

# Western



Equity, Diversity  
& Inclusion

## Annual Impact Report

# 2024-2025



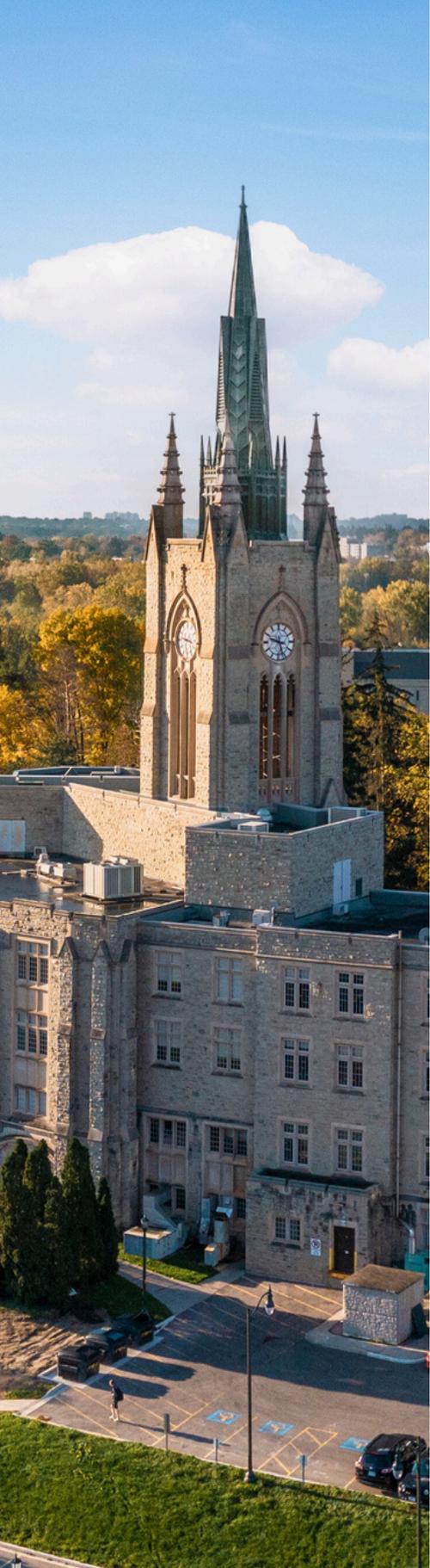
# Land Acknowledgement

Western University is situated on the traditional lands of the Anishinaabek, Haudenosaunee, Lunaapewak and Chonnonton Nations, connected to the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum. We recognize the enduring presence and sovereignty of Indigenous Nations, including the Chippewas of the Thames, Oneida Nation of the Thames and Munsee Delaware Nation, and we acknowledge the impacts of colonization on their lands and communities.

In alignment with the [Truth and Reconciliation Commission's 94 Calls to Action](#) and Western's [Office of Indigenous Initiatives](#), we are committed to advancing reconciliation and decolonization through education, research and community engagement. Our Office of EDI supports this work by championing equity-deserving groups and fostering a campus environment where Indigenous students, staff and faculty are respected, supported and empowered.

We recognize that reconciliation is an on-going process, which includes challenging colonial structures, addressing systemic inequities and creating space for Indigenous voices, leadership and knowledge systems within all aspects of university life. We are dedicated to continue learning from Indigenous communities and working collaboratively with our partners to build a more inclusive Western.





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## Message from the Associate Vice-President (Equity, Diversity and Inclusion)

### Presence, Partnership and Progress

As I reflect on this past year, I must acknowledge that our Office of Equity, Diversity and Inclusion (EDI) is a small but mighty team. With the support of our entire Western community and our engaged alumni, we continue to focus on the core mandate outlined and promised in the institutional strategic plan – [Towards Western at 150](#). Together, we are making Western a more welcoming and inclusive place for everyone.

Among the many achievements we celebrate in this report, we must spotlight the launch of the [Equity, Diversity, Inclusion, Decolonization and Accessibility \(EDIDA\) Strategic Plan](#) in December 2024. The implementation of the plan is well underway in various units and faculties across campus. We have also effectively supported and amplified diverse voices, including working with the Black Students' Association (BSA), Muslim Students' Association (MSA), Western Hillel and 2SLGBTQIA+ student clubs.

We must also acknowledge our leadership in learning. This year, we created online training modules focused on unpacking and addressing antisemitism, Islamophobia, anti-Black racism, 2SLGBTQIA+ oppression and more. It is rewarding to see that the City of London, Queen's University, the University of Windsor and other institutions have enthusiastically embraced and acquired the rights to use these modules.

There is no doubt that we still have a long way to go. Our team recognizes the significant need to support our Muslim and Jewish communities impacted by the ongoing war in Gaza. We must never tire of offering hope, empathy and, above all, humanity to ensure these communities do not feel abandoned, isolated and alone. Let us continue to care for one another as we build a more inclusive and compassionate Western.

