

Investing in Sustainable Communities

Equity, diversity, and inclusion

UWinnipeg's Human Rights and Diversity Office (HRDO) continues to make progress on equity, diversity, and inclusion (EDI), as well as the general improvement of social sustainability on campus. In the spring of 2019, UWinnipeg was awarded an EDI Institutional Capacity Building Grant as part of the (EDI) Institutional Capacity-Building program from the Canadian Government. This year, the grant was used to support various EDI education sessions and a Gap Analysis/Review of our Accessibility for Manitobans Act compliance and overall accessibility.

The University continued its work under the Dimensions Pilot Program, which aims to assess systemic barriers in post-secondary environments, particularly those experienced by members of traditionally underserved, marginalized and excluded groups. The University was awarded Stage 1- Foundation recognition by the Dimensions program for its efforts to promote EDI.

The University's Employment Equity and Diversity Policy was updated with input from the Employment Equity Advisory Committee and work began on a comprehensive employment equity plan. Academic Hiring Guidelines aimed to increase representation rates of equity-deserving scholars have continued, with all Faculty of Arts hires and others being designated or preferred. Most faculty hiring was supported by dedicated Employment Equity Consultants who receive training from the HRDO/HR about unconscious bias and equitable hiring practices.

The University's Sexual Violence Prevention Policy has been under review, with extensive consultations being held across campus along with a review of best practices.

In collaboration with the Accessibility for Manitobans Act Steering Committee, the University's Accessibility Plan was also updated in 2022, incorporating feedback from its community and departmental self-audits. Additional accessibility resources were also added to the HRDO website and comprehensive accessibility training sessions were provided to staff and faculty.

The HRDO continued to offer educational sessions on sexual violence prevention and responding to disclosures, respect in the workplace, conflict resolution, accessibility, unconscious bias, and others. The HRDO also helped arrange training from other experts, including Anti-Oppression training, Creating Inclusive Workplaces keynote, and Microaggressions workshop. They also held a teach-in about 2SLGBTQ+ awareness and contemporary issues, which included the history of Two-Spirit people and creation of inclusive workplace environments for Two-Spirit people.

The HRDO also participated as a member of the Manitoba Flexible Learning HUB's Project Board and an online EDI module for Manitoba post-secondary faculty was completed, with another module in the works.

Indigenization

Wii Chiiwaakanak Learning Centre receives federal funding to support STEAM programming

The Wii Chiiwaakanak Learning Centre received Government of Canada funding to support their science, technology, engineering, arts, and mathematics outreach programming.

Thanks to the CanCode program, Angeline Nelson, Director of Community Learning and Engagement, says the Centre is receiving \$367,000 across three years.

The federal program aims to equip Canadian youth, with a focus on inclusion of underrepresented groups, with the skills they need to be prepared for further studies, including advanced digital skills and science, technology, engineering, and math courses, leading to the jobs of the future.

UWinnipeg launches new Indigenous language certificates

Three new Indigenous language certificates, which complement the Bachelor of Arts in Indigenous Languages major (launched in 2021), were announced for the 2022 Fall Term. These certificates are equipping the next generation of Indigenous language teachers, who are working to revitalize languages that carry a world of culture, history and meaning.

With flexible delivery options that include online courses, these certificates provide a pathway for students who are not ready or able to commit to a full degree or who wish to embed a specific Indigenous languages certificate into a current degree.

Engagement and Leadership Development

The CSO makes a conscious effort to engage the campus community in a variety of ways. This includes online and in-person events and communications. Sustainability staff were present at many campus events throughout 2022, including Roll Call and Orientation, talking to students about sustainable practices and how they can get involved with environmental leadership opportunities.

Fiscal Year	Newsletters Mailed	% of recipients who opened newsletter	% who followed an embedded link
FY2021	6,180	25	6
FY2022	7,957	25	6

Campus Engagement

The CSO hosted numerous events this year targeted to staff, faculty, students, and community members. We engaged hundreds of individuals throughout a multitude of CSO-hosted and CSO-supported events in FY2022, and we connected with approximately 2,000 individuals through our newsletter throughout the year.

- › **April 2022**
 - Seed Starting and Gardening with the UWinnipeg Green Office Program
 - Happy Houseplants with the UWinnipeg Green Office Program
 - GFL Tour with the CSO and Facilities
 - Earth Day engagement
 - The 3rd Annual McFeetors Hall Residents' Giveaway
- › **June 2022**
 - Commuter Challenge presented by Green Action Centre
- › **August 2022**
 - UWinnipeg Orientation
- › **September 2022**
 - UWSA Roll Call 2022
 - Eco Team Orientation



- › **October 2022**
 - UWinnipeg partook in Main Street Project's Socktober Campaign
 - The Sustainable Programs Coordinator attended the Storefront MB Charrette for Downtown and the Exchange District
 - UW Eco Team Community Clean Up: 25kgs of waste cleaned up from the community
- › **November 2022**
 - UWinnipeg Sustainability Tour with the UWinnipeg Green Office Program
 - Going Circular Film Screening with the Circular Economy Club of Winnipeg
- › **January 2023**
 - The Rights of Nature Film Screening for UWSA's Snowed In: presented by the UW Eco Team and the CSO
 - The Campus Sustainability Coordinator moderated the Climate Justice and Sustainability event presented by the Research Office
- › **February 2023**
 - UW Waste Audit: the CSO hired approximately 20 students to conduct the 2022 UWinnipeg Waste Audit
- › **March 2023**
 - The CSO supported the UWSA's Unsheltered Relatives Initiative and handed out meals to community members around Downtown and the Exchange District
 - Freedom Road Series Film Screening: this was a highly collaborative event, where over 80 people from on campus and in the community gathered to watch a documentary on Shoal Lake 40 First Nation to learn about the impact that the development of Winnipeg's drinking water system had on the community. This was a multi-stakeholder event that saw eight departments and organizations, as well as UWinnipeg alumni come together in the planning and support of this event.