

**University of Windsor  
Senate**

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

Item for: **Information**

Forwarded by: **Clinton Beckford**

**Anti-Racism Organizational Change:**

**Black Alumni Weekend**

- The weekend of September 22-24, 2023, was the inaugural [UWindsor Black Alumni Weekend](#). This historic event to the Canadian post-secondary education sector welcomed over 100 alumni, students, faculty, and staff to a 3-day event centered on reconnection and re-engagement with UWindsor. The feedback from participants in post-event surveys has been extremely complimentary and encouraging. The UWindsor Black Alumni Group received donations and sponsorships from most of the faculties on campus, in addition to departments.

**Student Self-Identification Survey**

- [The Student Self-Identification Survey](#) reboot is in full swing with advertisements across campus. Team members will be visiting classrooms in the coming weeks to promote the survey to students while stressing the importance of capturing student census data.

**IOT Action Plan Progress Report**

- We are in the final revision stages of the IOT Action Plan Progress Report - Phase I.
- The first draft of the UWindsor Anti-Racism Strategy will soon be ready for review.

**ABR Professional Development Grant**

- Several UWindsor employees have been approved for the [ABR Professional Development Grant](#). These employees are currently enrolled in the Fundamentals of Race and Anti-Black Racism course offered through the Department of Continuing Education.

**Office of Human Rights, Equity, and Accessibility**

**Beyond Diversity**

- Beyond Diversity is a compassionate curriculum to build community, launch innovation, and navigate the predictable pitfalls in interracial, multi-cultural conversations about race. Powerful and personally transforming, this in-person, two-day seminar helps leaders, employees, and organizations understand the impact of race on their lives, their work, and their overall growth. Interactive and stirring exercises strengthen participants' critical consciousness of race and lead them to investigate the role that racism plays in institutionalizing disparities. Most importantly, it models and teaches a protocol for discussing race in ways that are productive, insightful, and generative.
- Next event:
  - **Title:** Beyond Diversity by [Global Foundation - Courageous Conversation](#)
  - **Facilitator:** [Madame Athena Chang](#)

- **Dates:** Wednesday, December 6 to Thursday, December 7, 2023
- **Time:** 9:00 a.m. – 4:00 p.m. (two full days)
- **Location:** In-Person Only, Freed-Orman Centre
- Priority registration was available for the Strategic Leadership Forum group, the Managers' Forum group, and the Board of Governors throughout October. Space is limited, and a waitlist will be generated as needed.

### **OHREA Awards**

- The call for nominations for the [11<sup>th</sup> Annual OHREA Awards](#) is now closed as of **Thursday, October 26, 2023**.
  - Launching in December 2023 via a Social Media Campaign.

### **Improving Website Accessibility**

- At the end of April 2023, the University signed a contract to engage Monsido, which is a web governance solution. Web governance solutions are enterprise tools that scan all pages on a website and automatically identify accessibility issues for remediation. Identified issues are accompanied by recommended steps to remediate the issue and make a web page accessible. Our website will be scanned on a weekly or more frequent basis to ensure that reports are up to date with any new accessibility concerns that may inadvertently come up.
- By providing this tool and the accompanying reports to all editors across our website, we are empowering hundreds of users to perform remediation work that historically may have relied on the efforts of the central IT department to identify and work to remediate issues. This tool is necessary to ensure the University is in compliance with requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

### **Pride at Work Sessions**

- The Office of Human Rights, Equity, and Accessibility (OHREA) has again registered the University of Windsor to be a member of Pride at Work Canada. This resource is open to all University students, staff, and faculty. Pride at Work Canada “offers institutional education and guidance to organizations that make a commitment to supporting 2SLGBTQIA+ inclusion”. Employees and students at the University are invited to take advantage of the membership benefits.
- Pride at Work Canada offers a wide range of services for employees, including lunch and learns, facilitated discussions, workshops, and webinars, as well as practical tools and frameworks to help adopt a strategic approach to drive strategy forward. Pride at Work also customizes its programs and services to fit the needs of its partnered members.
- Use your UWindsor email to access the membership benefits by visiting <https://prideatwork.ca/>. Should you have any questions, please contact Diane Luu-Hoang, Employment Equity Manager (OHREA) at [D.Luu-Hoang@uwindsor.ca](mailto:D.Luu-Hoang@uwindsor.ca)

### **Office of Student Rights and Responsibilities**

- OSRR is processing complaints. In some instances, decision letters have been sent out along with information about the appeals process.
- The office is monitoring procedural fairness issues that arise during the lifespan of a complaint based upon the queries and complaints filed in the office and aspects of the investigation process.
- OSRR is participating in file-specific meetings that involve other units and offices on campus, where complaints engage policies relevant to those other units.
- The office is keeping informal records and disaggregated data (both qualitative and quantitative) to identify patterns and themes that impact 'access to justice' for students, to address what is within our purview to do, and to share any broader general observations with the OVPPE&I
- OSRR continues to triage and process specific complaints:
  - We have retained investigators in new cases that are proceeding via the 'formal' route.
  - Where a department/faculty is involved, upon request, we are providing support, resources, and consultation as requested regarding either a student's rights or the complaints process.

- In other cases, OSRR has assisted in ensuring 'complaints-related accommodations' are in place and reviewed during the lifespan of the investigation process.
- The office participated in the JJE Appeal for the position of Manager, OSRR. The Appeal was successful.
- The office space for the OSRR is expected to be ready the second week of November 2023 - the office was painted, and vinyl floors were put in.

### **Organizational Change and Development**

#### Employee Mental Health Strategy Update

- The [Employee Mental Health Strategy Implementation Working Group](#) has been established to move from strategy to action.
- The full EMHS document was launched on October 24, 2023, via mass e-mail to Faculty and Staff and Daily News. [It can be downloaded from the Employee Mental Health website.](#)
- A formal launch will take place November 20, 2023, from 10:00 am to 12 noon at the Alumni Auditorium, CAW Student Centre. This will be an opportunity to engage in conversation about Employee Mental Health.

#### **Employee Engagement Survey Action Planning – University-wide results**

- The roadmaps associated with the key actions emerging from the data analysis have been completed, and status updates are now available on the [Turning Survey Results into Action website](#) (Select the blue button at the bottom of the page. This will redirect you to a sign-in page to view the status update reports.)

#### **Okanagan Charter**

- The [Okanagan Charter](#) outlines the language, principles, and framework that post-secondary institutions should be utilizing in order to work towards becoming a campus that promotes health and well-being in all aspects of life to all individuals.
- A Thinktank meeting will take place at the end of November to explore the possibility of the University adopting this Charter.

#### **Leadership Competencies**

- The Employee Engagement Survey results (2022), the Aspire Strategic Planning consultations, and the Employee Mental Health Strategy have all highlighted the need for a leadership competency framework.
- Leaders at all levels of the institution play a critical role in advancing the mission and vision outlined in the Aspire strategic plan, fostering innovation and change, shaping organizational culture, creating high-performing teams, building collaborations and partnerships, and creating the conditions in the work environment for faculty and staff to feel inspired, engaged, motivated, safe, and proud.
- A Leadership Competency Framework will highlight the key skills and knowledge areas that all leaders require to be successful. This framework is critical to better support leaders, implement leadership development opportunities, develop an accountability framework (goal setting), and support recruitment/search processes.
- A proposed competency framework emerging from the literature review has been drafted. The next steps include the engagement of leaders across the University in a feedback process.