We thank you for your support as we continue to make meaningful progress together.

A handwritten signature in black ink that reads "O. Oloya".

**Opiyo Oloya**  
Associate Vice-President (Equity, Diversity and Inclusion)



## Message from the Vice-Provost and Associate Vice-President (Indigenous Initiatives)

The Elders within my Indigenous Nation frequently remind all two-legged beings (humans) about our collective responsibilities to guide, safeguard and nurture one another - especially those who are still learning and vulnerable. This powerful teaching is mirrored for us daily by those from the more-than-human world, such as the Winged, Finned and Four-legged ones. Nature provides us with daily examples of how we must care for each other, and this practical wisdom is summed up by that ageless adage of how it “takes an entire village to raise a child.”

Over the past year, the Offices of Indigenous Initiatives (OII) and Equity, Diversity and Inclusion (EDI) have collaborated closely to advance EDI and decolonization efforts within our ‘village’ at Western. These efforts advance harmony and balance, ensuring that every being here is heard, respected, included and valued.

Miigwech,

**Christy R. Bressette**

Vice-Provost and Associate Vice President (Indigenous Initiatives)



In July 2021, Drs. Oloya and Bressette met on Walpole Island to share in the sacred practice and tradition of braiding sweetgrass, symbolizing solidarity and representing the interconnectedness of the two offices with similar missions; supporting equity-deserving students, staff and faculty at Western. This commitment holds steadfast today, as the Offices of EDI and Indigenous Initiatives continue to work closely together to achieve institutional inclusion across the university.

# Introduction - Meet The Team

This past year, the Office of EDI continued to learn, listen and grow alongside the Western community by advancing equity through thoughtful collaborations, initiatives and events. We created space for dialogue, celebrated diverse voices and supported our collective efforts to build a more inclusive campus.

We are a passionate and purposeful team, committed to transforming ideas into meaningful action at Western.



**Lesley Oliver**  
EDI Specialist



**Dr. Ana Boller**  
Senior Learning Specialist



**Neisa Long**  
EDI Coordinator



**Kathryn Fraser**  
Digital Communications  
Specialist



**Marietta Clement**  
Administrative Coordinator



**Dr. Michael Godfrey**  
Data Analyst, Office of  
Institutional Planning and  
Budgeting



**Jessica Ouko**  
EDI Coordinator



**Ayeil Jongkor**  
EDI Summer Intern



“Progress isn’t always visible, but it’s deeply felt. As a Nigerian proverb says, “The lizard that jumped from the high Iroko tree said he would praise himself if no one else did.” Like the lizard from the Iroko tree, we honour our strides, seen or unseen, as we advance equity, inclusion and belonging through listening, learning and partnership.

**Opiyo Oloya**  
Associate Vice-President (Equity, Diversity and Inclusion)

# The EDIDA Strategic Plan

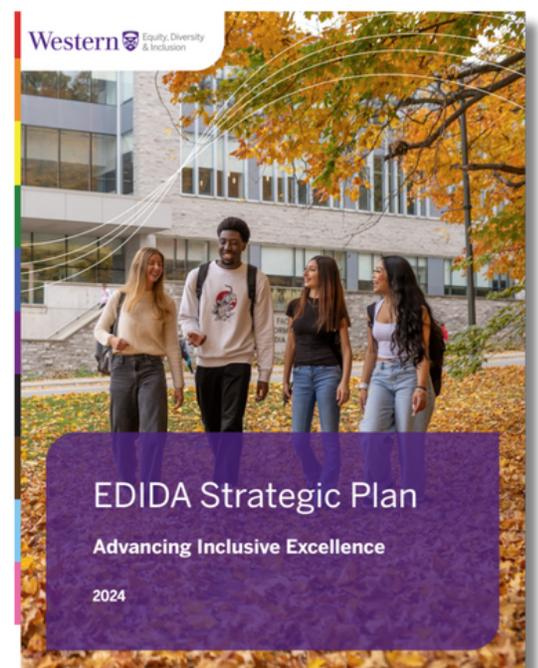
We were proud to launch Western's Equity, Diversity, Inclusion, Decolonization and Accessibility (EDIDA) Strategic Plan: Advancing Inclusive Excellence, our collaborative roadmap to building a more inclusive Western community and campus on December 4, 2024.

