



2023 - 2024 Annual Report

Equity, Diversity, and Inclusion Office

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University
of Regina

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The Mandate of the Equity, Diversity, and Inclusion Office aligns with the University of Regina’s strategic plan, All Our Relations: kahkiyaw kiwâhkômâkaninawak.

The EDI office is committed to:

- Building inclusion and transforming campus culture
- Promoting diversity and equity in all areas of campus life and work
- Responding to and providing pro-active guidance on issues of equity, diversity, and inclusion that impact faculty, staff, students, and leadership, and in particular Indigenous persons, racialized individuals, persons with disabilities, sexual and gender diverse individuals, and/or women.

Equity, Diversity and Inclusion Strategic Plan

Priorities and actions focused on during the period August 2023 - April 2024:

- Establishing a sustainable Equity, Diversity, and Inclusion Office, and relationship-building with faculties, departments and affinity groups
- Engaging the campus community with the principles of EDI
- Promoting EDI through education
- Offering consultations to faculty, staff and students
- Developing community partnerships
- Gathering information on EDI initiatives on campus and reporting
- Collaborating and offering EDI events and programs



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OVERVIEW - WHERE WE ARE NOW

Overview of the period August 2023 to April 2024

The EDI Advisor

- Connected with members of the campus community to learn about the rich and varied EDI initiatives, best practices and actions currently undertaken on campus
- Engaged in dialogue to advocate for EDI and to build relationships
- Listened to concerns about exclusion and inequity
- Worked proactively to educate and create brave spaces

123

Meetings with key individuals

275

Individuals engaged



ESTABLISHING A SUSTAINABLE EDI OFFICE

Establishing a sustainable EDI Office was done in a number of ways:

- **Building relationships and trust** through meetings with various groups to discuss ways of moving EDI forward:
 - Campus leadership, Faculty Deans, AVPs
 - Unions, heads of other campus services
 - Office of Indigenous Engagement
 - UR International
- **Connecting with affinity groups** to amplify the voice of equity-seeking individuals such as:
 - Accessibility Services
 - Campus for All
 - SUNTEP
 - ta-tawâw Student Centre
 - UR Pride
 - URQI
 - URSU
- **Resource development and consultation** on policies and procedures:
 - Input to Canada Research Chair search committees
 - Input and suggestions on use of inclusive language in curriculum development, job postings, publicity materials
 - Making available the Diversity Calendar from the Canadian Centre for Diversity and Inclusion (CCDI)
 - Creating EDI resources
- **Collaborating with faculties/departments and affinity groups** through:
 - See Different Program - collaborative initiative with UR International, CESL, FGSR, URSU, EDI Office and CCDI to offer a DEI certificate program to students
 - Anti-oppression book club organized by the John Archer Library
 - Faculty, staff and student consults
- **Participating in Saskatchewan-wide and Canada-wide EDI networks:**
 - Network of equity leaders at Canadian universities and colleges
 - Inter-Institutional Forum - Scarborough Charter
 - Saskatchewan Collaborative Bachelor of Science in Nursing Anti-Oppression Community of Practice
 - Saskatchewan Leaders' Caucus - committee of the Canadian Child Care Federation

Engagement of the campus community with EDI was done in the following ways:

Publicity and communication

- Creating an EDI website
- Monthly posting of Diversity Calendar (with permission from Canadian Centre for Diversity and Inclusion) on campus notice boards and digital screens
- Monthly posting of EDI resource page on the EDI website highlighting special days and events
- Positive feedback received on the Diversity Calendar and resources, providing an opportunity for engaging in productive EDI conversations

Organizing and collaborating on EDI initiatives

Black Photovoice Exhibition

The Faculty of Social Work and the Equity, Diversity, and Inclusion (EDI) Office collaborated with the Saskatchewan Association of Black Social Workers (SABSW) to bring the photo voice project titled “The Mosaic of Black Joy and Wellness” to the University of Regina campus. This event provided an opportunity to commemorate the International Decade for People of African Descent (2015-2024).



UR INCLUDED

Diversity Calendar
Resources for June 2024

National Indigenous History Month
National Indigenous Peoples Day - June 21, 2024
The National Indigenous History Month in Canada is a time to honour the stories, achievements and resilience of Indigenous Peoples.

The weekly themes for 2024 are:

June 1 to 9: Environment, traditional knowledge and territory
June 10 to 16: Children and youth
June 17 to 23: Languages, cultures and arts
June 24 to 30: Women, girls and 2SLGBTQI+ people

Learning resources are available on the [Government of Canada website](#).

Pride Month/Season
June is also the month to celebrate the resilience, talent and contributions of the 2SLGBTQIA+ communities. In many communities, Pride events are celebrated during the summer months. The first large-scale gatherings for 2SLGBTQIA+ rights took place in Ottawa and Vancouver in 1971. 1973 saw Pride events held in several Canadian cities.

We can show solidarity with the 2SLGBTQIA+ communities by learning more, and through visible symbols such as wearing a Pride Pin and participation in the Pride Parade.

