



Equity, Diversity and Inclusion Framework for Action

A ROADMAP FOR USASK

Status Update, December 2025



UNIVERSITY OF
SASKATCHEWAN

Land Acknowledgement

As we gather here today, we acknowledge we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.



A university for everyone

The Equity, Diversity and Inclusion Framework for Action contains the voices, experiences and expectations of many equity-deserving groups. It is an expression of hope and courage as a university community committed to becoming what the world needs.

This EDI Framework For Action status update highlights
selected examples of progress
across our six priority areas.

- Our work is continuous and engages all USask units.
- Together, we are moving forward as one university.



STRATEGIC PRIORITY 1:

STUDENT EXPERIENCE

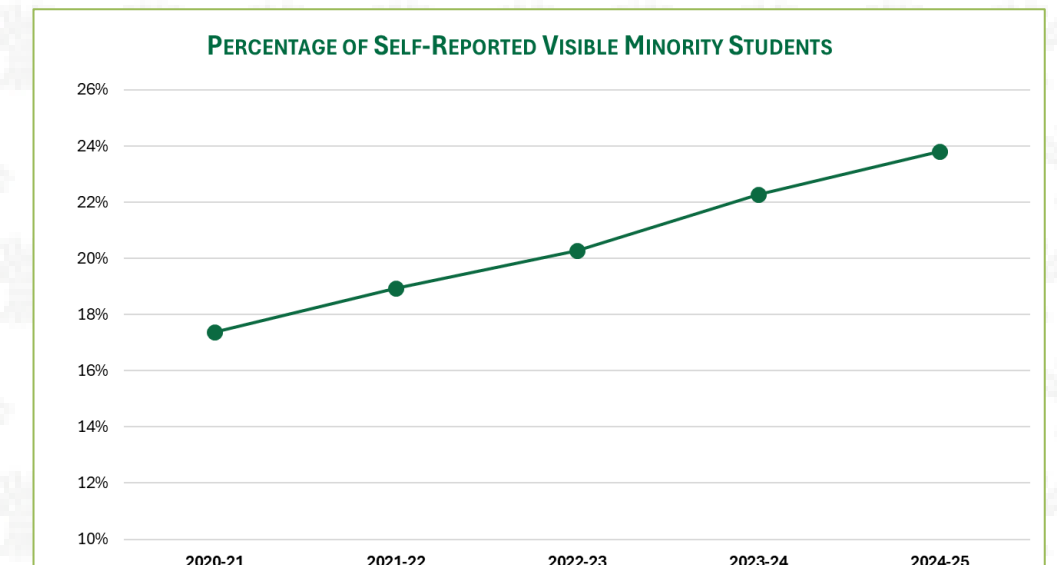
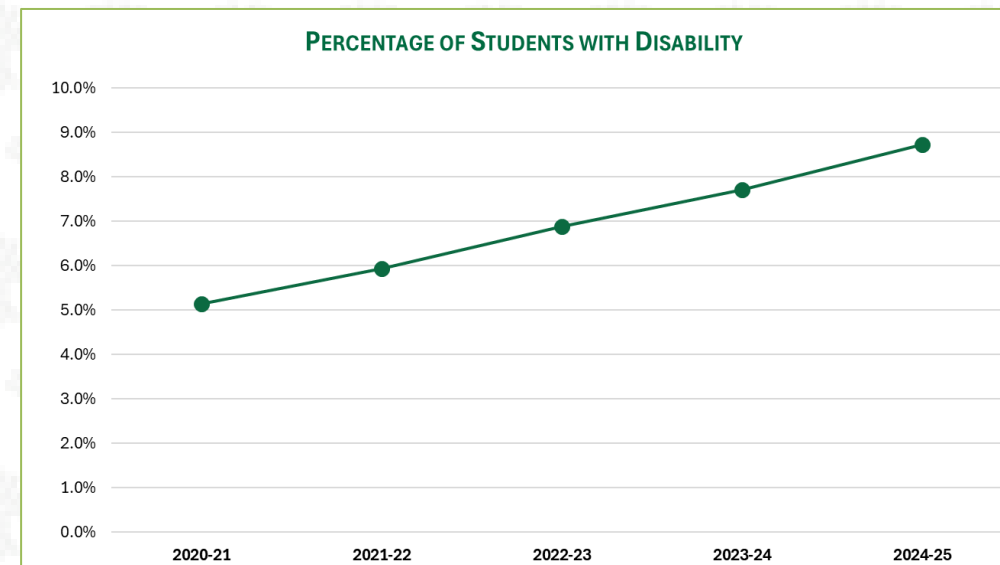
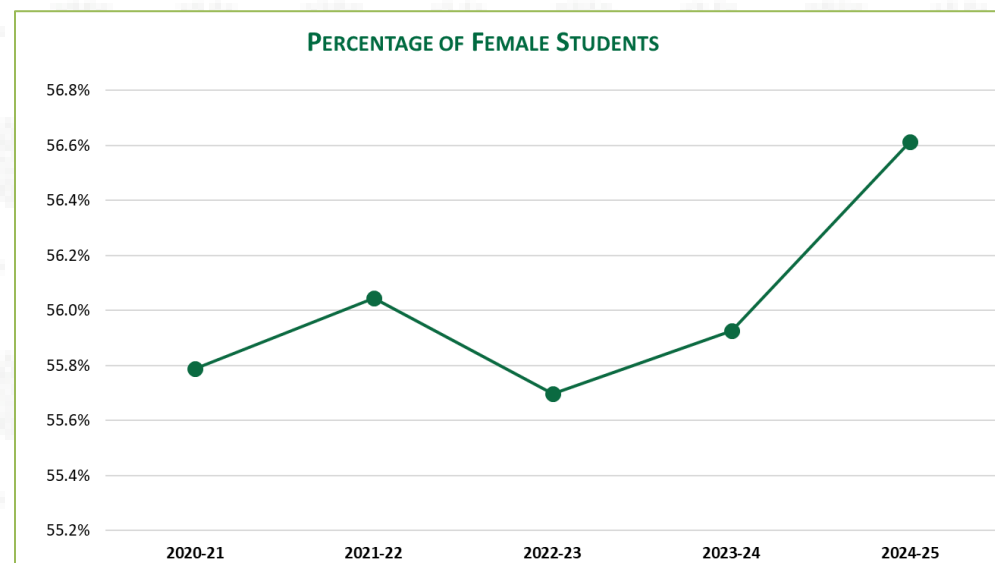
Enrich the student experience by **increasing the diversity** of our student body, **appreciating this diversity**, and creating environments that foster belonging for all students

