



University
of Windsor

EQUITY, DIVERSITY, INCLUSION, & DECOLONIZATION NEWSLETTER



EDID in the 519 Campus Newsletter

Volume II • Issue II • October 2023

Visit the VP
People,
Equity, &
Inclusion
Website

Welcome to the October Issue

Welcome back to our Fall issue!

Create. Centre. Celebrate.

This newsletter strives to build a culture that reflects the diversity of the University of Windsor and our surrounding Windsor-Essex community. It centres bold, unapologetic and forthright stories of excellence, advocacy, challenge, and change that impact our community and inspire a more equitable and just world.

If we do not capture these stories, no one else will. They will not be heard or seen. With this newsletter, we seek to create an expansive space where EDI issues are centred and celebrated. These stories tell us how far we have come and the potential of where we can grow as a community.

This issue covers important history markers and campus-wide events related to EDI initiatives with a special focus on the launch of The Cube, the Indigenous & Black Student Talent Incubator. We discuss the ADHDe project, the accessible entrance at the Human Kinetics building, washroom and building audit updates, a call for paper submissions for the *Journal of Critical Race, Indigeneity, and Decolonization(JCRID)*, the 2023 EDI Awards, and



Read the Welcome Statement from the VP, People, Equity, & Inclusion

Meet the VP PE&I Team

Challenging & Changing UWindsor



The ADHDe Project

The University of Windsor received \$25,000 in funding for **The ADHDe Project** from the Enabling Change Program through Ontario's Ministry for Seniors and Accessibility. This was a student-led initiative from concept to delivery, with support from **OHREA**. The "e" in "ADHDe" stands for education, equity, and empowerment.

The project launched in the fall of 2022 and had four parts: 1) a social media campaign; 2) a workshop series; 3) a permanent **ADHD digital resource guide** and; 4) an **open resource digital campaign kit**. The project aimed to assist with destigmatizing attention-deficit/hyperactivity disorder (ADHD) and neurodiversity, provide students with resources and support, and promote a welcoming and inclusive environment in postsecondary.

The goals and objectives were met with a very successful program. Of those participants who completed evaluation surveys, 100% of participants reported that they would recommend this program to others. Also, 99% of participants indicated that they will implement at least 2 learnings to improve accessibility in their organization within 6 – 12 months following participation in the project. We received positive feedback from staff, students, and faculty. We thank the student project leads, Nadia Gill and Rame Marie, for their leadership.

Nadia Gill initially submitted this project as a proposal to the **IDEA Competition**. Shortly after

winning the competition, a grant was made available that aligned perfectly with Nadia's submission. With the support of OHREA and others on campus, the "idea" became a reality!

- OHREA

Accessible Entrance at Human Kinetics



Coming soon to the Human Kinetics building on College Avenue is an entirely new, fully accessible entrance. This project was made possible in part by federal funding through the Enabling Accessibility Fund through Employment and Social Development Canada (ESCD). OHREA, the HK Faculty, the Accessible Built Environment Committee and the University's Facility Services worked together on a successful grant application wherein the University received \$722,800 for this project. Construction began in the spring of 2023 and is anticipated to be completed in September 2023.

The significance of this project is how deeply the design reflects the principles of Universal Design. This means that this entrance was created with everyone in mind so that all people could access the building through the same door for meaningful, dignified, and equitable access. The integrated approach that was used means that people who use wheelchairs and mobility aids, caregivers who push strollers, students who carry or pull heavy bags, visitors of different ages and abilities, and those who prefer or need stairs will all benefit from this design.

This ramp is 6 ft. wide with resting areas at each end. It will be equipped with a snow-melting system to make it safer to use in inclement weather. The entrance will also feature directional, tactile surfaces, braille directions on the railing, enhanced lighting, and signage. In addition, the front doors will be upgraded to meet new Ontario Building Code standards, automatic door openers, and cane-detectable guardrails.

Washroom and Building Audit Updates

In the Winter of 2023, OHREA worked with Disability Studies students to undertake a washroom audit on campus to identify a range of facilities available. An updated list of **single-user, universal, and multi-user all-gender washrooms** is now available on the OHREA website.