See the [Government of Canada website](#) for more information.

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The project was supported by the USASK Student Wellness Centre, and funded by the Multicultural Council of Saskatchewan and SaskCulture and was on display at the University of Regina’s RIC Atrium March 19-21, 2024.

It was an opportunity for all members of the campus community to learn about Black Culture and there were many visitors to the exhibition.

“Black” community members on campus expressed that they felt ‘seen’ and ‘heard’.

Letter From Hang Wen (Winnie) Visiting Scholar, Faculty of Engineering and Applied Science

First of all, I would like to thank the EDI team for accepting me. Because, I am not a student, but a visiting scholar.

Secondly, I would like to thank the University of Regina for giving me such a precious opportunity to discuss so many highly focused social issues with teachers and students in various fields. The five classes ended too quickly, and on March 22, when the last class ended, I was still not satisfied, and the delicious coffee and snacks made me think that next week we would meet again on Friday morning in ED 623, which has special meaning for me now.

I would like to thank Sujatha for her continued commitment to EDI, which is very important for the ethnic minorities and disadvantaged groups living in this land. I have attended many training courses and seminars on EDI topics, and I have always wondered about this question. If we have the chance, we should live in each other's country for a while, embrace and accept each other's civilization, and once we have done so, all the codes about each other's culture will be unlocked.

Because, in my opinion, civilization is something higher than culture; civilization shapes people's thought and spiritual world, guides people's behavior, and this behavior embodies culture. In other words, culture can be regarded as a gesture or action, which is the result of civilization. If you really do not understand the civilization of the other side, that is, why the other side does it, as long as you try to do so, you are showing your friendliness and goodwill, then intercultural communication can be regarded as achieving its purpose.

Yours,
Winnie

Student engagement with EDI was encouraged in the following ways:

- Participation in panel discussions and engaging in EDI conversations
- Volunteering at EDI events
 - 2 students volunteered at the EDI booth during UR International Spring Orientation
 - 1 student volunteered during the Black Photovoice Exhibition
- Sharing their experiences on the EDI website
 - 8 students contributed to Student Voices on the EDI website where they talked about their volunteering experiences and journeys
- Participating in EDI training
 - 12 students participated in the Level 1 certificate on DEI offered by CCDI and organized by the EDI Office in partnership with URI, URSU, CESL and FGSR
 - 3 of the 12 students proceeded to enroll in the Level 2 certificate



- EDI Advisor offered a session on Intercultural Competence as part of the Equity, Diversity and Inclusion and Indigenization digital badge course offered by Hill and Levene Centre for Experiential and Executive Learning
- Mentorship and befriending



Equity, Diversity, Inclusion and Anti-Oppression Education

EDI education materials and presentations were developed on the following topics and offered to the campus community:

- Introduction to EDI
- Inclusive Teaching
- Creating and Sustaining Inclusive Teams
- Macro and Microaggressions
- Intercultural Competence
- Addressing Bias



Break down of sessions offered to the campus community
September 2023 to April 2024

Topic	Audience	Number of Sessions	Number of Participants
Introduction to EDI	Staff and Faculty	9	139
Inclusive Teaching	Faculty	1	50
Microaggressions	Staff and Faculty	3	74
Creating and Sustaining Inclusive Teams	Research teams	2	51
Intercultural Competence	Students	2	37
EDI orientation	Students	3	1,600+
EDI orientation	New Employees	2	60+
Total		22	2,011

Participant Feedback on the Workshops and Discussions



Students who participated in the sessions shared that it provided them an opportunity to understand how cultural differences impact communication, and to learn techniques that would enable them to respond to situations with intercultural competence.



Students appreciated the space to talk about discrimination and racism and its impact on their lives. Many talked about how their experiences and background were not valued or appreciated. They also shared that the sessions enabled them to seek support from peers, the EDI office and other campus supports.



Faculty and staff had the opportunity to discuss their experiences in the classroom. The sessions provided an opportunity to explore possible ways of dealing with disruptive student behaviors and interpersonal conflicts.



Faculty appreciated the practical examples and case studies as these tools could be used to build inclusion in the classrooms. The interactive sessions provided an opportunity for faculty members to share ideas, experiences and solutions and this was helpful to the other participants.



Building trust and relationships has led to an increased demand for follow up sessions and engagement with EDI.