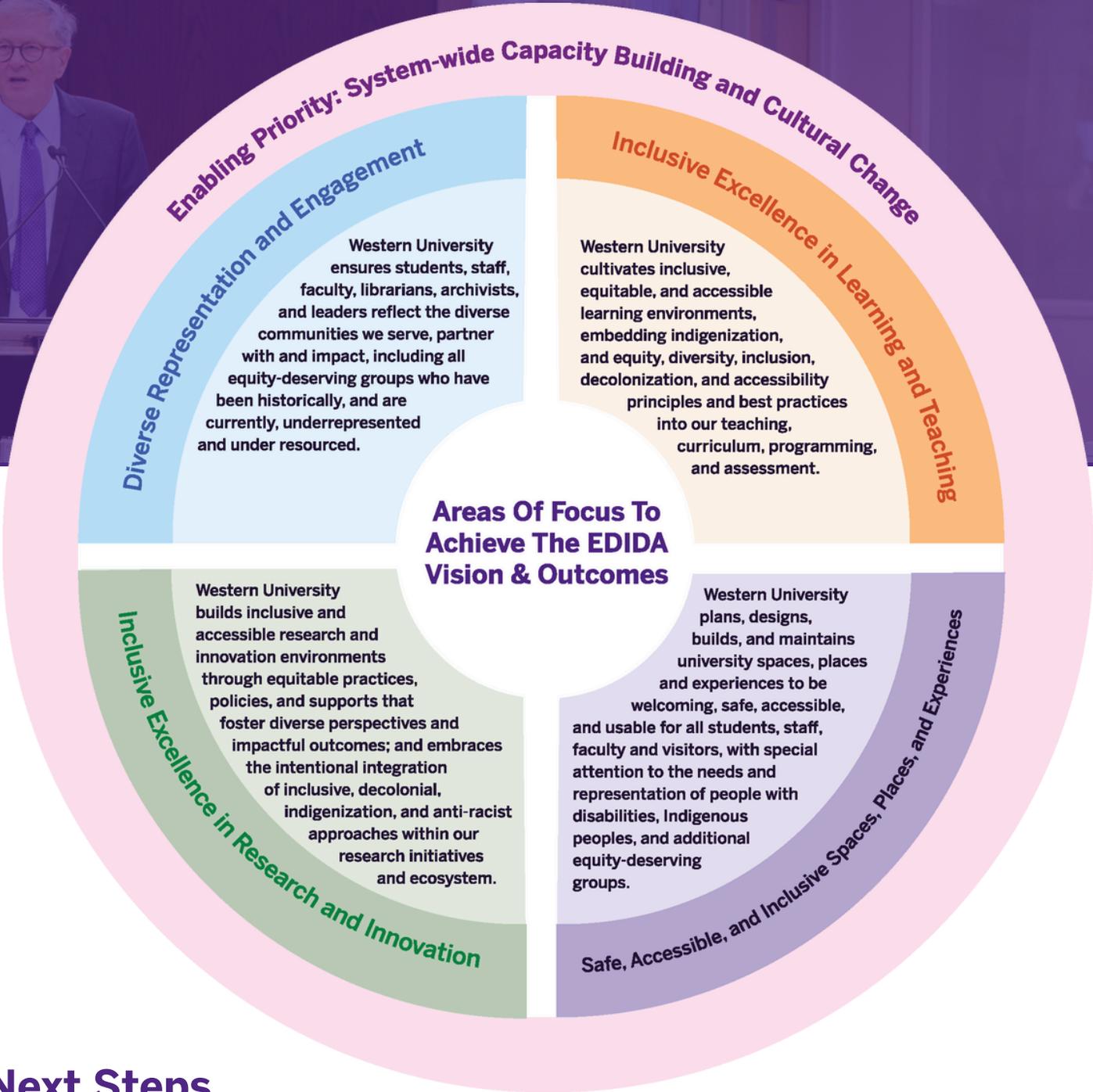
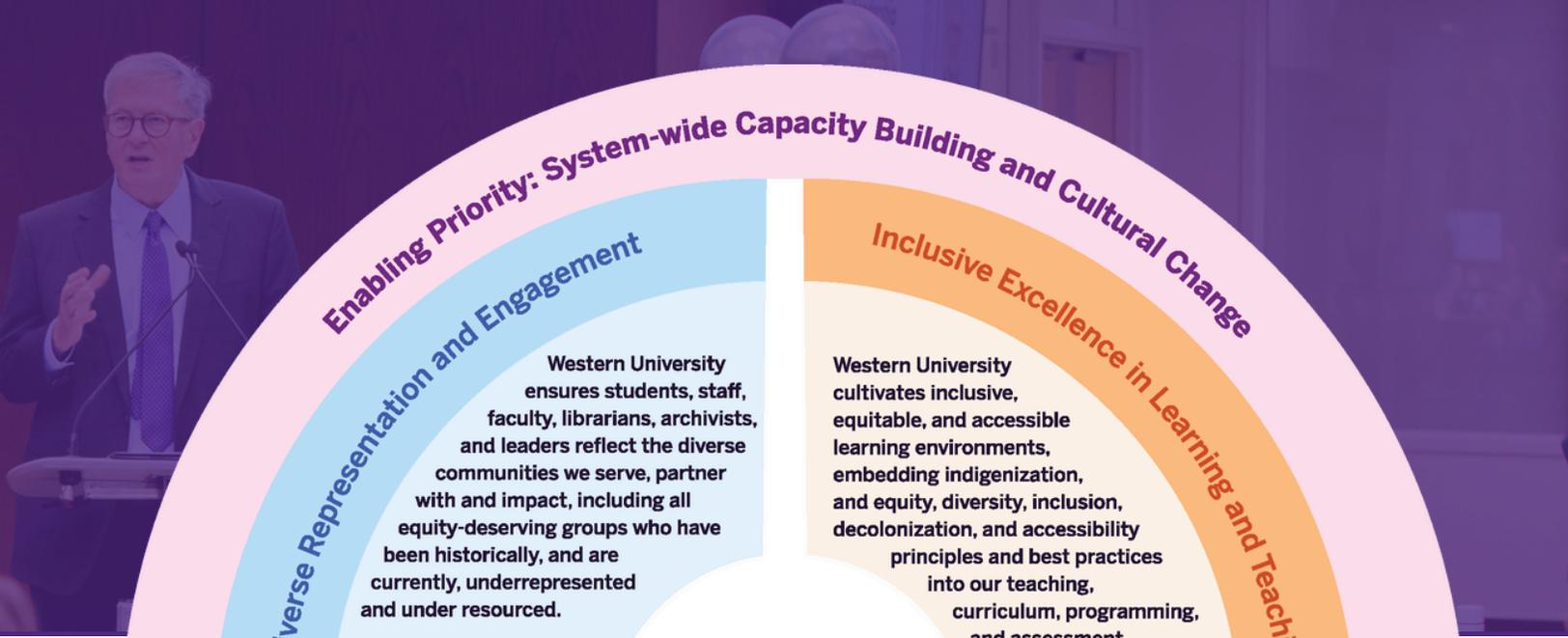
The EDIDA Strategic Plan was created in robust consultation and extensive collaboration with the Western community and embodies Western's commitment to creating an equitable, diverse and inclusive community for all. Thousands of Western students, alumni, staff, faculty members and leaders shared their ideas, experiences and aspirations for the plan.