STRATEGIC PRIORITY 1: STUDENT EXPERIENCE

GOAL 1:

Enrich the student experience with a diversity of perspectives and worldviews among our student body

Example of forward momentum: The percentage of USask students with equity-deserving identities is increasing



GOAL 2:

Support and enhance academic and social programming, services, extracurricular activities and events that build inclusion and meet the unique needs of our students

Example of forward momentum: USask has new awards focused on equity-deserving groups

- USask awards site offers a search tool to filter categories, including awards for women, visible minorities, and students with disabilities. New awards include:
 - Black Faculty and Staff Caucus (BFSC) Student Leadership and Community Engagement Award, overseen by the BFSC and promoted through the USask Black History Month Planning Committee.
 - The LGBTQ2S+ Bursary in Undergraduate Medicine: A First for the College of Medicine.



GOAL 3:

Engage with our student body to understand their diversity and address barriers to learning and participating meaningfully in all aspects of campus life

Example of forward momentum: USask is increasing the accessibility of services for students with disabilities or other needs related to equity-deserving identities

- Students were invited to two town hall sessions, one in person and one on Zoom, where their feedback was collected to help shape the Accessibility Plan's goals.
- A survey of students registered with AES asked them to identify their top priorities for physical infrastructure improvements on campus, which guided the prioritization of certain capital projects.
- The University Library's [Low-Sensory Study Room](#) in the Murray Library supports students who experience challenges around regulating external stimuli, such as sounds, light, and smells.

