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CRCP Institutional EDI

Action Plan - Contextual Details



Important Note

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

Please note that the information you enter in your report is only saved when clicking on the "Save and Next" button at the bottom of the page. Using the browser navigation buttons or the "Continue Later" button at the bottom of the page **will not save** the information entered on the page. If after clicking "Save and Next" you see a "Page has errors" message in red, near the top of the page, it means that at least one field is missing information. In such an instance, the empty field will have the words "Answer is incomplete" underneath it, in red.

This report includes mandatory reporting on 1) the CRCP institutional equity, diversity and inclusion action plan (IEDIAP) and 2) the \$50,000 EDI Stipend.

Your institution must submit the report by the deadline date indicated by the program, and must cover the reporting period identified by the program.

Institutions are required to post the most up to date version of their EDI action plan on their [public accountability web pages](#).

Each year, institutions must also publicly post a copy of this report to their public accountability web pages within 7 working days after the deadline for submitting the report to TIPS. TIPS will review the report each year; in addition, the annual report(s) will be provided to the external EDI Review Committee, when it is convened every few years, to evaluate the progress made in bolstering EDI at the respective institution and to provide context for future iterations of the EDI action plan.

All sections of the form are mandatory (unless otherwise noted).

Contact information

Please complete the fields below.

Name of Institution:

MacEwan University

Contact Name:

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

www.macewan.ca/research

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

No

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

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. (specific, measurable, aligned with the wanted outcome, realistic and timely) objectives and actions to address them.

Indicate what your institution's key EDI objectives are (up to six) as outlined in the most recent version of your action plan (either the one approved by TIPS or the one current under review by TIPS), as well as the systemic barriers/challenges identified that these objectives must address. Please note that objectives should be S.M.A.R.T. and include a measurement strategy. List the corresponding actions and indicators (as indicated in your institutional EDI action plan) for each objective, and outline: a) what progress has been made during the reporting period; b) what actions were undertaken; c) the data gathered; and d) indicators used to assess the outcomes and impacts of the actions. Please note that indicators can be both quantitative and qualitative and should be specific. Outline next steps and use the contextual information box to provide any additional information (e.g. course correction, obstacles, lessons learned, etc.) for each objective.

Key Objective 1

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 were spent on.

Key Objective 2

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 were spent on.

Key Objective 3

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 were spent on.

Key Objective 4

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 were spent on.

Key Objective 5

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 were spent on.

Key Objective 6

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 were spent on.

Reporting on EDI Stipend objectives not accounted for in Part A**Instructions:**

- Institutions with EDI Action Plans, use this section to report on EDI Stipend objectives that are not accounted for in Section A.
- Institutions without EDI Action Plans, use this section to report on EDI Stipend objectives.

Objectives associated with your institution's EDI Stipend application

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

EDI Stipend Objective 1

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:

Specific: An environmental scan of current EDI Action plans at similar sized Universities; A review of current EDI employment practices at MacEwan (i.e. employee demographic data and voluntary self-identification data after an application for employment has been submitted); A process map to develop MacEwan's EDI action plan // Measureable: A document which incorporates MacEwan's current EDI initiatives (i.e Count Yourself In Employee Demographic Survey; voluntary self-identification survey after employment application is submitted), demographic information (related to Federal Employment Equity categories), and how to utilize the data in a strategic way to support the development of our CRC program with an EDI lens. This will be a foundational document which will help support benchmarking for our CRC program development and also inform future EDI programs and initiatives for MacEwan // Aligned with wanted outcomes: This document will support the development of MacEwan's CRC plan program and will also inform development of our EDI Action plan that aligns with CRC program requirements // Realistic: The project scope as well as deliverable are realistic to achieve within the timeframe proposed // Timely: The document was completed in January 2021 and aligns with MacEwan's open calls for CRC nominations in Summer 2021.

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

The EDI Action Plans of universities like MacEwan were examined. Indicators of similarity included the size of institution, community-engagement, teaching-focused, recently reached 5 chairs, recognition for exemplary equity practices by CRCP with rankings of at least "Satisfies" in the CRCP formal review of plans. Some universities with contrasting indicators were included as well for comparison.

