EMPLOYMENT EQUITY PLAN MAY 2021-APRIL 2022

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 21/22 academic year.

1. RECRUITMENT

Action Items	Timeline
a) Review results of the Federal Contractors Program (FCP) to determine priorities to reduce gaps with special attention to racialized persons and persons with disabilities.	November 2021
b) Develop a Recruitment Bootcamp in-person training that incorporates employment equity	April 2022
c) In collaboration with with Faculty Relations and Human Resources, develop a policy for 'Special Programs' (targeted searches to recruit designated groups)	April 2022
d) Review and revise our strategy around senior searches and search firms	April 2022
e) Develop strategies around Indigenous Hiring	April 2022
f) Develop a 'Program' centred on newcomer employees. (newcomer internship)	April 2022
g) Develop and promote interview questions/rubric that incorporate EDII.	November 2021

2. RETENTION

Action Items	Timeline
a) Track and ensure availability of mentorship programs in each Faculty for BIPOC faculty members. (**PICRDI#12**: Mentoring program to identify and retain racialized faculty (adjunct and tenure-track))	April 2022
b) Develop an Engagement Survey for employees	April 2022
c) Develop Guidelines for managers to support work time flexibility for employees involved in ERGs	September 2021
d) Expand the Queen's Onboarding supports and programming for Staff	April 2022
e) Review/Revise the Employment Equity Policy	November 2021

3. PROFESSIONAL DEVELOPMENT

Action Items	Timeline
a) Mandate an equity goal on PDP for Managers (QMPG)	April 2022
b) Promote the use of the new Inclusion and Equity competency.	April 2022
c) Revise DEAP Tool Training to incorporate anti-racism content (**PICRDI #15**: Senior Administrators should receive training on how to set anti-racism, diversity and inclusion goals.)	April 2022
d) Develop and implement a DEAP Tool for individual researchers. (Digital workbook)	April 2022
e) Incorporate diversity guidance for Renewal, Tenure, and Promotion into New Faculty Orientation sessions. **(PICRDI #24)**	September 2021
f) Develop the following online training modules: anti-racism, anti-black racism, microaggressions.	October 2021
g) Develop three modules on EDI in research for Canada Research Chair holders	September 2021
h) Develop and Implement an Indigenous certificate for Staff and Faculty	April 2022

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