EMPLOYMENT EQUITY PLAN MAY 2022-APRIL 2023

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 22/23 academic year.

RECRUITMENT

Action Items	Timeline
1. Develop package for Administrative units that are posting positions that fall under Employment Equity Occupational Group (EEOG) #3, (Professionals) to develop robust employment equity plans.	April 2023
2. Develop a Recruitment Bootcamp in-person training that incorporates employment equity	April 2023
3. Employment Systems Review: Review the current self-identification collection process through CareerQ	April 2023
4. Employment Systems Review: Review the current employment equity tracking system QEAP	April 2023
5. Develop strategies around Indigenous Hiring	November 2022
6. Promote the new policies on Targeted Hiring and Senior Level Recruitment	December 2022

RETENTION

Action Items	Timeline
7. Create an advisory group to provide guidance and input on recruitment and retention strategies and programming for BIPOC faculty members.	April 2023
8. Work with campus wide EDII Directors/units to encourage the mandatory DEAP requirements within their portfolios.	April 2023
9. Create a working group to focus on the employee lifecycle, including onboarding.	April 2023
10. Review the results of Employee Experience Survey and make recommendations for improving campus climate for equity deserving groups.	April 2023
11. Develop a process for reviewing retention rates of equity deserving groups on a yearly basis.	April 2023
12. Create a speaker series for BIPOC QMPG members	April 2023

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PROFESSIONAL DEVELOPMENT

Action Items	Timeline
13. Create online modules on Harassment and Discrimination	April 2023
14. Review E&I competencies and ensure HREO offers equivalent education	April 2023
15. Incorporate diversity guidance for Renewal, Tenure, and Promotion into New Faculty Orientation sessions. **(PICRDI #24)**	September 2022
16. Review and revise the Positive Space Program	September 2022
17. Review and revise the AODA training suite	September 2022
18. Develop and Implement an Indigenous certificate for Staff and Faculty	April 2023
19. Develop additional educational programming on Sexual and Gender Diversity	November 2022
20. Review D2I data and increase completion rates	January 2023
21. Encourage Managers to promote time for professional development	April 2023

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