**Our Vision:** Fostering safe, accessible and equitable places, spaces and experiences where every person belongs and feels empowered to achieve their full potential at Western.

## What do we hope to achieve?

- Western students, staff, faculty, leaders, alumni and visitors will feel safe and have a strong sense of belonging.
- Students, staff, faculty and leaders with disabilities will experience barrier-free, accessible environments and services at Western.
- Equity-deserving groups will be represented in Western's students, staff, faculty, librarians, archivists and leaders.
- Western's community, culture, policies and curriculum will reflect the values of reconciliation with Indigenous Peoples and demonstrate our collective commitment to responding to the Truth and Reconciliation Commission's 94 Calls to Action and the Western Indigenous Strategic Plan.
- Western leaders will be active EDIDA practitioners and passionate champions for actively building a culture of inclusion and addressing inequality.





## Next Steps

The five strategic priority areas above articulate the actions we are taking to make our shared vision a reality at Western. The implementation phase of the EDIDA Strategic Plan is ongoing and will continue until June 2027. EDIDA Committees across campus are implementing equity strategies and creating action plans using our [EDIDA Strategic Plan Companion Guide](#) and [Action Planning Tool](#).

We look forward to sharing impacts from individual faculties and collective equity, diversity and inclusion advancements in our EDIDA Strategic Planning Progress Report, being released in 2026.

# Objectives and Community Reflections

The Office of EDI is committed to the four overarching principles laid out in Western's Strategic Plan, [Towards Western at 150](#), to foster a strong sense of belonging.

These four commitments are as follows:

## 01 Create a welcoming and inclusive space

"The Office of EDI at Western continues to foster inviting spaces on campus through the promotion of authentic collaboration, the cultivation of knowledge and growth and a strong investment in student voices and well-being. Whether through powerful panel sessions that uplift diverse communities, innovative workshops that encourage reconciliation and resilience or cultural experiences that engage students through food, music and film, Western's campus is enriched by their unwavering commitment to community and empathy."

**Naomi Ngobila**  
Recent Western Graduate

## 02 Increase diversity and equity in Western's workforce and student population

"As a colleague in the Office of Indigenous Initiatives (OII) at Western, I've seen how collaboration between our offices is opening space for more diverse voices. With similar objectives and shared work in decolonization, these efforts are making our campus more welcoming and inclusive. While there is always more to be done, it's encouraging to witness this transformation in both our workforce and student community."