STUDENT, FACULTY & STAFF CONSULTS

Last year's consults:

5 consults with Student Conduct Office
3 consults with Respectful University Services

41

Student consults

20

Faculty/Staff consults

Reasons for Consult



EDI resources and input to policies/curriculum



Requests for inclusive services and accommodations such as lactation stations, women-only swimming programs for particular cultural groups



Dealing with challenging situations and microaggressions
Disruptive classroom/laboratory/clinical situations
Intercultural communication issues



Isolation | lack of employment | financial difficulties | discrimination



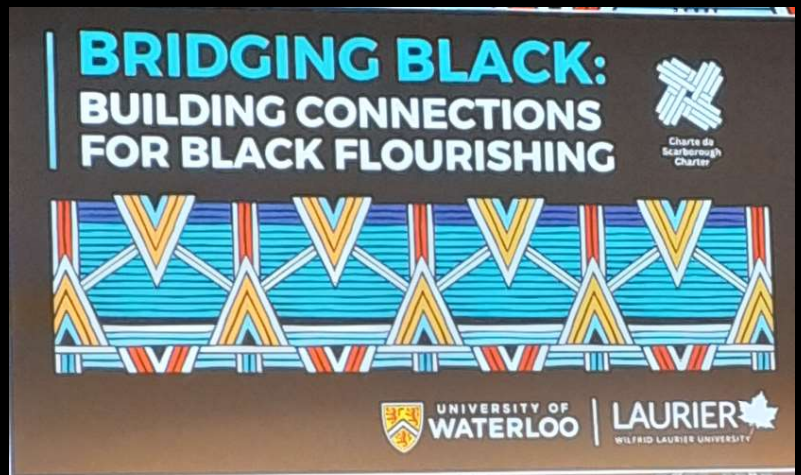
Conversations on EDI - developing a representative workforce

COMMUNITY PARTNERSHIPS

Scarborough Charter

The University of Regina is a signatory to the Scarborough Charter. The Charter focuses on addressing Black Inclusion, flourishing and addressing racism within academia.

The EDI Advisor had an opportunity to attend the Inter-Institutional forum of the Scarborough Charter held on May 9 and 10, 2024 at the University of Waterloo and Wilfred Laurier University.



The first report of the Inter-Institutional Steering Committee Data and Research Group was presented at the business meeting of Partner Institutional Heads, Chief Academic Officers and Institutional EDI leads. The report presented data on the Black population in Canada and more specifically on the Black population in Canadian universities and colleges. The report highlighted underrepresentation of Black people in University leadership and at all levels within the academia.

The EDI Advisor submitted to the steering committee of the Charter a report of actions taken at the University of Regina to implement the principles of the Charter.

Canadian Center for Diversity and Inclusion

The University is an Employer partner with the Canadian Centre for Diversity and Inclusion.

The partnership offers employees the following resources:

- Access to the knowledge repository with updated EDI resources
- Webinars on EDI that are free for U of R employees
- A designated staff from CCDI supports the U of R EDI office
- CCDI offered the “See Different Program” to U of R students and we would be offering this again during the fall/winter term



CRC EDI Progress Report

The EDI Office collaborated with the Director of Research and Director, ODPP, Human Resources to collect and prepare the Canada Research Chair EDI progress report 2021-2022. The report is available on the U of R CRC webpage.

<https://www.uregina.ca/research/assets/edi-progress-report-2021-2022-final.pdf>

The report highlights the EDI work in all faculties and departments on campus.

Report of the EDI Lead 2024 Inter-Institutional Forum - Scarborough Charter

This report was submitted to the Scarborough Charter - Inter-Institutional Steering committee.

The report highlighted how the University of Regina has enabled Black flourishing through events, activities and research.





ESI'S STORY

My name is Esi Mensimah Ekwam, a 1st year Master of Public Administration student with the JSGS, University of Regina campus.

I first learned about UR Included through the Global Learning Centre during the Intercultural Perspectives Panel Discussion. I remember so well because this workshop literally helped me find my voice again in this Country, and in Regina. Prior to the workshop, I described myself as being tongue-tied, struggling to find my words to piece them together to form any logical sentence.

I felt seen, heard and included at this workshop. I felt a strange sense of belonging, as if to say I now mattered. At this workshop I knew even though I was far from home and my loved ones, that I was not alone and that my experiences were shared by many others and not unique to me.

Suffice to say, I regained enough confidence and composure to make it successfully through my first interview in Regina, Canada.

UR Included made it possible, and I'm glad to get to share my story and experience, while encouraging others to avail of any such future opportunities.



Strengthening existing initiatives and relationships to build deeper meaningful connections.

Areas of priority would include Indigenous engagement, working with individuals with accessibility needs and the 2SLGBTQIA+ affinity group.

Collaborating with the new URSU Executive Committee to find possible ways of building connections between different student affinity groups such as holding cultural events and activities (in progress).

Collaborating with the Office of Research Services and Office of Research Partnerships and Innovation to implement objectives of the Canada Research Chair EDI Action plan.

Continuing campus engagements and education.

Inter-group Dialogue

The EDI Advisor had an opportunity to be one of 14 campus members belonging to different affinity groups to participate in an intergroup dialogue training conducted in May 2024 and organized by the Faculty of Social Work. This training was impactful in building relationships between different affinity groups. The EDI Advisor has connected with the facilitators to explore possibilities of offering the training to other groups on campus.

The process is slow but impactful and examples at other universities have shown positive outcomes and transformation in campus culture.

Representative and Diverse Workforce

Working with the EDI Advisory and Employment Equity Consultative committee to identify strategic directions for EDI work including working towards a representative and inclusive workforce.





Thank You



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