

# I-EDIAA NEW ACHIEVEMENTS AND CONTRIBUTIONS

HUMAN RIGHTS AND EQUITY OFFICE 2023-2024

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## EMPLOYMENT AND EDUCATIONAL EQUITY

1. **New ICount Equity Census Application:** The HREO developed and launched an updated application to administer the Queen's ICount Equity Census. With the inclusion of collTn72 582.2tssth o-4 (In

5. **Employee Experience Survey:** During 2023/24, the Office of the VPCEI and the HREO had been engaging with the Employee Experiences Survey in a variety of capacities, to ensure progress is achieved on the new initiatives presented on the Your Voice Counts: Employee



Case Components	Clients
Committee work	3
I-EDIAA language	11
Surveys/Forms	6
Systems review	20
Advertising	8
Data collection	8
Targeted Hiring	5

## ACCESSIBILITY

1. **Accessibility Cafés:** Accessibility Services held two Accessibility Cafés in 2023/2024. They were: Accessible Procurement and Disability and Queerness.
2. **Accessibility Hub:** Between May 1, 2023, and Apr 30, 2024, there were over 23,000 visitors viewing over 84,000 webpages.
3. **Committee Work:** The Manager (Accessibility Services) participated on the following committees: Online Accessibility Community of Practice, Built Environment Advisory Group, Campus Master Plan Advisory Committee (CMPAC), Advisory Committee on Academic



Components

Cases







General Support

38

2. The IN-SIGHT Tool: IN-



year. It supplements the synchronous offerings and expands opportunities for our graduate students.

Multiple courses, across multiple departments, now have some sexual violence content embedded in them. Conversations continue regarding approaches to ensuring all our students have opportunities to learn about gender-based violence, regardless of their faculty/departmental affiliations.

#ConsentatQueens working group, comprising of members from SVPRS





complexity of the issues faced by students, including academic challenges, mental health and wellbeing, involvement with the criminal legal system and other related concerns. Members of the SVPRS team logged almost 1500 “actions” related to student support during the reporting period. “Actions” include accompaniment in complaint process/interviews, consultation inside and outside of QU, discussions with 3rd parties, completing forms/paperwork required for referrals etc., writing letters of support for petitions/appeals and meeting with clients (500+). This number of actions does not reflect the volume of email communication, phone calls, short Teams messages etc.

You can view current and past reports to the Board of Trustees [here](#).

The SVPRC is actively involved in campus and community projects with a focus on GBV/SV, Intimate Partner Violence, Violence in the Workplace, Incidents of GBV/SV in Experiential Learning Settings, Human Trafficking etc.