STRATEGIC PRIORITY 2:

TEACHING AND LEARNING

Embed EDI concepts into our teaching and learning programming, services and activities and **evolve our learning environments** to be inclusive, accessible and supportive

STRATEGIC PRIORITY 2: TEACHING AND LEARNING

GOAL 1:

Ensure we implement the commitments and goals of our Learning Charter (2018) to create and foster inclusive learning environments

Example of forward momentum: USask now supports educators in developing inclusive course materials and learning formats to accommodate diverse learning needs of people with disabilities or other needs related to equity-deserving identities

- The Gwenna Moss Centre for Teaching and Learning (GMCTL) offers professional learning and resources to help educators to accommodate diverse learning needs of people with disabilities or other needs related to equity-deserving identities.
- Educators can receive structured feedback from GMCTL to [improve accessibility and inclusive design in their online courses](#).

GOAL 2:

Review and evolve teaching and learning programming, services and activities to reflect cross-cultural knowledges and experiences and foster inclusivity and intercultural understandings

Example of forward momentum: USask is strengthening student feedback resources

- Modules available in student learning experience questionnaire (SLEQ) on inclusive learning that can be used in courses by educators to get feedback on student experiences in their course.

Example of forward momentum: USask now offers classroom resources focused on EDI principles

- GMCTL launched a book resource to [help USask educators reshape their teaching practices](#) by using the principles and approaches of Universal Design Learning.



GOAL 3:

Create learning environments that are inclusive, accessible and supportive for our educators and learners

Example of forward momentum: USask faculty receive training on inclusive teaching practices

- Faculty annually engage in GMCTL's ongoing EDI workshops, guided by the [EDI Flower](#).
- Each year ~20 faculty complete GMCTL's Certificate in University Teaching and Learning, with core outcomes in EDI and accessibility.

Example of forward momentum: USask faculty and instructors report using inclusive teaching practices (2024 survey results)

- 53% report creating learning activities that allow students to explore difference and practice perspective-taking.
- 67% report taking into account students' diverse life experiences, circumstances and responsibilities when setting expectations (amount of time outside classroom, assignment deadlines, etc.)
- 58% report including materials or providing examples that reflect a range of diversity that is often found in the student population.

STRATEGIC PRIORITY 3:

RESEARCH, SCHOLARLY AND ARTISTIC WORK

Enhance our research excellence by **incorporating EDI concepts** into research programs, activities and environments and encouraging those with diverse perspectives, worldviews and contributions

GOAL 1:

Enrich our research community with diverse perspectives and worldviews among our researchers and research teams

Example of forward momentum: USask advances EDI in research practice and design to support large-scale, interdisciplinary research applications

- Extensive support (including individual sessions) for the EDI in research design and research practice for 8 [New Frontiers in Research Fund - Transformation \(NFRF-T\) grant applications](#).
- Support for the EDI components of 2 [NSERC Collaborative Research and Training Experience \(CREATE\) grants](#).
- Support for EDI components of 1 [SSHRC Partnership Grant](#).

GOAL 2:

Create and foster research environments and opportunities that are inclusive, accessible, supportive and responsive to the diverse needs of educators and learners

Example of forward momentum: USask delivers EDI-focused training sessions and events to researchers

- EDI in research design and practice presentation provided to members of the USask Research Support Network.
- Office of the Vice-President Research regularly delivers additional presentations, webinars, workshops, and one-on-one strategy meetings on EDI in research.



GOAL 3:

Integrate EDI concepts into research structures, systems, policies, procedures and processes

Example of forward momentum: USask has developed EDI research design tools and resources

- Research Acceleration and Strategic Initiatives (RASI) [EDI principles for research grants guide](#) provides an overview of what EDI principles researchers need to consider when preparing a grant application.
- EDI in research webinars were made available for researchers, covering topics like the EDI landscape and inclusive hiring. Resources from both sessions, including PowerPoint decks and infographics will be accessible online.