In addition, OHREA students updated accessibility way-finding audits of all buildings on campus to provide information on accessible features in each location to help everyone better plan their routes. These **building information sheets** include details on accessible and universal washrooms, along with accessible entrances, elevators, water fountains, and other amenities. In reviewing these resources, it may be noted that many of the single-user washrooms are also accessible. These spaces were planned with the principles of Universal Design in mind, meaning that the design of these washrooms was intended to meet the needs of all people who wish to use them. They are gender and ability inclusive, an important part of making the campus safe, accessible, and welcoming to all.

Over the coming months, the University will be updating signage on gendered, single-user washrooms with a simple washroom symbol – a toilet icon. Where the washroom is also accessible, the signage will include a universal accessibility symbol – wheelchair in motion icon.



We are thrilled to announce the launch of The CUBE, an Indigenous and Black Student Talent Incubator at the University of Windsor. The CUBE represents a groundbreaking initiative dedicated to empowering Indigenous and Black students on their educational and career journeys.

The official launch took place on September 14th, 2023, at the Odette School of Business and drew significant attendance, with esteemed University of Windsor members, faculty, Indigenous and Black (I&B) students, and I&B community members in attendance.

The event commenced with an opening address by the Interim Director, Dr. Kemi S. Anazodo, followed by a meaningful land acknowledgement statement delivered by The CUBE's Indigenous Special Advisor, Jaimie Kehego. Speeches were also delivered by the President and Vice-Chancellor of the University of Windsor, Robert Gordon, and the Vice-President for People, Equity, & Inclusion, Dr. Clinton Beckford. Distinguished representatives from Toronto-Dominion (TD) Bank shared their career journeys as Indigenous and Black professionals in the industry.

The CUBE initiative is designed to empower and uplift Indigenous and Black students by offering tailored professional development programs, robust mentorship networks, personalized career guidance, and financial assistance opportunities. The CUBE is dedicated to building a talent pipeline to amplify the voices of underrepresented scholars and professionals across various domains.

The CUBE team includes Dr. Kemi S. Anazodo as the Director, Jaimie Kehego as the Indigenous Special Advisor, and Dr. Richard Douglass-Chin as the Black Special Advisor. Additionally, we are privileged to have numerous esteemed faculty, staff, students, and community members deeply connected with Windsor's Indigenous and Black communities.

The CUBE will offer an array of benefits, including research assistantships, mentorships, networking events, and various funding options such as scholarships, grants, and bursaries. These opportunities aim to eliminate financial barriers, enabling students to pursue their educational aspirations with confidence.

The CUBE represents an exceptional opportunity for academic and career advancement for Indigenous and Black students. We eagerly anticipate the positive impact it will have on the University of Windsor community and beyond.

Academic Journal



Call for Paper Submissions

The Journal of Critical Race, Indigeneity, and Decolonization (JCRID) invites you to submit your manuscripts for publication in our peer-reviewed, open-access academic journal. JCRID is a bi-annual publication that promotes rigorous academic discourse on critical issues within the domains of equity, diversity, Inclusion, anti-racism, decolonization, and Indigeneity.

In the Spring of 2023, the Office of the Vice-President, People, Equity, and Inclusion at the University of Windsor created JCRID, so it could function as a catalyst for international research, informing and transforming postsecondary education institutions. We embrace interdisciplinary contributions from all subject areas and research genres, providing an expansive and diverse platform for scholarly exchange.

The journal welcomes submissions in various formats, including high-quality research papers, review papers, philosophical perspectives, book reviews, and extended research abstracts. All submissions undergo a meticulous peer review process to uphold the highest standards of academic excellence. We take pride in our commitment to an open-access policy, and therefore, there are no publication fees for articles accepted for publication in JCRID.

JCRID's areas of interest for article topics encompass but are not limited to the following:

- Race and Racialization

- Indigenization and Decolonization Praxis
- Grassroots Approaches to Anti-Racism and Decolonizing Practices
- Critical Writing and Research on Indigenous Peoples and Communities
- Critical Race Theory
- Critical Social Theory
- Anti-Racist Organization and Transformation
- Race and Intersectional Identities
- Decolonial and Anti-Racist Pedagogical Methodologies

We invite researchers, scholars, and faculty members to contribute to JCRID, and we thank you in advance for supporting our mission. We welcome submissions from multiple academic disciplines, including but not limited to Critical Race Studies, Black Studies, Indigenous Studies, Women, Gender, and Sexuality Studies, Latin American Studies, and Diaspora Studies.