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

The environmental scan identified approximately 55 institutions with published EDI Action Plans. Based on the identified indicators, a report outlining the EDI Action Plans of 14 universities across Canada was created. The Action Plans were compared according to their main components, responsibility for its creation, consultation, data and document review, findings of issues and barriers, and accountability. New chair allocations, recruitment and retention processes for CRC and non-CRC positions were also noted, including strategies in meeting equity targets and broader issues of institutional culture. An additional document was prepared to summarize the findings. These documents will serve as an important guide to ensuring that the EDI Action Plan to be created at MacEwan will be comprehensive, inclusive in its creation, and serve as a foundation for future EDI initiatives in research and in promoting principles of EDI among the university community as a whole.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	13903
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	1000	MacEwan University in Kind
2	0	0

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:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

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

This portion of the stipend supported a review of existing EDI Action Plans from other Canadian universities with similar characteristics to MacEwan in terms of their size, mandate, and number of CRC chairs held. A total of 14 universities were surveyed in detail and the review documented key components of the Action Plans, governance and accountability, procedures of recruitment and retention of chairs, and addressing broader issues of institutional EDI and culture.

Do you have other objectives to add?

Yes

Additional Objectives (if applicable)

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

EDI Stipend Objective 2

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:

Review of current EDI employment practices at MacEwan University

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

The review of current faculty employment practices included: 1. Interviews with senior leadership, administration and the current CRC chair 2. A voluntary, anonymous online survey of faculty members 3. Follow up interviews with faculty members responding to an offer to participate in focus groups or interviews Demographic data collected from survey participants consisted of: 1. Faculty 2. Academic position 3. Gender 4. Sexual orientation 5. Indigenous 6. Visible minority 7. Disability

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

A total of 15 interviews were conducted with senior leadership, administration and the current CRC chair and the voluntary survey was completed by 46 faculty members over a 6-week period, with the collected data summarized into a formal report. Participants reported a commitment of senior leadership to creating EDI-related change, highlighted by recent initiatives in creating a fairly positive, friendly and welcoming environment for people from various backgrounds. This is seen as an important foundation for advancing EDI at MacEwan. Areas of improvement included the integration of activities undertaken by various departments and units, increasing the rate of EDI-related change, creating an institution-wide EDI strategic plan, and providing greater education and awareness of EDI issues. With respect to faculty recruitment, participants suggested setting clear targets to improve diversity among faculty and leadership to better represent the university and surrounding community populations. An update of hiring practices and inclusion of EDI principles in the faculty collective agreement was also encouraged to better reflect the promotion of hiring diverse candidates. On faculty retention, many participants noted MacEwan as a friendly and collegial environment that includes a sense of community. Areas of improvement included recognizing the disproportionate service loads of faculty from designated groups, support for incorporating EDI into teaching and research, and support for professional development for faculty from designated groups. Comments specific to the success of the CRC program at MacEwan included the alignment of EDI policies for hiring CRCs to overall institutional efforts, articulating a clear vision of the university's CRC program, strengthening the overall research culture and support structures for research, increased collection and use of disaggregated EDI data, and ensuring a diverse and well-prepared selection committee.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	13904
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	3000	MacEwan in Kind
2	0	0

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:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

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

This portion of the stipend supported the collection of demographic data of current MacEwan faculty members and perceptions of EDI culture and supports at the university. Data was collected via personal interviews with members of senior administration, surveys and interviews of faculty members, and a review of available policies and other documents relating to current recruitment and retention practices, recent EDI initiatives, and the faculty collective agreement. Findings from this portion of the stipend activity will inform improved communication strategies of current supports and provide areas of development for future CRC recruitment as well as improving the EDI culture across the university community.

EDI Stipend Objective 3

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:

Development of an EDI Implementation strategy for MacEwan's CRC program

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

Components of an implementation strategy for MacEwan in moving forward with improving EDI initiatives in the CRC program at the university includes: 1. Building a strong foundation for EDI at MacEwan 2. Building a strong foundation for research in the CRC program 3. Establish structures and processes to support the CRC program 4. Successful administration of chair recruitment

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

This phase of the project incorporated data and knowledge gained from the previous objectives into a report on a possible implementation strategy to move MacEwan's CRC program forward with EDI principles integrated into policies and procedures to ensure continued success of the chairs and development of research excellence. Strategy #1 involves strengthening of institution-wide EDI efforts to build a strong foundation for other actions. Key factors will be demonstrating strong leadership including the identification of an institutional lead for the CRCP EDI plan, development of a formal institutional EDI plan, and strengthening the collection of self-identified data. Strategy #2 builds a strong foundation for MacEwan's CRC program. Potential actions include strengthening the general research culture through creating an institutional strategic research plan, incorporating CRCP hiring requirements into the faculty collective agreement and addressing faculty workload. Strategy #3 aims to establish structures to support its growth of the CRC program. These supports include defining chair roles and responsibilities, preparing for public accountability and transparency, establishing a chair allocation process, and creating a guidebook for chair recruitment. The culmination of implementing concerted strategies to promote, build and sustain the CRC program at MacEwan with fully integrated EDI principles will be reflected in the successful recruitment of future chairs. Inclusivity will be reflected within the entire recruitment process including position postings, the search for diverse candidates, the nomination committee and decision-making process.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	13904
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	3000	MacEwan in Kind

