



2024 - 2025 ANNUAL REPORT



Equity, Diversity, and Inclusion Office



University
of Regina

Go far, Together.

Introduction

The University of Regina remains steadfast in its commitment to advancing equity, diversity, and inclusion (EDI) through bold, strategic, and sustained action. This year, the EDI office focused on **advancing institutional change through systemic integration of EDI** by embedding inclusive practices into policies, governance, and academic structures. We prioritized **strengthening EDI capacity and culture through education and engagement**, delivering over 40 workshops and launching initiatives like Intergroup Dialogue and DEI certificate programs to build leadership across campus. Finally, we emphasized **expanding impact through strategic partnerships and national leadership**, marked by our participation in the **2025 Dimensions Canada Recognition Process** and deepened collaborations with local and national partners. These efforts reflect our ongoing dedication to fostering a campus where equity is not only a guiding value but a lived reality.

Dimensions Canada, an initiative of the Tri-agency EDI action plan, is one of the leading international programs promoting EDI in higher education, along with Athena SWAN in the United Kingdom and Ireland, SAGE in Australia and SEA Change in the United States. The University of Regina is one of the 143 endorsers of the Dimensions Canada Charter.

The University of Regina is one of 18 institutions across Canada selected as part of the second cohort for the Dimensions Canada 2025 Recognition Process, signaling the University's deepening commitment to measurable and sustainable transformation through an EDI lens.



Dimensions
Établissement participant

The vision of the EDI Office remains clear:

To support an inclusive academic environment where all members of the campus community can thrive and contribute meaningfully.

The EDI Office's work this year was shaped by **three strategic approaches**, adapted from the Moore, Riddell & Vocisano (2015) framework for social innovation:

Scaling Out: Expanding reach through partnerships, and community engagement.

Scaling Deep: Transforming culture through education, dialogue, and shared learning.

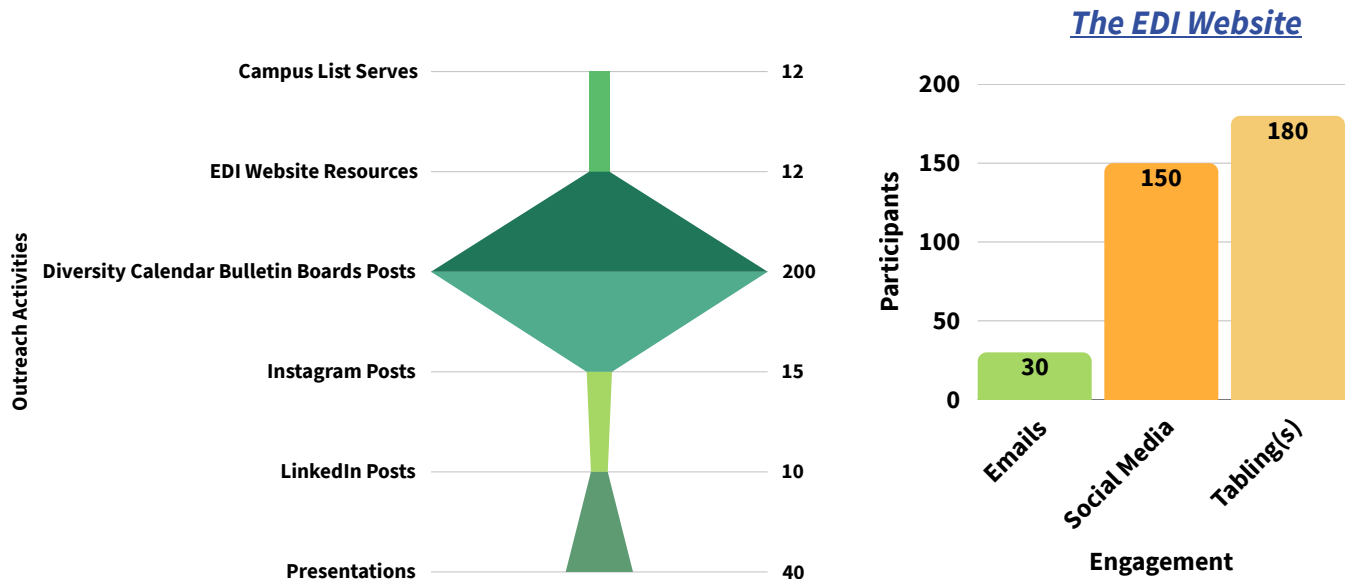
Scaling Up: Institutionalizing EDI within systems, structures, and policies.

