

Investing in Sustainable Learning 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. In 2021-22, HRDO continued to work on several key areas, including:

The University continued its work under the Dimensions Plus 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 Diversity and Inclusion Strategy was updated and approved by the Board of Governors in 2022. The strategy provides a framework for the University's approach to EDI, including the goal of achieving a 50% increase in the representation of equity-deserving scholars by 2025. The strategy also outlines the University's commitment to creating a more inclusive and equitable learning environment for all students and staff.

The HRDC-funded training and education sessions on sexual violence prevention and response, respect in the workplace, conflict resolution, accessibility,

and other topics are available to all employees. The HRDC-funded training and education sessions are available to all employees.

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Indigenization

[Wii Chitwaaakanak Learning Centre receives federal funding to support SI EAM programming](#)

The Wicwaa Learning Centre is pleased to announce that it has received federal funding to support its Indigenous Employee Assistance Management (SI EAM) programming.

The funding will be used to support the development and delivery of SI EAM programming for Indigenous employees. The funding will be used to support the development and delivery of SI EAM programming for Indigenous employees.

The SI EAM program aims to equip Canadian youth with an focus on inclusion of Indigenous peoples and groups with a focus on the preparation of graduates.

Indigenous graduates of the program will be able to apply for and take courses. The program will be used to support the development and delivery of SI EAM programming for Indigenous employees.

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