Example of forward momentum: USask is taking actions for alignment with DORA principles

- [San Francisco Declaration on Research Assessment \(DORA\)](#) promotes research assessment practices that go beyond metrics and recognizes broad contributions to knowledge, research, and society, focusing on quality and impact. The Tri-Agencies (signatories of DORA) developed a new CV (TCV) template to better capture diverse contributions of applicants and advances EDI excellence in Canadian research. OVPR is supporting this shift by organizing [workshops for researchers to learn more about the TCV](#).

STRATEGIC PRIORITY 4:

EMPLOYEE EXPERIENCE

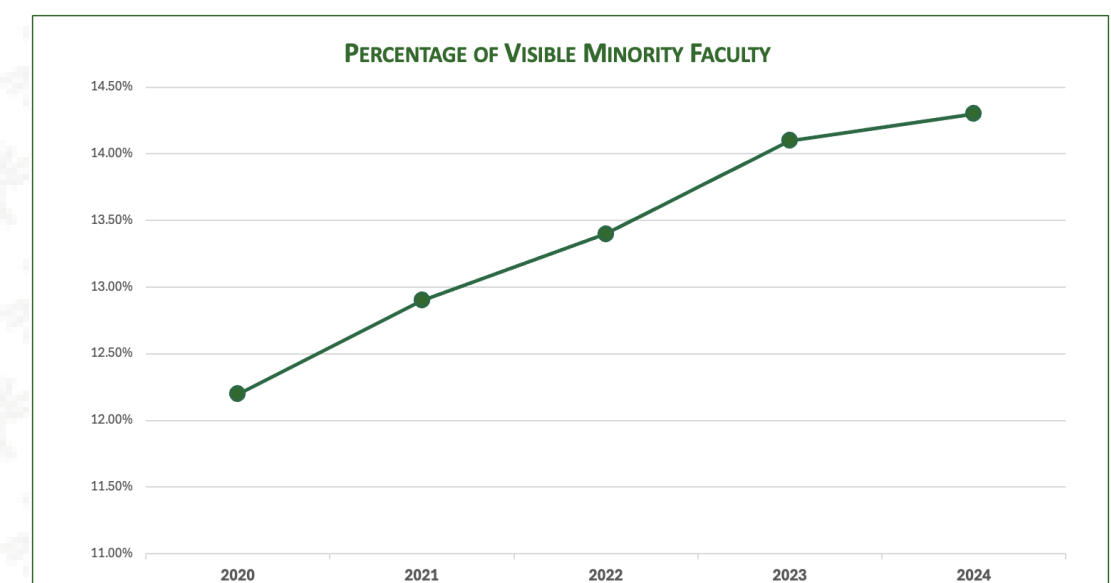
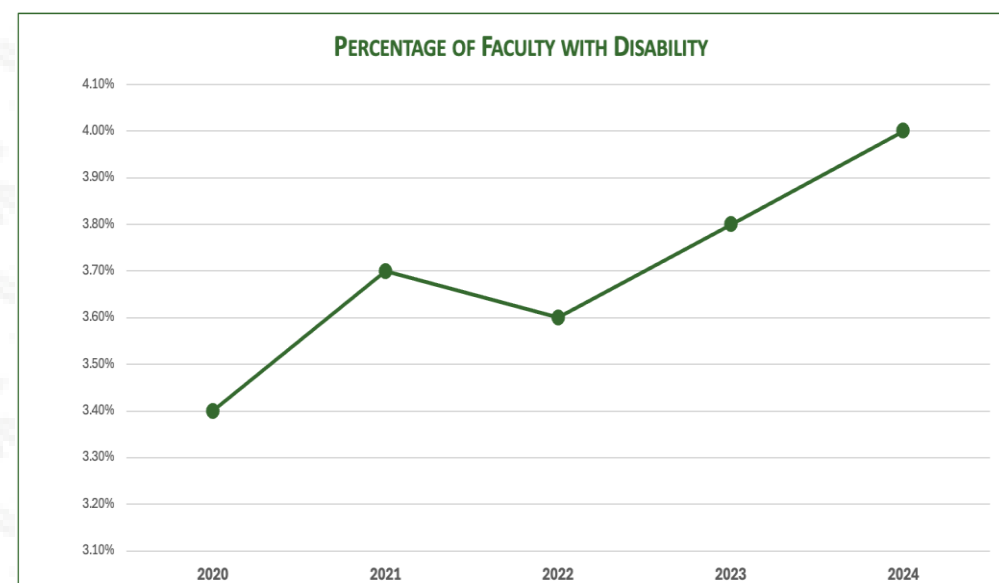
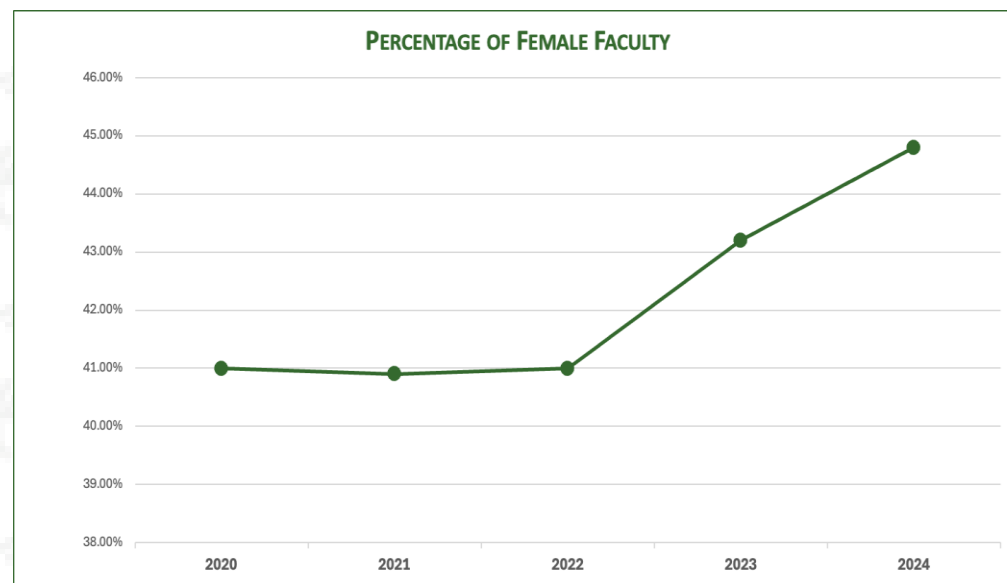
Enhance our Evolve our working environment and workplace culture by **incorporating EDI concepts** into human resources and talent management processes, decisions and activities