The above are reflected in our programming, collaborations, and contributions to strategic planning across the institution.

Scaling Out

Expanding reach through partnerships, and community engagement

The EDI Office engaged both the campus and wider community through various outreach activities, events, and initiatives. Below are highlights showcasing some of these engagement activities and the number of participants reached.



Community Engagement and Networking

Community engagement efforts included sharing Equity, Diversity, and Inclusion (EDI) resources with partner institutions, as well as organizing events and delivering workshops for community organizations such as Sofia House, Ocean Man First Nation, and the Autism Resource Centre.

The EDI Office has also built meaningful collaborations with EDI leads at both the national and provincial levels through networking and membership in organizations such as the SK Leaders' Caucus and the Scarborough Charter.

EDI Initiatives like UBUNTU: A Film Premiere

The UBUNTU Film Project featured participants from the University of Regina and premiered at the University on March 17, 2025. The film was impactful, featuring a vibrant mix of music, dialogue, and a panel discussion with faculty, staff, and students from the Black community.

The UBUNTU premiere was more than a film screening; it was a celebration of Black excellence and a catalyst for meaningful dialogue within our community

85 + participants

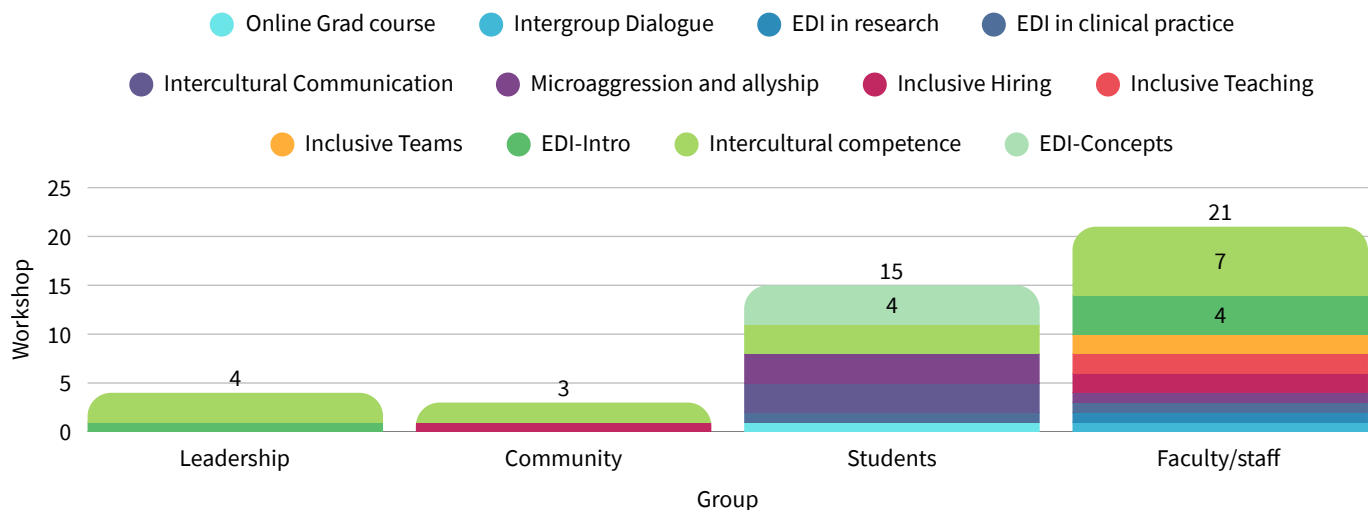
Scaling Deep

Transforming culture through education, dialogue, and shared learning

Collaborative Learning

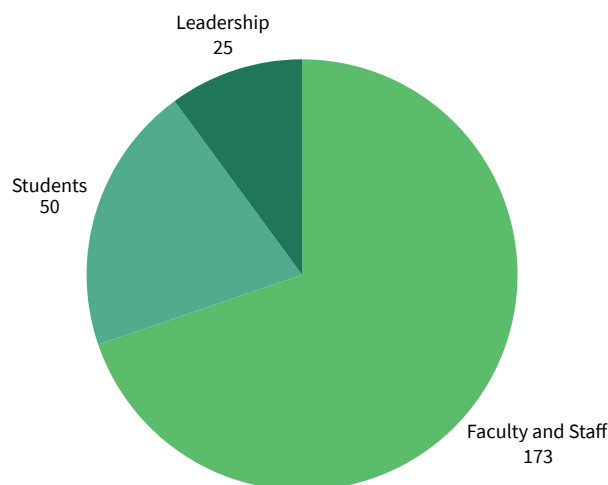
As part of our work to engage allies and leaders in advocacy and culture change, we focused on increasing capacity, confidence, connectedness, and collaboration across campus. Through proactive and restorative approaches, the EDI Office delivered **43 workshops** and engagement sessions, reaching over **1,925 participants**, including leadership, faculty, staff, and students. These efforts have connected us with all faculties and departments, fostering a more inclusive and informed campus culture. A breakdown of the workshops and uptake among the different campus groups is provided below:

Workshops and Sessions



EDI Consultations: Individual and Group

