

Innovating 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. In 2019, UWinnipeg became one of the first Canadian universities to receive the Dimensions of EDI award, which recognizes post-secondary institutions for their commitment to equity, diversity, and inclusion.

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 Social Contract includes a commitment to review and update its diversity and inclusion strategy every three years. This commitment is part of a larger vision to become a truly diverse and inclusive university. The University is also committed to working in partnership with local, national, and international organizations to further its diversity and inclusion goals. This commitment is reflected in the University's strategic plan, which outlines a clear roadmap for achieving these objectives. The University is committed to creating a welcoming and supportive environment for all members of the community, regardless of their background or identity. This commitment is reflected in the University's diversity and inclusion strategy, which aims to address systemic barriers and promote equity, diversity, and inclusion across all aspects of the University's operations. The University is also committed to working in partnership with local, national, and international organizations to further its diversity and inclusion goals. This commitment is reflected in the University's strategic plan, which outlines a clear roadmap for achieving these objectives. The University is committed to creating a welcoming and supportive environment for all members of the community, regardless of their background or identity. This commitment is reflected in the University's diversity and inclusion strategy, which aims to address systemic barriers and promote equity, diversity, and inclusion across all aspects of the University's operations.

mand ... The HRDC continues to prioritize gender equality in its educational sessions on sexual violence prevention, responding to disclosures, respect in the workplace, conflict resolution, accessibility, and diversity.

HRDC's work on gender equality has been informed by the principles of the Canadian Charter of Rights and Freedoms, the Canadian Human Rights Act, and the Canadian Charter of Cultural Rights and Freedoms. The HRDC also promotes the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of the Child (CRC).

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Indigenization

Wii Chiwaukanak Learning Centre receives federal funding to support STEAM programming

The Wi Chiwaukanak Learning Centre received \$1.2 million from the Government of Canada to support its STEAM programming.

The Wi Chiwaukanak Learning Centre is a non-profit organization that provides STEAM programming to Indigenous youth across Canada. The funding will support the development of new STEAM programs and resources, as well as the expansion of existing ones.

The federal program aims to equip Canadian youth with a focus on inclusion of underrepresented groups and the STEAM disciplines to prepare them for studies in science, advanced technology, engineering, technology, and medicine.

Civin peg announces new Indigenous language certificates

Civin peg announced the launch of new Indigenous language certificates for students who have completed a degree or who wish to complete a degree.

With flexible delivery options that include online courses, these certificates provide a pathway to a full degree or who wish to complete a certificate in a degree.

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