

EMPLOYMENT EQUITY PLAN MAY 2020-APRIL 2021

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 20/21 academic year.

1. RECRUITMENT

| <u>Action Items</u> | <u>Timeline</u> |
|--|-----------------|
| a) Develop a Recruitment Bootcamp in-person training that incorporates employment equity. | October 2020 |
| b) Develop an online intro to employment equity training for Staff that would replace the in-person Staff Hiring. | January 2021 |
| c) Develop a frequently asked questions package on employment equity for HR Advisors. | August 2020 |
| d) Create list of standard EDI language for job descriptions. | April 2021 |
| e) Pilot an employment equity process for non-QUFA appointments in Faculty of Health Sciences. (PICRDI #12) | April 2021 |
| f) EEOG 13: Develop a Special Program in PPS to decrease the gaps for women Custodians. (PICRDI#12) | April 2021 |
| g) Identify academic and non-academic units who may require a special program to address gaps in EEOG3 and EEOG2. (PICRDI #12) | September 2020 |

2. RETENTION

| <u>Action Items</u> | <u>Timeline</u> |
|---|-----------------|
| a) Revise the current exit survey and internal transfer survey. | December 2020 |
| b) Identify how the internal transfer results as well as the exit survey/interview results will inform actions taken to improve climate. | April 2021 |
| c) Identify an accountability process for Senior Leadership Team around attraction and retention of designated groups (e.g. using QEAP Reports). (PICRDI #12) | April 2021 |
| d) Host a series of Brown bag seminars and speakers on anti-racism, anti-oppression and diversity, with a particular focus on anti-oppression research. (PICRDI #9) | April 2021 |
| e) 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 2021 |

3. PROFESSIONAL DEVELOPMENT

| <u>Action Items</u> | <u>Timeline</u> |
|---|-----------------|
| a) Mandate a diversity and equity related goal on performance plans for all employees.(PICRDI #15) | April 2021 |
| b) Roll out the 'Working Together: Building an Inclusive Queen's Community' training (General Staff 2-1, USW 2-9, Research and CUPE) (PICRDI #11) | November 2020 |
| 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 2021 |
| d) Conduct an environmental scan of EDI training and workshops at the university, with a view to assessing capacity to expand offerings and developing a desired competency framework for all students, staff and faculty with respect to equity, anti-racism, and anti-oppression (PICRDI #17) | April 2021 |
| e) Incorporate diversity guidance for Renewal, Tenure, and Promotion into New Faculty Orientation sessions. (PICRDI #24) | April 2021 |