Faculty, staff, students, and leadership engaged in consultations across a range of areas, including discrimination, conflict management, navigating difficult dialogues, allyship, policy and systems change, and the integration of equity, diversity, and inclusion (EDI) into teaching and research.



Number of consultations - May 2024 to April 2025

Scaling Deep

Research Chairs Networking Event (January 2025)

A year-long collaboration between the Office of the Vice-President (Research) and the EDI Office culminated in a Research Chairs networking event. The event addressed an action item identified in the Canada Research Chair EDI Action Plan. Dr. Chris Yost, Vice-President (Research), delivered the opening remarks, and Dr. Andrea Sterzuk, Associate Vice-President (Research), moderated the event.

Impact

- Research Chairs and Faculty Leadership shared examples of good practice and innovative approaches to implementing and embedding the principles of EDI (Equity, Diversity, and Inclusion) within their research environments.
- Created opportunities for relationship building among research leaders.
- Discussed challenges and collaboratively explored potential solutions.
- Highlighted the importance of networking and sharing opportunities.

EDI Digital Resource Hub

The EDI Office was awarded a \$50,000 EDI stipend from the Canada Research Chairs Program (CRCP) in September 2024. The funding supported two key initiatives: development of the EDI Digital Resource Hub and the delivery of Intergroup Dialogue workshops. The EDI Digital Resource Hub will be a centralized, accessible platform bringing together and consolidating the wealth of EDI-related resources, best practices, research and teaching materials available across the University of Regina campus community.

Impact

- Amplify and connect the excellent EDI work being done across campus.
- Provide a comprehensive resource to support and enhance the work of Canada Research Chairs and the broader research and academic community.
- Serve as a resource for other postsecondary institutions to support learning and knowledge sharing.

Intergroup Dialogue Workshop

A five day Intergroup Dialogue (IGD) workshop was organized by the EDI Office in collaboration with the Office of Research Services. The facilitators, who have extensive experience with IGD in the United States, worked closely with us over the past year to adapt the sessions to the Canadian context. 20 faculty and staff participated.

