



2025 – 2026

EQUITY,
DIVERSITY, AND
INCLUSION OFFICE

ANNUAL REPORT



University
of Regina

Go far, Together.

Highlights of the Year

Inclusion was advanced through sustained engagement, collaboration, and strategic actions aligned with the University of Regina’s Equity, Diversity, and Inclusion Strategic Plan. Throughout the year, EDI initiatives focused on fostering systemic transformation and strengthening campus-wide participation, informed by research, data, and community feedback that helped shape priorities and guide programming.

The visibility and impact of the EDI Office continued to grow, reinforcing the University of Regina’s commitment to being an employer of choice and a welcoming, inclusive institution where every student can see themselves reflected, represented, and celebrated.

Accessibility Plan

The University of Regina’s first Accessibility Plan was launched in December 2025 in response to the Accessible Saskatchewan Act (2023). The Act mandated that public sector organizations identify accessibility barriers and develop and publicly post an accessibility plan.

The University of Regina's Accessibility Plan Development was led by the AVP Human Resources and the AVP Student Affairs with the EDI Advisor serving as the project lead. The plan will be reviewed every three years.

Immediate Impacts
Listening to campus voices
Awareness raising

Long Term Impacts
Integrating accessibility into practices, policies, and campus life
Reducing barriers

U of R Survey Results: Workplace Barriers

594

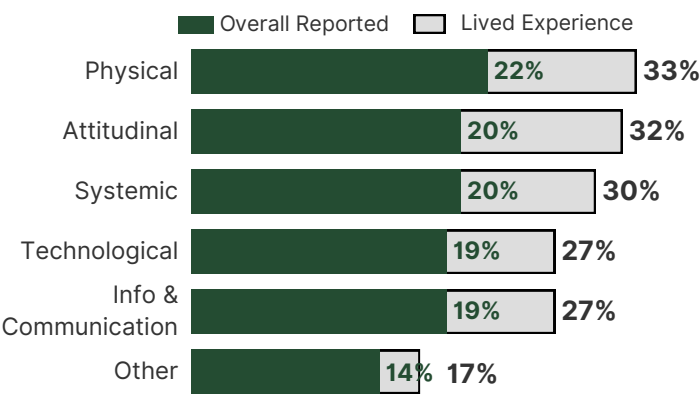
Survey Respondents

10

Consultations

2

Internal Engagement Sessions



Survey findings indicate that people with lived experience encounter greater challenges than others.

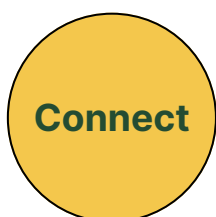
EDI Digital Resource Hub

Creation and launch of a centralized repository of EDI resources and information after extensive national, international and campus-wide engagement.

PURPOSE



Innovative EDI practices



With colleagues & experiences

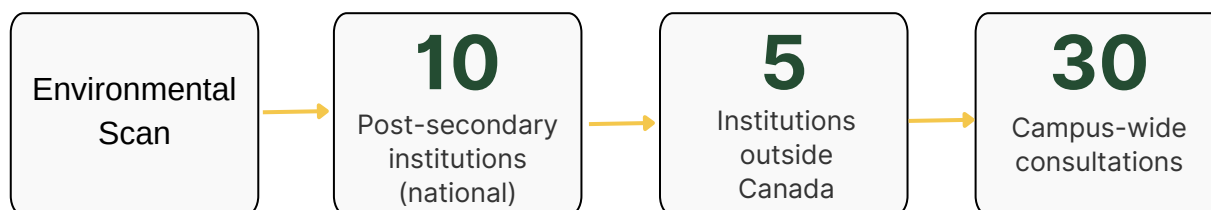


On approaches & spark ideas



Tools for inclusive excellence

PROCESS



COLLABORATION & ENGAGEMENT

Consultations with Faculty and Units across campus

Faculties and units nominated representatives to discuss EDI initiatives

OUTCOMES

20

YouTube videos highlighting EDI work

358

Views in past month

6.3 hrs

of watch time

Resources for employers hiring co-op students.
Increased consultation requests from faculty, staff, students and institutions across Canada

Other EDI Milestones & Impact

Changemaker Project

Through the EDI Office–CCDI See Different DEI Certificate, students developed leadership skills and implemented changemaker projects that engaged the campus community and beyond in addressing barriers and creating inclusion. One of the projects received a Regional Centre of Expertise (RCE) on Education for Sustainable Development Award, recognizing its impact and innovation.

\$50K

CRC Equity
Stipend to scan
research
ecosystem for
2026-2027

Sponsored and organized CCDI
Community of Practice event for employer
partners in Sask.

47

CCDI CoP
Participants

19

Partner
Organizations

Dimensions Canada Recognition

A national program that recognizes institutions committed to embedding equity, diversity, and inclusion (EDI) within the research ecosystem. The EDI Advisor supported the institutional launch of the Dimensions Self-Assessment Team, advancing the recognition process by identifying systemic barriers and developing strategies to strengthen EDI in research.

Assessment team:

11 core members

4 support members

2 Indigenous Elders

Intergroup Dialogue Community of Practice

Strengthened participants' ability for respectful engagement across differences. A participant-driven community of practice that shares insights with faculty, staff, and students, while integrating intergroup dialogue into teaching and curriculum.