**Melinda Moradipour**  
Administrative Coordinator





## 03

### **Invest in combating racism and all forms of discrimination**

“Over the past year, I’ve seen how the Office of EDI’s leadership and collaboration across campus have helped us challenge and confront racism and discrimination at Western. Through inclusive residence programming, staff development and student engagement, we’re building a community where equity is a shared responsibility. I’m proud to support this work and the progress we’re making together.”

#### **Chris Alleyne**

Associate Vice-President (Housing & Ancillary Services)

## 04

### **Engage the diverse Western community**

“Being able to meaningfully and effectively integrate EDI principles and practices, in the classroom, in the workplace and in society, remains a challenge, both at Western, and beyond. Western has made important inroads in this area, but the ongoing nature of this work requires a continuing commitment to ensuring EDI principles guide and inform the work we do here.”

#### **Dr. Susan Knabe**

Acting Dean of the Faculty of Information and Media Studies (FIMS),  
Associate Dean, Undergraduate, FIMS

# Learning

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The Office of EDI continued to expand campus-wide learning opportunities that reach across Western and beyond. Through new certificate programs, interactive e-learning modules and engaging workshops that align with our [EDIDA Strategic Plan](#), we equipped students, staff, faculty and leaders with the tools to practice allyship and actively contribute to a more welcoming, informed and inclusive campus culture.

- Launched the [Anti-Oppression Certificate Program](#), a nine-module e-learning series designed to build allyship skills in support of Indigenous Peoples, 2SLGBTQIA+ communities, and people with disabilities, while also addressing sexism, misogyny and ageism.
- Launched the [Award of Achievement in Anti-Oppression](#), a four-module e-learning program designed to build allyship skills in support of Muslim, Black, Asian and Jewish communities.
- Successfully delivered the [Anti-Racism Foundations Certificate Program](#) to over 300 Western students, staff and faculty.
- Collaborated with Western Alumni to deliver the Anti-Racism Foundations Certificate Program and the Award of Achievement in Anti-Oppression to more than 300 Western alumni, and the facilitation of EDI focused synchronous and asynchronous webinars.
- Continued to offer the Inclusive Leadership Series in collaboration with Human Resources as part of the Excellence in Leadership program.
- Initiated a collaboration with Western Continuing Studies to develop the curriculum for two EDI certificate programs,
- Co-led the successful commercialization and customization of EDI e-learning modules in partnership with the Technology Transfer Office, securing licensing agreements with the City of London, regional hospitals, the University of Windsor, Niagara College, Brock University and Queen's University, among other institutions.



The Anti-Racism Foundations Certificate Program has been a transformative experience for me as a newcomer and international student. Through self-reflection and interactive workshops, I've gained valuable insights into fostering inclusivity. I am grateful for the opportunity to contribute to a more inclusive workplace.

**Graduate Student**  
Western University

# Guide for Courageous and Respectful Conversations

In November 2024, we launched the [Guide for Courageous and Respectful Conversations](#). This guide helps the Western community build skills in reflective listening, emotional intelligence and self-awareness, to facilitate meaningful exchanges that promote understanding.

## Unpacking and Addressing Antisemitism Module

Launched in December 2024, 321 people accessed the [Unpacking and Addressing Antisemitism module](#), furthering demonstrating Western's collective effort to combat antisemitism.

This module offers tools to identify and respond to antisemitism on campus. It marks an important first step in what must be a larger effort in creating a campus environment where Jewish students feel genuinely safe, supported and respected.

**Jacqueline Dressler**

Senior Director of Advocacy, Hillel Ontario

## EDI Workshops

We facilitated [workshops on EDID-related topics](#) for 1,444 students, 482 faculty and staff and 181 leaders at Western between May 2024 and April 2025, with the goal of enhancing equity literacy, developing inclusive practices and building capacity to advance equity, diversity, inclusion and decolonization across the institution.

2,107

students, staff,  
faculty and  
leaders attended  
EDI workshops.

## Sharing Islam

In January 2025, Shahin Pardhan hosted workshops that provided the Western community with an introduction to the Islamic faith. Pardhan discussed prayer, fasting, pilgrimages, dress, holidays, dietary guidelines and investment rules, all aimed at fostering awareness and combating [Islamophobia](#).



“Hosting the Sharing Islam workshops was deeply meaningful to me. It gave me a chance to share my faith and connect with others in a spirit of understanding. Seeing people eager to learn how to support Muslim students and colleagues is a reminder of how powerful education can be in building belonging.”

**Shahin Pardhan**

Assistant Professor (Business) at Huron University

# Belonging

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Through vibrant networks, dedicated committees, inclusive spaces and intentional pathways, the Office of EDI continues to foster a deep sense of belonging, ensuring that everyone at Western feels seen, supported and empowered to thrive.