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Impact

- Participants share IGD learning with colleagues and students.
- A cohort of IGD facilitators will be developed through a second level of training.
- Trained facilitators will mentor and coach campus community members in the skills needed to engage in dialogue with individuals whose backgrounds, beliefs, and ideological perspectives differ from their own.

Participants

See Different and Changemaker Project (October 2024, February 2025)

The University of Regina's Equity, Diversity, and Inclusion (EDI) Office, in partnership with the Canadian Centre for Diversity and Inclusion (CCDI), successfully delivered two DEI certificate courses.

Certificate 1: Principles of DEI - 47 students from the University of Regina and its federated colleges participated.

Certificate 2: Emerging Leaders of DEI - 12 students participated.

Impact

- The sessions deepened students' understanding of DEI leadership and empowered them to lead equity-focused initiatives in their communities.
- Students who completed Level 2 are in the process of applying for See Different Changemaker Grants, which offer up to \$2,000 in funding for equity-driven projects.
- One student is currently working on a Changemaker project.
- The goal is for students to apply the skills they've gained, with ChangeMaker projects helping to raise EDI awareness and create meaningful impact on campus.

Scaling Up

Institutionalizing EDI within systems, structures, and policies.

Strategy and Policy

The EDI Advisor fosters systemic and structural changes through contributions to policy development and membership in committees.

University of Regina - Accessibility Plan Development

- The University of Regina is currently developing an Accessibility Plan through campus- and community-wide consultations with persons with disabilities and their allies. The EDI Advisor is a member of the Accessibility Plan Development Committee and serves as the team lead for this project.
- The plan affirms the University's commitment to fostering an accessible and inclusive workplace and to contributing to a more accessible Saskatchewan.

Employment Equity Consultative Committee

- The committee was re-established and its membership was revised to incorporate current nominations from collective bargaining units.
- The committee is reviewing recruitment and retention strategies to identify gaps and develop recommendations that support the creation of a representative workforce, in alignment with university-wide equity, diversity, and inclusion objectives and goals.

University of Regina - EDI Advisory Committee

- A campus-wide open call was issued to recruit new committee members.
- The Terms of Reference were revised.
- The committee makes recommendations on campus-wide EDI issues and strategies influencing systemic, structural, and transformative change.

Reconciliation Action Committee

- Advises and consults on which Calls to Action and Calls for Justice should be prioritized by the University of Regina and its faculties, units, and divisions.
- Identifies a broader range of TRC Calls to Action and National Inquiry into MMIWG Calls for Justice that are applicable to the University of Regina's units and divisions.
- Collaborates with the Office of Indigenous Engagement to advise the University of Regina's President on the resources needed to support the University's reconciliation efforts and response to the TRC.

Department/Faculty Level EDI Plan and Strategy

- Efforts to amplify EDI work across campus have included collaboration with various campus units to strengthen and develop faculty- and department-level commitments to EDI. Over the past year, the Canadian Institute for Public Safety Research and Treatment (CIPSRT) partnered with the EDI Advisor to establish an EDI committee and develop a tailored EDI action plan. Capacity-building initiatives are also underway to equip students, faculty, and staff with the skills and tools needed to lead EDI efforts by replicating and expanding existing initiatives.

Growth Plan and Expansion

Team Expansion

Over the past year, four students made valuable contributions to the work of the EDI Office. Three students were employed at the EDI office and one served as an intern. Their enthusiasm, dedication, and commitment to the principles of equity, diversity, and inclusion have positively impacted the campus community in diverse and meaningful ways.

Projects 2025-2026



Conclusion

This year's progress reaffirms our commitment to building an inclusive and equitable environment where everyone feels valued, heard, and empowered. While we celebrate the strides made, we recognize that meaningful EDI work is ongoing. Moving forward, we remain dedicated to transparency, accountability, and continuous improvement as we work collectively to foster a culture of belonging for all.

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