STRATEGIC PRIORITY 4: EMPLOYEE EXPERIENCE

GOAL 1:

Enrich our environments by welcoming diversity of thought, perspectives and worldviews from our colleagues

Example of forward momentum: The percentage of faculty employees with equity-deserving identities is growing



Example of forward momentum: 69% of USask middle and senior managers/leaders have equity-deserving identities

GOAL 2:

Integrate EDI concepts into employment strategies, collective bargaining mandates, safety and wellness resources and terms and conditions of employment

Example of forward momentum: The new faculty collective agreement includes EDI concepts

- Equity, Diversity and Inclusion Tuition Waiver.
- Anti-racism and unconscious bias training opportunities are being delivered in an ongoing basis.

Example of forward momentum: CCDI Resources Access

- USask became an Employer Partner of the [Canadian Centre for Diversity and Inclusion \(CCDI\)](#), providing faculty and staff access to CCDI's Knowledge Repository of EDI research, tools, and resources.



GOAL 3:

Review and evolve our employment structures, systems, policies, procedures and processes to create a culture of belonging

Example of forward momentum: USask ICT offers professional development for employees with equity-deserving identities

- Women in IT program launched to support mentorship and career pathways for women in ICT roles, creating opportunities for networking and sharing experiences.

Example of forward momentum: USask works to avoid bias in hiring practices

- Reviews on job profiles to identify and reduce bias and adapts hiring processes to pay closer attention to the composition of interview panels to ensure diversity and representation are ongoing across various units.
- Faculty and senior leader searches include unconscious bias training.

