



UNIVERSITY OF REGINA EQUITY, DIVERSITY AND INCLUSION ANTI-OPPRESSION STRATEGIC PLAN

"IT IS NOT OUR DIFFERENCES THAT DIVIDE US. IT IS OUR
INABILITY TO RECOGNIZE, ACCEPT, AND CELEBRATE
THOSE DIFFERENCES." — AUDRE LORDE, WRITER





Introduction

The University of Regina's renewed commitment to equity, diversity, inclusion and anti-oppression (EDI-AO) occurs at an unprecedented time that is influenced by global, national, provincial and local events. The EDI-AO strategy takes into account the nature of the times and is poised to energize the achievement of the institution's values; to guide the realization of the mission, and to reset the vision to be inclusive of our global community.

Overview of Objectives



The strategic objectives and actions are rooted in the lived experiences shared by focus group participants, feedback from the 2020 Diversity Meter - Demographic and Cultural Climate Survey Report, and observations of events within the institution.



The Equity, Diversity, Inclusion (EDI) & Anti-oppression strategic objectives and the key actions enables us to take positive steps as a campus community to ensure that everyone is welcomed and included.

Objective 1

UET Commitment to EDI-AO

The President's commitment to equity, diversity, inclusion and anti-oppression (EDI- AO) is firmly established. To effectively embed the tenets of EDI-AO within all aspects of the University of Regina, a similar commitment is required of the University Executive Team (UET).

Actions

- Attend EDI-AO training and development
- Seek knowledge
- Adopt and utilize an anti-oppressive lens to all decision making
- Be an EDI Champion
- Be accountable to self, others and the institution regarding EDI-AO
- Adopt EDI metrics

Objective 2

Policy Review and Renewal

A review of policy thru an EDI-AO lens to ensure inclusivity of all individuals and relevance to the present day is a necessary strategic endeavor.

Actions

- Review policy using an anti-oppressive lens to ensure inclusivity

Objective 3

University of Regina's Demographic and Cultural Climate

Awareness of the demographic composition of faculty, staff and students and the perceptions of the cultural climate are a necessity for effective equity, diversity, inclusion and anti-oppression work.

Actions

- Communicate Diversity Meter: Demographic & Cultural Climate Survey (DMD&CCS) Results
- Conduct audit of current demographic data collection methods
- Establish a monthly demographic reporting and accountability framework
- Conduct a cultural climate survey specific to students
- Conduct demographic and cultural climate faculty and staff survey

Objective 4

EDI-AO Confidential Incident Line

A confidential incident line for individuals who experience any form of oppression (racism, sexism, ableism, ageism, homophobia, transphobia, xenophobia, etc.) provides a safe place to discuss the events, seek options for resolutions, or receive a referral/recommended approach to address the matter.

Actions

- Establish a confidential call line for reporting incidences of oppression
- Communicate about the call line institutionally
- Review the effectiveness of the call line

Objective 5

Equity, Diversity, Inclusion and Anti-Oppression Training

Education and training is essential to building institutional capacity in the realm of EDI and Anti-oppression (EDI-AO).

Actions

- Deliver context specific EDI-AO training OR develop curriculum in-house and deliver
- Make EDI-related training mandatory
- Host EDI-AO town hall events
- Host EDI-AO micro sessions in person or via web enabled technology
- Promote EDI-AO Book Club

Objective 6

Establish Affinity (Employee Resource) Groups

The effectiveness of equity, diversity, inclusion and anti-oppression is enhanced when equity-seeking groups are involved. Affinity or employee resource groups is one way to engage individuals with shared interest or goals/objectives.

Actions

- Acknowledge the existing affinity (employee resource) groups
- Create affinity (employee resource) groups
- Communicate the establishment of affinity groups

Objective 7

Communications

A key objective of Equity, Diversity, Inclusion and Anti-Oppression (EDI-AO) at the University of Regina is to take up space internally and externally. In addition to having an on campus presence, awareness and knowledge about EDI-AO through a variety of communication mediums is an imperative.

Actions

- Promote the EDI-AO strategy institution wide
- Communicate EDI-AO initiatives internally and externally utilizing multiple platforms including the intranet and social media
- Establish an annual EDI Communication Strategy linked to the EDI-AO Action Plan

Objective 8

Community Engagement

Every member of the University of Regina is a part of a community. The community may be small or expansive. Therefore, involvement with community may take many forms such as partnering, sponsoring, volunteering time or resources.

Actions

- INTERNAL: Support initiatives led by the Office of Indigenization and UR International
- INTERNAL: collaborate and/or support initiatives led by the faculties and departments at the University of Regina
- INTERNAL: collaborate and/or support initiatives led by the various Affinity Groups
- INTERNAL: Seek course audit options for the student researchers from being astonished! and Campus for all

Objective 8

Community Engagement

Actions

- INTERNAL: Collaborate with the University of Regina Student Union (URSU)
- EXTERNAL: Collaborate with Western Universities to promote EDI-AO
 - Engage the University of Manitoba, the University of Victoria, University of Calgary
- Collaborate with the University Library to establish Anti-Oppressive Book Club

Objective 9

Establish a Sustainable Equity, Diversity, Inclusion & Anti-oppression Office

Actions

- Create an EDI-AO Office
 - To maintain momentum with EDI-AO the establishment of a permanent office is necessary
- Establish a senior leader position to oversee EDI-AO the office
 - The EDI-AO is core funded and institutionally invested
- Ensure the office has budget with sufficient resources to cover associated costs of operations and initiatives
- Staff the EDI-AO Office
 - Assistant
 - 2 Research Students

THANK YOU

Equity, Diversity, and Inclusion Office

Human Resources

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