

EMPLOYMENT EQUITY PLAN MAY 2023-APRIL 2024

Our institutional momentum around employment equity is growing, but there is much still to do to increase representation and create an inclusive and welcoming campus climate. The following plan outlines the university's goals around recruitment, retention, and professional development for the 23/24 academic year.

RECRUITMENT

Action Items

1. Revise the QEAP Application to align with recommendations from the [Internal Audit](#) review of the Staff Hiring Process
2. Develop recruitment training that incorporates employment equity for Hiring Managers.
3. Revise and update the current self-identification questionnaire in CareerQ.
4. Update the Employment Equity Policy and Procedure to align with related university employment equity practices.
5. Analyze data collected from Targeted Hiring Programs to identify gaps in targeted hiring recruitment strategies.
6. Provide information sessions to units highlighting how the new QUFA Collective Agreement (Article 24) works with the targeted hiring policy for faculty recruitment

RETENTION

Action Items

7. Create an advisory group to provide guidance and input on recruitment and retention strategies and programming for BIPOC faculty members.
8. Establish a formal DEAP Schedule for Administrative units.
9. Review the results of Employee Experience Survey and make recommendations for improving campus climate for equity deserving groups.
10. Develop a guideline on religious observance at Queens and accommodations based on religious grounds.
11. Revise the Accommodations of Disabilities in the Workplace Policy.
12. Review the ERG website and conduct needs assessments with ERGs supporting equity-deserving employees. And provide a list of recommendation to community building supports lead by ERG
13. Host an annual ERG event.
14. Resource guides for new racialized staff/faculty

PROFESSIONAL DEVELOPMENT

Action Items

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| 15. Create online modules on Harassment and Discrimination policy and procedure. |
| 16. Develop and Implement an Indigenous certificate training program for Staff and Faculty. |
| 17. Develop the HREO Learning Challenge 2024. |
| 18. Review current training offerings to determine gaps and set strategic priorities for new training development and updating. |
| 19. Develop an information package for Department Heads on bias in evaluations. |
| 20. Develop an online Employment Equity module for Appointments, Renewal, Promotion and Continuing Committees. |
| 21. EE Learning Community; draft feedback survey to send to EE Reps to determine learning outcomes for 2024/25 |
| 22. I-EDIAA Competencies Map outreach lunch and learn for Managers |