenization, Centre for Teaching and Learning (nominated for her former staff role)
 - Student – Tyrone Sequeira, Dual JD student, Faculty of Law
 - Alumni – Jermain Franklin, Anchor, SportsCentre, TSN, Alumnus BA '99
 - Team/Committee – UWindsor Pride
- The Equity, Diversity, and Inclusion Committee will be meeting later this month to evaluate the awards program and identify any required changes to enhance the program for 2024.