## Black Access Pathways

Western is proud to champion equity through targeted Black access pathways across our academic faculties. These initiatives such as the [Prospective Black Law Students program](#), [Schulich's Black Applicant Pathway](#), [Ivey's University Pathways Program](#) and the [Faculty of Education's Equity Admissions Pathway](#) are designed to reduce barriers and foster inclusive excellence. We will continue to support these efforts and the development of new pathways to ensure Black students thrive at Western.

## Black Faculty and Staff Network

We collaborated with and supported our [Black Faculty and Staff Network](#), which has over 180 members including a steering committee. Our office planned and hosted monthly coffee chats alongside faculty and departments. We also hosted an annual luncheon during Black History Month and a holiday potluck in December. Our virtual Microsoft Teams channel and our in-person events offer a safe and identity-affirming space for all Black faculty and staff on campus.



I commend the Office of EDI for this important and timely initiative. This network has connected me with colleagues who share experiences of both struggle and triumph in representation, visibility and advocacy. I am proud to be part of a community that affirms our voices, fosters belonging and strengthens the Black presence at Western.

**Aldean Ellis**  
Learning Specialist, Student Experience



# Spaces for Equity-Deserving Groups on Campus

Everyone deserves a place to thrive and be supported on campus. In consultation with student groups and various partners, we're happy to continue offering the dedicated rooms and spaces below for equity-deserving students and staff.



## Multifaith Prayer Space

We continue to support the Wellness and Wellbeing team in Student Experience in creating and establishing accessible multifaith prayer spaces on campus. These spaces are designed to accommodate the diverse needs of our Western community, ensuring individuals from various faiths, spiritualities and religions feel supported.



## Black Student Space

From an initial capacity of 20, the Black Student Study space in the D.B. Weldon Library has grown to double its occupancy, and can now welcome up to 40 students at a time. We were happy to secure an additional space on The Mezzanine (M22 and M23) for student use from November to May on set days.

## Working Groups and Committees

- Engaged the EDIDA Central Working Group to discuss implementation of EDIDA Strategic Plan and share best practices.
- Supported the Emergency Response Committee and provided guidance related to protests about the ongoing war in Middle East.
- Worked closely with academic leaders and Senate committees on policies on religious accommodations.
- Supported the Black North Initiative (BNI) Education Committee and Accessible at Western Working Group (AWWG).
- Established an Executive EDI Data Steering Committee to oversee EDI-related data requests, provision and processes.
- Consulted with the Joint Employment Equity Committee the provision of EDI-related data.
- Represented Western on city committees including the Anti-Hate Project Steering Committee, Anti-Islamophobia Committee and 1001 Inventions Working Group Committee.

# Initiatives

This year, the Office of EDI sparked bold ideas into action, launching initiatives that inspired learning, ignited collaboration and wove equity, diversity and inclusion more deeply into the fabric of campus life. Our conferences, programs and data initiatives played a vital role in building awareness, encouraging dialogue and helping make Western a more inclusive place.

## The Inclusion, Diversity, Decolonization, Equity and Accessibility Leadership Symposium (ID<sup>2</sup>EALS) 2024

In May 2024, we hosted our inaugural Inclusion, Diversity, Decolonization, Equity, and Accessibility Leadership Symposium (ID<sup>2</sup>EALS) on campus, bringing together EDI practitioners and leaders from post-secondary institutions across Canada. We welcomed 75 individuals from 17 universities, 8 colleges and 6 departments across Western. The event featured presentations from keynote speakers Dr. Candace Brunette-Debassige and Dr. Carl E. James, with additional concurrent sessions on a variety of topics, including educational initiatives and programs, research, data collection and communication strategies.

This impactful symposium cultivated a safe space for knowledge sharing, discussing best practices and facilitating ongoing collaboration to develop effective EDI resources for Canadian postsecondary institutions.



**Dr. Candace Brunette-Debassige**  
Keynote Speaker



**Dr. Carl E. James**  
Keynote Speaker



96%

of attendees agreed that the symposium provided an opportunity to build new connections

# Western Inclusion, Diversity and Equity (WIDE) Survey

- Promoted the WIDE Survey to employees in May 2024 and this resulted in approximately 1000 completions by full and/or part-time employees.
- Engaged in a pilot recruitment program for promotion of the WIDE survey with the Faculty of Engineering and the Schulich School of Medicine & Dentistry.

## Black Business Opportunities and Career Conference

We successfully hosted and organized the second annual Black Business Opportunities and Career Conference. This event welcomed 150+ secondary and post-secondary Black students to Western. The conference celebrated Black excellence and provided resources for students on academic and career pathways, professional development skills and mentorship opportunities.

This event was hosted in collaboration with the City of London, The London Black Heritage Council, Fanshawe College, Unifor, the Thames Valley District School Board (TVDSB) and the London District Catholic School Board (LDCSB).



As an organizer of this conference, we are grateful to the Western EDI Office for their annual support in the planning, hosting and execution of this Black youth event in collaboration with community partners.