STRATEGIC PRIORITY 5:

SYSTEMS

Be intentional and proactive in challenging the status quo and changing our structures, systems, policies, procedures and processes to **include EDI concepts**

GOAL 1:

Engage in an ongoing dialogue to promote understanding of EDI concepts, how to embrace them and how to put them into practice both individually as a group

Example of forward momentum: USask has established clear, accessible policies relevant to EDI

- Implementation of the following policies:
 - [Equity, Diversity, and Inclusion](#)
 - [Employment Practices](#)
 - [Search and Review for Senior Administrators](#)
 - [Duty to Accommodate](#)

Example of forward momentum: USask trains employees on EDI and anti-racism

- Senior leaders: Completed anti-racism and anti-oppression training.
- Staff groups: ICT, Communications, HR, VIDO engaged in EDI-focused training.
- Colleges: Agriculture & Bioresources, Kinesiology, Pharmacy & Nutrition and Nursing staff and faculty representatives attended EDI-focused training.
- Greystone Leadership program introduces anti-racism, EDI and psychological safety for leaders.

GOAL 2:

Collect, apply and share quantitative data and qualitative data, including stories and experiences, as a basis for understanding and informing change

Example of forward momentum: USask publishes stories highlighting EDI engagement by campus community members

- Celebrations and awareness of "Months of" events are recognized through campus community story highlights as part of [Black History Month](#), [Pride Month](#), [Asian Heritage Month](#) etc.

Example of forward momentum: USask tracks metrics related to equity deserving groups, with actionable outcomes based on the data

- [Accessibility Plan](#) to be renewed every 3 years.

GOAL 3:

Critically reflect on and align our structures, policies, procedures and processes so that they support a culture of inclusion and belonging

Example of forward momentum: USask conducts regular accessibility audits of online platforms, learning management tools

- University aims to meet or exceeds [Web Content Accessibility Guidelines \(WCAG\) 2.0](#), Level A, for our digital properties.
 - Additionally, initiatives to adapt systems and tools to remove barriers and create accessible web designs are ongoing.

Example of forward momentum: USask is creating an EDI Focused Policy Review Toolkit

- This toolkit supports review of USask policies using EDI principles. It is a dynamic resource, adaptable to user needs, and will continue to evolve.



STRATEGIC PRIORITY 6:

PHYSICAL SPACES

Create inclusive, supportive, accessible and safe spaces where everyone has the opportunity to participate meaningfully and experience a sense of belonging

GOAL 1:

Reflect diverse identities in our icons, signage, artwork and ceremonies

Example of forward momentum: USask is adapting its images to reflect diversity

- Proceeds from Black History Month merchandise at the USask Bookstore support the [BFSC Student Leadership and Community Engagement Award](#), while proceeds from [Pride Month merchandise](#) support the Queer Housing Program.
- University Communications team are set to launch an anti-racism and anti-oppression framework for action in the new year.



GOAL 2:

Enhance accessibility of our physical spaces

Example of forward momentum: USask has established an ongoing inventory of physical accessibility services and continues to address identified needs

- Tracked by USask's Accessibility Working Group, with a focus on physical accessibility and covering projects including, but not limited to:
 - Over 10 power activated doors installed.
 - Resolved sidewalk and curb access issues near Saskatchewan Hall, R lot and F lot.
 - Raised accessible seating area has been built at Griffith's Stadium, ensuring equal viewing for all fans.
 - Several washroom modifications are happening across campus like signage changes and repair of doors and walls, lowering of soap and towel dispensers on a needs basis.

GOAL 3:

Ensure dedicated and safe spaces for spiritual, social and wellness needs

Example of forward momentum: USask is launching initiatives to sustainably meet needs identified by and for equity deserving groups

- 70+ washrooms with free vending dispensers installed with pads and tampons implemented in washrooms all across the Saskatoon campus, following discussions between staff, students and faculty.
- The Queer Housing lounge was launched in Voyager Place, and any queer identifying student resident can access this lounge. With a queer library, games, study spaces, a TV, comfy furniture, and more, this lounge is a great location for residents to hangout, meet others and access supports.

The EDI Framework for Action reflects our ongoing aspirations.

As a community, USask will continue to advance its six EDI strategic priorities to achieve our ambition to be a university for everyone.



Thank you

Office of the Provost and Vice-President Academic

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