RELATIONSHIP BUILDING WITH EQUITY-DESERVING GROUPS

Women

Women You Are Strong 2026, Project Resilience

Racialized
Individuals

Anti-Oppression Book Club, Prairie Farms, AIFFS, Afrotribes, Diversity Gala, Recreating Community Together Program

Indigenous
Peoples

Indigenous Film Series, ta-tawâw student centre, Ceremonies

Persons with
Disabilities

Astonished, Accessibility Partnerships, Inclusion Saskatchewan

Gender Diverse
Individuals

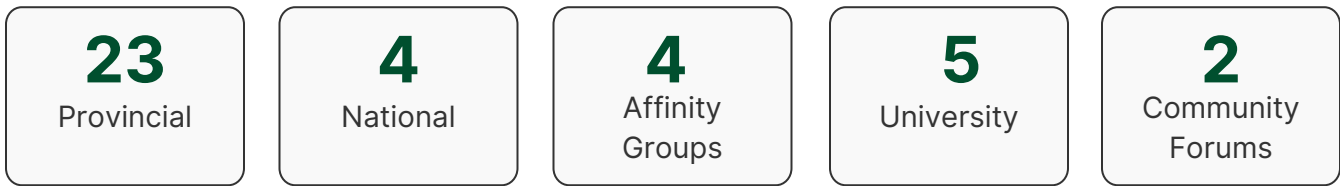
Pride Celebrations, Inclusive Campus Engagement, UR Pride

Advancing the University of Regina EDI Strategic Plan

The EDI Office advances the University of Regina's Strategic Plan objectives in the following ways:

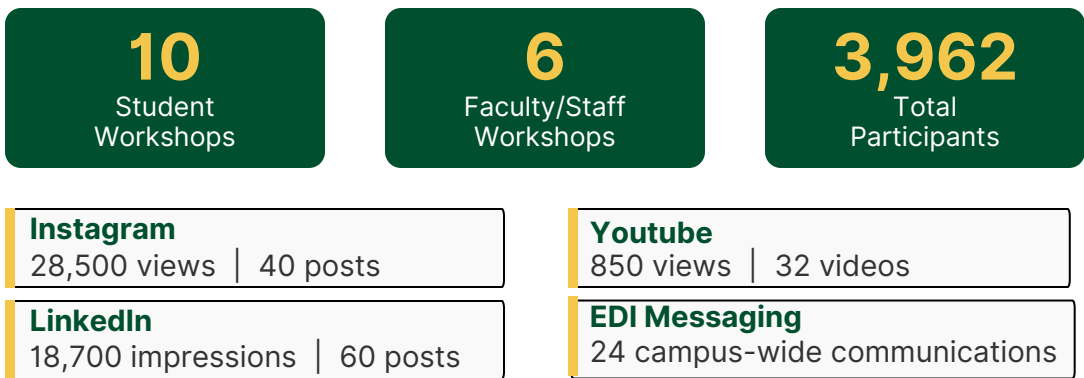
POLICY REVIEW, CONTRIBUTIONS & COMMITTEES

The EDI Office contributed to provincial, national, and campus-wide EDI policy and strategy through active participation in committees and collaborative forums.



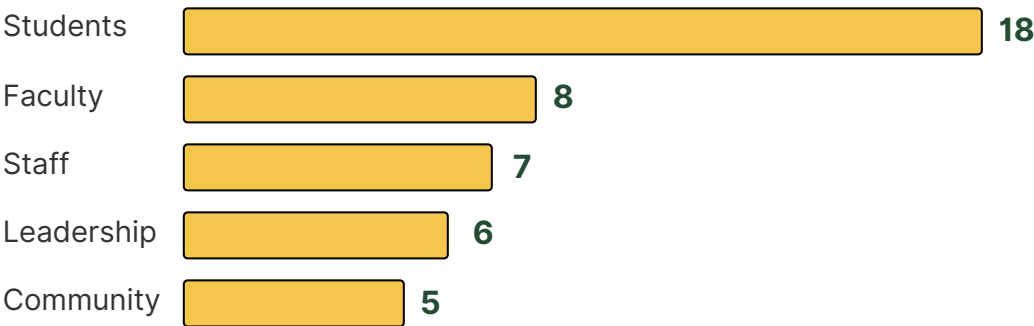
EDUCATION and AWARENESS RAISING

Workshops, engagement sessions, social media, and campus communications increased awareness and understanding of equity, diversity, and inclusion. These initiatives strengthened campus engagement, encouraged participation in EDI initiatives, and supported systemic change.



EDI CONSULTATIONS

During the reporting period, the EDI Office **provided 44 consultations** to campus members on discrimination, racism, harassment, intergroup and interpersonal conflict, accessibility, curriculum development, and professional learning. Support included coaching, conflict resolution, referrals, and tailored learning resources. These consultations helped strengthen equitable, inclusive, and accessible practices across the University.



Goals for 2026 - 2027

National Recognition

EDI Advisor is part of the Dimensions community of practice national cohort. Support Dimensions self-assessment team for recognition application fall 2027.

Research Environment

Year-long project to identify barriers and gaps in the research ecosystem. Develop recommendations and action items. Supported by Canada Research Chair Equity Stipend of \$50,000.

Diversity Metrics

Review current demographic data collection with campus units and faculties. Explore disaggregated data collection and identify gaps with recommendations.

Gender Diversity & Accessibility

Awareness raising through social media and events. Education initiatives highlighting the Accessibility Plan and gender diversity.

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