**Christina Lord**  
Vice Chair, London Black Heritage Council

## Additional Impacts

- Submitted our 2024-2025 Scarborough Charter update, created in collaboration with campus partners, to provide updates on Black flourishing and thriving at Western.
- Led the Western Leaders forum with HR on the theme, Our Western: Advancing Inclusion Through Courageous Conversations, in conversation with Professor Randy Bayagoda.
- Conducted a research study about the effectiveness of the Anti-Racism Certificate Program and garnered 291 participants.
- Collaborated with the School of Graduate and Postdoctoral Studies (SGPS) to provide an EDI perspective on their admissions processes.

# The Western Black Leadership University Experience (B.L.U.E.) Program

The Western B.L.U.E. program continued to flourish and provide Black students with hands-on leadership and professional experience. Here are some fast facts below:

- Worked with 20 students in the 2024/2025 academic year.
- Increased student applications by 55% (up 102 applications from 66).
- Collaborated with and maintained relationships with various host organizations.
- Liaised with the Royal Bank of Canada (RBC) to facilitate professional development workshops.
- Received \$100,000 from Western's Alumni Association after collaborating with University Advancement.



“The program offers so much more than just a placement. It’s a chance to learn, grow and create lasting change. Being able to empower patients and provide education about their health has been the most rewarding part.”

**Nyechuor Deng**

Former Western B.L.U.E. Student



“Knowing that my work directly impacts Black communities is incredibly fulfilling. The skills, connections and insights you gain will shape your future.”

**Forbehn Fossungu**

Former Western B.L.U.E. Student



“This program has opened doors that I never previously imagined. The opportunity to work on impactful projects and learn from experts is invaluable.”

**Gabriella Game**

Former Western B.L.U.E. Student



Interested in learning more about Western B.L.U.E. or applying to the program? Scan the QR Code or click here to visit our website.

# Local and Global Collaborations

Collaboration is at the heart of our work - whether across campus, across the city or across continents. This year, the Office of EDI partnered with international universities, the City of London and student groups to exchange ideas and support one another in advancing our shared goals of equity, diversity and inclusion.

## Makerere University

Western has ongoing collaborations with post-secondary institutions around the world and in sub-Saharan Africa. Western recently signed a [new memorandum](#) with Makerere University, Uganda's largest and oldest institution of higher learning.



Opiyo Oloya, Eric Morse, Lorna Magara, Alan Shepard, Yusuf Kiranda, Awel Uwhanganye (L to R) meet during the Makerere University delegation visit to Western in May 2025.

## Indigenous e-Learning Module

We collaborated with the Office of Indigenous Initiatives to develop the [Unpacking and Addressing Anti-Indigenous Racism e-learning module](#), aimed at increasing awareness, understanding and accountability in addressing anti-Indigenous racism within institutional and community contexts.



**UNPACKING & ADDRESSING  
Anti-Indigenous Racism**

## U15 Germany, U15 Canada

In 2024, we participated in the [German U15, U15 Canada Working Group in EDI](#), which included attending a meeting in Frankfurt and the development of a position paper on the state of EDI in both countries. We look forward to welcoming our German constituents to Western in September 2025.

## Western Hillel

This year, the Office of EDI supported our Holocaust Education Week by securing space for our ceremony and Yad Vashem exhibit, providing storage, and taking the time to meet with Jewish students to better understand their experiences and needs.

Their partnership helped ensure these events were impactful, inclusive and deeply meaningful to our community.

### Jacob Burman

Hillel Ontario Advocacy Coordinator, Western



# Events

Our events reflected the rich diversity of our campus, with programming that celebrated and uplifted equity-deserving groups throughout the year. With over 2,400 registrations spread across 40 EDI-related events, our office created space for recognition, connection, and community-building across Western.



## Black Student Welcome 2024

We hosted our inaugural Black Student Welcome during the 2024 Orientation Week, where over 235 incoming and returning Black students joined us to learn more about the events, initiatives and resources at Western.

## Fall Pride Parade

To kick off EDIDA Awareness Month in October 2024, we were thrilled to lead Western's second annual Fall Pride Parade around campus. Many members from the 2SLGBTQIA+ community and allies at Western attended the celebration, and we ended the event with music and drag performances from local talent.



## EDIDA Awareness Month 2024

We hosted several events in support of EDIDA Awareness Month, collaborating with the Schulich School of Medicine & Dentistry, Huron University, King's University College, Fanshawe College and the London Health Sciences Centre (LHSC).

Programming from our office explored diverse topics such as disability in media, health equity, trans allyship in the workplace, EDI leadership and antisemitism.



We honoured Trans Day of Remembrance in November 2024 with The519 Community Centre, hosting the webinar "Transforming Awareness Into Action: Bringing Trans Allyship in the Workplace."

