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Complete Full Report

Important Note

(Once you have read the statement below, click the radio button beside it.)

The link for the EDI progress report and EDI Stipend report:

https://ca1se.voxco com/SE/?st=jeuW6suXm8k3Ct0XM1n9bz3j3Dx9FJ0rkNWw8GsjeWw%3D

Does your institution have an EDI Action Plan for the CRCP?

Yes

PART A: EDI Action Plan   - Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators

Date of most recent plan (e.g. latest revision of the public plan):

09/18/2019

Rating given action plan in most recent review process:

Satisfies

Name of vice-president level representative responsible for ensuring the implementation of the plan:

Alice Aiken

In developing their action plans, institutions were required to conduct: 1) an employment systems review; 2) a comparative review; and 3) an environmental scan (see program requirements here). These assessments were required in order to identify the specific systemic barriers and/or challenges that are faced by underrepresented groups (e.g. women, persons with disabilities, Indigenous peoples and racialized minorities at the respective institution; institutions were then required to develop key S.M.A.R.T. (spe

Data gathered and Indicator(s) - can be both qualitative and quantitative:

With the support of the CRC EDI stipend, Dalhousie hired an Equity, Diversity and Inclusion Research Assistant (EDI RA) to support the Vice-Provost, Equity and Inclusion and the Office of Research Services. As a follow up to the CRC Workplace Climate Survey, the EDI RA interviewed 26 Chairholders to gain a more in-depth understanding of their experiences in working at Dalhousie, with a particular focus on recruitment, retention, and mentorship. Through the interviews with Chairholders, the EDI RA identified that the majority of Chairholders interviewed had a very good recruitment experience. However, 31% indicated that th

Indicate in the table below any le   veraged cash or in-kind contributi   ons provided by   the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount $	Source / Type (cash or in-kind)
1	0	N/A
2	0	N/A

Key Objective 3

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 3:

Integrating Diversity, Inclusiveness and Equity Goals into Systems, Structures, Policies and Practices.

Systemic barriers -

Please provide a high-level description of the systemic barriers (e.g. summarize what the barriers are and how they were identified):

The following systemic barriers and needs were identified through an employment system s review (2016), comparative review of in stitutional supports for Canada Research Chairholders (2019), an environmental scan (2017), and a working climate survey for CRCs (2019). These initiatives wer

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds

Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) towards which this funding has been directed:

Not applicable - everything was reported on and accounted for in Part A.

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

Not applicable - everything was reported on and accounted for in Part A.

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

Not applicable - everything was reported on and accounted for in Part A.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 0

Institutional commitment (if applicable):   0

Total funds spent:

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount $	Source / Type (cash or in-kind)
1	0	N/A
2	0	N/A

Table C2. EDI Stipend Impact Rating
Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Don't know

Provide a high level summary of how the stipend was used:

Not applicable - everything was reported on and accounted for in Part A.

Do you have other objectives to add?

No

Additional Objectives (if applicable)

Table C1. Provide information on the objectives associated with your institution's EDI Stipend applica ion, including the funding and timelines, for the reporting period.

EDI Stipend Objective 2

EDI Stipend   ¬Objective 3

EDI Stipend   ¬Objective 4

EDI Stipend   ¬Objective 5

EDI Stipend   ¬Objective 6

Part D: Engagement with individuals from underrepresented groups

Outline how the institution has engaged with underrepresented groups: e.g. racialized minorities, Indigenous peoples, persons with disabilities, women, LGBTQ2+ individuals, during the implementation of the action plan (during the reporting period), including how they have been involved in identifying and implementing any course corrections/adjustments, if applicable. For example, how was feedback gathered on whether the measures being implemented are resulting in a more inclusive research environment for chairholders of underrepresented groups? How has intersectionality been considered in developing and implementing the plan (if applicable)? Have new gaps been identified? How will members of underrepresented groups continue to be engaged? (limit: 10 200 characters)

Underrepresented groups have been engaged throughout the reporting period during the implementation of the action plan, with specific examples provided below:
Development of the application for the CRC EDI stipend was undertaken by the Vice Provost, Equity and Inclusion (VP.1(w)8.4(a) opit: 1n.45.9(9)-6.1etf2 Tc -0.0013 Tw6.06 3ntifieoTJ-0f 9.9(7R)5n c E

PART E: Efforts to Address Systemic Barriers More Broadly within the Institution

Briefly outline other EDI initiatives underway at the institution (that are broader than those tied to the CRCP) that are expected to address systemic barriers and foster an equitable, diverse and inclusive research environment. For example, are there projects underway that underscore the importance of EDI to research excellence? Is there additional training being offered to the faculty at large? Are there initiatives to improve the campus climate? Please provide hyperlinks where possible. Note that collecting this information from institutions is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement and provides context for the work the institution is doing in addressing barriers for the CRCP. (limit: 4080 characters)