

**University of Windsor
Senate**

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

Item for: **Information**

Forwarded by: **Clinton Beckford**

EDI Strategy

The development of university's first equity, diversity, and inclusion strategy is underway. This is one of the university's strategic plan *Aspire Together for Tomorrow*, cascading plans. The strategy is being led by the EDI Strategy Development Team from the Office the Vice President, People, Equity, and Inclusion and the EDI Strategy Consultative Working Group. Terms of reference for the working group have been developed and recruitment of members have begun. A tentative deadline of May 31, 2024, has been set for completion of a draft document.

People Strategy

The Office of the VPPEI is leading the development of the university's first 'people strategy' to articulate a roadmap for the institution's goals of being a people-centered organization. The strategy is being led by the People Strategy Development Team from the Office the Vice President, People, Equity, and Inclusion and the People Strategy Consultative Working Group made up of faculty and staff from across the university. Terms of reference for the working group have been developed and recruitment of members have begun. A tentative deadline of May 31, 2024, has been set for completion of a draft document.

Food Security Action Plan

At the December 2023 senate meeting, food insecurity was discussed in the student caucus report as a major problem for University of Windsor students. President Gordon has asked for immediate action to address the issue. We have started the process for the development of a comprehensive evidence-based Food Security Action Plan aimed at eradicating hunger among students. The goal is to develop a coherent plan that moves beyond random initiatives typically led by students without significant institutional support. Terms of reference have been drafted for a Food Security Action Group and recruitment of members is underway. The aim is to have a full plan in place by the summer of 2024. In the meantime, we will be treating the matter as urgent and developing initiatives that can be implemented right away.

Employee Mental Strategy

The implementation phase of the EMHS has started. We have hired an Employee Mental Health Coordinator who will start soon. We have also begun meetings with Faculty Councils discussing the strategy and its implementation.