Submission Guidelines:

To ensure consideration for publication, please observe the following guidelines:

- Submit original manuscripts (we cannot accept previously published material)
- Refer to the JCRID submission guidelines available on our website
- Submit your manuscript via **JCRID website**

We eagerly anticipate your valuable contributions as we embark on a transformative journey in academia.

- *Samuel Ehikhuenmen*

2023 EDI Awards



On March 30, 2023, the Office of the VP, People, Equity, and Inclusion (then the VP Equity, Diversity, and Inclusion) celebrated the recipients of the University's inaugural Equity, Diversity, and Inclusion (EDI) Awards.

These awards honour and celebrate those who have worked tirelessly to build a more diverse,

equitable, and inclusive campus community. They have demonstrated an unwavering commitment to addressing 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 committee received 27 outstanding nominations for those whose contributions advanced equity and justice on campus and in the larger Windsor community.

The awards celebration took place in the Alumni Auditorium where Dr. Clinton Beckford, the Vice-President of the Office of People, Equity, and Inclusion, and Dr. Robert Gordon, the President, and Vice-Chancellor of the University, honoured each recipient on stage. They received a hand-blown glass sculpture commissioned by the University of Windsor and created by local company Soffi Studios. The inaugural award recipients include:

- **Faculty Award** – Richard Douglass-Chin, associate professor, Departments of English and Creative Writing and Women’s and Gender Studies
- **Staff Award** – Jaimie Kehego, learning specialist, Indigenization, Centre for Teaching and Learning
- **Student Award** – Tyrone Sequeira, dual JD student, Faculty of Law
- **Alumni Award** – Jermain Franklin (BA 1999), alumnus
- **Team/Committee Award** – UWindsor Pride

The award recipients went above and beyond their roles to make the University of Windsor a more inclusive, welcoming, and safe campus.

Dr. Beckford acknowledged their devotion to our campus community in his closing remarks: “We know that for every individual we recognized today, there are countless others who are working tirelessly across campus and beyond to dismantle racism and other forms of oppression and discrimination and to advance Indigenization, Equity, Diversity and Inclusion. Thank you for everything that you do every day to make UWindsor a more welcoming, safe, and just campus.”

For photos from the event, please visit the [EDI Awards Page](#). Please stay tuned for upcoming opportunities to submit nominations for the **2024 EDI Awards**.

- Kate Hargreaves

Upcoming Events



The Fundamentals of Race and Anti-Black Racism Course

The **Office of the Vice-President, People, Equity, and Inclusion** continues their collaboration with Continuing Education to offer The Fundamentals of Race and Anti-Black Racism, an 18-hour online course supported by **Black Council of Windsor-Essex**. It will explore the social constructs of race, whiteness, and Blackness, and their complex

repercussions on anti-Black racism.

The next offering of the course begins January 25, 2024 and is now open to registration to all interested participants who would like to engage in reflections, case studies, and the sharing of experiences to enhance awareness within their personal and professional settings.

Two past participants shared their thoughts on the course:

Michelle Solomon says, "This course allows you to reflect while you learn about race and anti-racism, your own unconscious biases, and lived experiences that shape your understanding of race to be able to have a stronger sense of identity, also a more open ability to identify racism and be a better ally." Michelle goes on to say that the instructor created a safe and open space for engagement, sharing of feelings and new insights that allow for personal and professional growth.

Christina Sobhi-Long shared, "This course provided a deep-rooted insight into the anti-Black racism that exists, and the past in which it stems from." Christina states that while these societal issues can feel very heavy, learning and understanding social inequity helps us redefine how we conceptualize allyship and how we implement sustainable change.

The course encourages learners to display active participation in online classes by working on reflections, presentations, and take-home assignments. Participants who complete the course will receive grade of completion and a Certificate of Completion.

Group rates are offered for leaders who wish to offer this course as a training program for their team. UWindsor Staff, Students, Alumni, and Hire UWindsor Partners are eligible for a discount. **Email** for details.

Registration is now open! Please visit the **Continuing Education website** to sign up today! If you are interested in taking the course, you can apply for the **Anti-Black Racism Professional Development Fund**.

- Siu Le

Have ideas for stories? We'd love to hear from you about people, initiatives, or events we can highlight for future issues. Submit your submissions here.

**Office of the
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CONTACT US

We foster a community of inclusion where traditionally silenced stories are centred and celebrated at the University of Windsor and in the Windsor-Essex community.

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