# Black History Month 2025

Over 400 people attended our [Black History Month 2025](#) programming this year throughout February and March, celebrating Black excellence and honouring Black resistance.

- We hosted an archival exhibit in collaboration with Western Libraries called Redefining Black History: An Exhibition of Resilience and Enduring Legacies.
- We welcomed CEO of TIFF and Western alum Cameron Bailey for a talk on Black excellence.
- We also held a panel discussion with Black legal leaders on anti-Black racism and social justice.

## Programming to Support Equity-Deserving Groups



International Women's Day

### Dr. Erica Lawson

Associate Professor, Dept. of Gender, Sexuality and Women's Studies, Faculty of Arts and Humanities



Trans Day of Visibility

### Prof. Beverly Bain

Assistant Professor, Dept. of Historical Studies, Women, Gender and Sexuality Studies at UofT



Asian Heritage Month

### Prof. Sunil Gurmukh

Assistant Professor, Assistant Dean (EDID), Faculty of Law

## Western's Black Scholarship Celebration Dinner

The Office of EDI successfully hosted Western's third annual Black Scholarship Celebration, recognizing the accomplishments of 45 undergraduate Black students in March 2025.

“Receiving a scholarship has been incredibly meaningful and strengthened my confidence to pursue my goals. It is this confidence that motivated me to speak at the scholarship celebration this year, as it was a powerful reminder of the importance of community and representation.”

### Aisha Olawoyin

Third Year Student



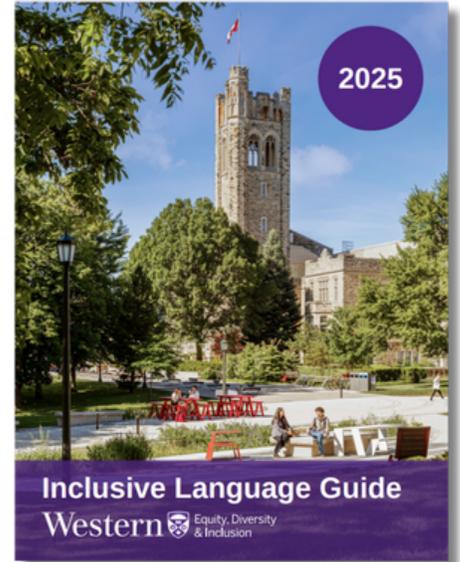
# Looking Ahead

As we reflect on a year of growth and connection, we're excited to keep the momentum going. In the months ahead, the Office of EDI will continue expanding our impact - here's what to expect from our team as we create new opportunities to enhance equity, inclusion and belonging.

## Inclusive Language Guide 2025

This fall, we're excited to launch an updated version of our [Inclusive Language Guide](#). This guide is a living document that explores language related to equity-deserving groups and offers practical recommendations to enhance communication, promote inclusivity and show respect for diverse identities, cultures and experiences.

Featuring helpful tables and additional resources, the guide unpacks the history and context behind common words and phrases - offering inclusive alternatives to support more thoughtful and respectful communication.



## 2SLGBTQIA+ Funding and Pride Guide at Western

We were successfully granted funding to engage in research under the PARR Center Grant Project that will focus on highlighting and supporting our Two-Spirit, Non-Binary and Transgender communities at Western. This grant project 'Transitioning on Campus' allows us to produce learning modules and guides, create safe campus maps, employ 2SLGBTQIA+ students and host an orientation that centres our 2SLGBTQIA+ community. We are also thrilled to release Western's first Pride Guide, a resource designed to further support the 2SLGBTQIA+ community on campus, with resources, history and tools for allyship.

## Launch of Blackademia

We will launch Blackademia - The Black At Western Virtual Hub on our website this year. Blackademia re-imagines the Black experience at Western, providing opportunities to connect with community, engage with programs and discover wellness resources.



## On The Horizon

- Host our second annual Black Student Welcome event in early September 2025.
- We will also host our first Muslim Student Welcome and our first 2SLGBTQIA+ Student Welcome.
- Support the Office of Indigenous Initiatives in their NDTR programming.
- Continue conducting meetings with various student groups including, but not limited to, the Muslim Students Association (MSA), the Palestinian Culture Club, Black Student Association, African Students Association, Western Hillel, Pride USC and the SOGS Pride Commission.
- Launch our first Office of EDI social media account on Instagram.
- Release our Strategic Plan Progress Report in 2026, detailing all EDIDA-related advancements.

## Acknowledgements

We extend our heartfelt thanks to the many individuals and groups who made this year's progress possible. Thank you to President Alan Shepard and Provost and Vice-President (Academic) Florentine Strzelczyk for your continued support. To our students, staff, faculty, campus partners and community collaborators - your dedication, insight and contributions have been crucial to advancing equity, diversity and inclusion at Western.

Together, we are building a stronger, more connected campus where everyone feels they belong.



