

EMPLOYMENT EQUITY PLAN MAY 2024- APRIL 2025

Modifications to the Employment Equity Act address the evolving needs of employment equity groups and represent a much-needed legislation change. Our steadfast institutional commitment to employment equity through a proactive approach to achieving and sustaining substantive equality in the workplace remains unwavering. In line with this commitment and compliance with the Act, **Queen’s Employment Equity Plan** outlines the university’s goals for recruitment, retention, and professional development for the 24/25 academic year.

RECRUITMENT

<u>Action Items</u>	<u>Timeline</u>	<u>Lead</u>
1. Conduct a review of advertising sites that are recommended to Hiring Committees in engaging with equity deserving groups	April 2025	HREO
2. Explore the possibility of an applicant roster system, with special attention given to qualified equity-deserving candidates	April 2025	HR
3. Improve the data collection mechanism for Targeted Hiring Policy	September 2024	VPCEI
4. Prepare the Equity Deserving Group data for the FCP Compliance Assessment	December 2024	VPCEI
5. Update the National Occupational Classifications (NOCs), 2021, in PeopleSoft	November 2024	HR
6. Explore Indigenous Search firms to assist with recruitment of Indigenous staff and faculty.	April 2025	VPCEI

RETENTION

<u>Action Items</u>	<u>Timeline</u>	<u>Lead</u>
7. Implement Roadmap to Wellbeing (EWS)	September 2024	HR
8. Review retention data in preparation for enhanced retention strategies and supports for equity deserving groups.	April 2025	VPCEI
9. Identify specific 2SLGBTQI+ supports and resources for employees	April 2025	HREO
10. Create an advisory group to provide guidance and input on recruitment and retention strategies for BIPOC faculty members	April 2025	Provost
11. Develop a communication strategy for promoting the National Center for Faculty Development & Diversity	November 2024	VPCEI
12. Conduct an environmental scan of Onboarding procedures at other institutions	January 2025	VPCEI
13. Develop the DEAP Research tool - online version.	April 2025	VPCEI
14. Create a resource guide for racialized staff/faculty	November 2024	HREO
15. Finalize, promote and educate the University community on the Indigenous Cultural Leave Policy	April 2025	OII
16. Amend Transfer and Termination Employee Checklist and revise Manager's Checklist to include Exit Interviews	April 2025	HR

PROFESSIONAL DEVELOPMENT

<u>Action Items</u>	<u>Timeline</u>	<u>Lead</u>
17. Develop the 2025 Learning Challenge	February 2025	HREO
18. Develop resources on Islamophobia and antisemitism	September 2024	HREO
19. Explore the possibility of expanding the Tuition Assistance Program, including post-graduate certificates.	April 2025	HR
20. Create online modules on Harassment and Discrimination policy and procedure.	April 2025	HREO
21. Develop and Implement an Indigenous education program for Employees.	January 2025	OII
22. Develop an online module for Department Heads on bias in evaluations. CA 28.1.1 (c)	April 2025	HREO
23. Review, update and promote the Equity and Diversity Competencies mapping.	April 2025	HREO