

**Saskatchewan Polytechnic Vision** *By 2020, our expertise in responsive applied education and research that meet student and market needs will make us globally recognized as the first-choice polytechnic in Canada.*

**Saskatchewan Polytechnic Mission** *To educate students and provide skilled and successful graduates.*



**DIVERSITY AND INCLUSION STRATEGY MAP (2017-2022)**

**Diversity & Inclusion Vision** Sask Polytech values diversity and inclusion in all its forms to enrich the learning and work environment

**Diversity and Inclusion Goal** To understand, embrace and embed the leading practices in diversity and inclusion in our behaviour and organizational processes aligned with our strategic plan and organization values.

GOALS <i>What we hope to achieve</i>	ACHIEVE 10% INDIGENOUS REPRESENTATIVE WORKFORCE	INCREASE AWARENESS AND EDUCATION OF: 1. INDIGENOUS HISTORY 2. DIVERSITY AND INCLUSION 3. MENTAL HEALTH IN THE WORKPLACE	STRENGTHEN COLLABORATIVE LEADERSHIP AND COORDINATION FOR D & I ACTIVITIES IN THE INSTITUTION	PLAN & IMPLEMENT A WELLNESS AND MENTAL HEALTH STRATEGY	CREATE ROBUST COMMUNICATION PLAN AND POSITION SASKPOLY AS BEST DIVERSITY AND INCLUSION EMPLOYER	MONITOR & EVALUATE	GUIDING PRINCIPLES
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LEAD <i>(Who is responsible)</i>	Human Resources and Business Unit Leaders	Human Resources, Student Services, ILDC	HR, Student Services, ILDC, Campus Equity Committees,	Human Resources, Student Services, Mental Health Task Force	HR Strategy, Communications, D & I Leadership Council, Equity committee Chairs	Human Resources	
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HIGH-LEVEL ACTIONS <i>What we will do</i>	<p>Enhance advertising and recruitment messages/practices to reinforce SaskPoly as a Diverse &amp; Inclusive workplace</p> <p>Continue collaborating with SPFA and SGEU bargaining units to eliminate barriers</p> <p>Pilot and implement a bridging program for Indigenous candidates in targeted areas</p> <p>Eliminate barriers in recruiting Women in Trades and Technology</p> <p>Educate hiring managers on the impact unconscious biases may have on hiring decisions; Review interview/selection processes and job descriptions through an inclusive lens</p>	<p>Provide Indigenous Awareness training to all new employees and all existing employees by 2022</p> <p>Enhance Leadership Development modules with specific D &amp; I training for supervisors and managers</p> <p>Leverage the webinars, elearning and other and resources offered through membership with Canadian Council for Diversity and Inclusion (CCDI)</p> <p>Leverage ILDC Indigenous curriculum specialist as a key resource to guide/embed indigenous content development and ways of knowing in new Academic Model.</p>	<p>Continually engage with all partners to ensure sound implementation that reflects the unique needs of our institution and leading global practices</p> <p>Create a common D &amp; I calendar of multicultural events</p> <p>Organize an annual provincial equity committee meeting in June</p> <p>Foster and support various Employee Resource Groups e.g Indigenous Employee network</p> <p>Sustain annual funding provided to campus equity committees so that they can provide their annual programming to students and staff</p>	<p>Promote holistic health and wellness programs and services in order to support physical, social, emotional, mental health, wellbeing and resilience of our staff and faculty.</p> <p>Enhance mental health in the workplace education programs, practices and policies</p> <p>Coordinate wellness and mental health awareness campaigns e.g Mental Health Week, Mental Health Day, Healthy Workplace Month etc</p> <p>Engage supervisors and managers as custodians for a positive workplace culture through education and supportive practices and policies</p>	<p>Seek SMC's approval and sponsorship of strategy and plan and embed actions in operations</p> <p>Raise visibility for D &amp; I activities in website, facebook and other social medial opportunities</p> <p>Secure one point person in communications and marketing to bring cohesion to the communication strategies</p>	<p>Provide workplace demographic profiles to business unit leaders quarterly to inform planning</p> <p>Analyze employee engagement survey results</p> <p>Create a D &amp; I scorecard</p>	<ol style="list-style-type: none"> <li>1. Reflect SaskPolytech's values ( Respect, Integrity, Sustainability and Excellence)</li> <li>2. Foster visible and engaged sponsorship by leaders at all levels to help champion cultural change</li> <li>3. Foster community engagement approaches and empower local champions and change agents</li> <li>4. Align resources and budget to support the implementation of D &amp; I strategy</li> <li>5. Share our practices with peers in the community and in local, national and international conferences</li> </ol>
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