

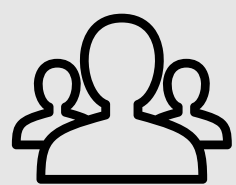
# PROTECTING AND



- CSES created a Mission / Vision statement in consultation with campus partners that reflects their role in supporting a safe and secure learning environment and their commitment to minimize
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CSES has implemented a trainee program for candidates who don't yet have their security licence but meet other role requirements to further remove hiring barriers

- CSES is working with Human Resources and other campus partners to expand approaches to advertising and recruitment to broaden the recruitment pool and become more representative of the community we serve
- CSES created a bank of EDIAA interview questions in collaboration with HREO to assess a candidate's knowledge and understanding



- Terms of reference are being created for a committee with pan-university representation that will oversee the development and management of university-wide processes and procedures for reporting and responding to hate-motivated activities
- Processes and procedures will outline clear roles and define expectations for all university partners including CSES
- The committee will guide the creation of accessible resources to support victims of hate-motivated activities