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:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

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

This portion of the stipend supported the creation of a implementation strategy and process map for moving MacEwan's CRC program forward, based on data collected through the previous objectives. Broadly, the implementation strategy suggests strengthening MacEwan's institutional EDI efforts in building a strong foundation for EDI, and developing the CRC program through building a strong foundation to support the CRC program in general and establishing structures and processes to support the growth of the CRC program. The implementation strategy will culminate in the successful administration of the equitable recruitment of new chairs with supports in place to ensure research success.

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)

One of the objectives of this stipend was to engage directly with both faculty members and senior leadership to collect data on perceptions and understanding of current CRC program details. This was achieved through personal interviews and focus groups, as well as through an anonymous, online survey directed to all faculty. Opportunities to participate in this activity were communicated through various means to reach as wide an audience as possible. Communication methods included university-wide newsletters, directed newsletters to faculty from the Office of Research Services, Notices to faculty deans to be shared through the department chairs, and through social media and website postings. As part of this process, the data gathered was used to determine common themes and gaps in current knowledge and data gathering processes, as well as identifying areas of improvement of EDI practices, foundational supports required, and communication, transparency and accountability of initiatives being undertaken. The lessons learned from these stipend activities will be used to ensure the equitable recruitment of future chairs and underrepresented groups will continue to be engaged through improved communication and consultation with individual faculty members and leadership in developing future EDI initiatives and action plans. Improved collaboration between faculties and administrative departments will also provide opportunities for greater engagement of designated groups.

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)

There are several EDI initiatives being delivered by various departments at MacEwan, and an EDI Accelerator Team was recently created to lead institution-wide initiatives to maintain a sustained commitment to collecting EDI data in support of programs, to create safe spaces for ongoing dialogue, and to advance improvements to recruitment. The Office of Human Rights, Diversity and Equity (OHRDE) at MacEwan (<https://www.macewan.ca/campus-life/office-of-human-rights-diversity-and-equity/>) administers many EDI-related initiatives, provides training and resources to the entire MacEwan community of faculty, students, and staff. OHRDE hosts MacEwan's annual EDI week in March, in which workshops, panel discussions and networking events are employed for attendees to gain a better understanding of initiatives to promote diversity and equity in the university community. One example activity during this year's celebration consisted of a screening of the documentary "Picture a Scientist", followed by a panel discussion of the gendered experiences of female science researchers at MacEwan. OHRDE hosts the Equity Project initiative, a fund that supports projects that raise awareness of EDI issues. Funding is open to all MacEwan students, staff and faculty and can include activities such as hosting a panel presentation, organizing a film screening, or developing a poster campaign. Link: <https://www.macewan.ca/campus-life/office-of-human-rights-diversity-and-equity/education-initiatives/campus-initiatives/> Workshops available through OHRDE include: - Anti-discrimination response - Unconscious bias - LGBTQ2S+ inclusive - Custom workshops tailored to the specific needs, time constraints and learning objectives of individual departments, classes, faculties or clubs Link: <https://www.macewan.ca/campus-life/office-of-human-rights-diversity-and-equity/education-initiatives/workshop-training/> The Office of Sexual Violence, Education and Response provides workshops and training to promote a culture of consent, to understand the myths and truths in this area, and create a safer, more respectful campus. Link: <https://www.macewan.ca/campus-life/office-of-sexual-violence-prevention-education-and-response/education-initiatives/workshops-and-training/> The Centre for Gender and Sexual Diversity support research, teaching, and service work related to sexual orientation, gender identity and gender expression on campus and in the community. Ongoing initiatives include the Edmonton Queer History Project, a multimedia, public art exhibition and community archive led by MacEwan CRC chairholder Dr. Kristopher Wells. The centre also hosts MacEwan's annual Pride Week celebrations Link: <https://www.macewan.ca/campus-life/centre-for-sexual-and-gender-diversity/> The Office of Research Services (ORS) provides internal funding support for research and knowledge translation activities conducted by faculty and students. Through the knowledge gained and gaps identified by the EDI stipend activities, planning is currently underway to incorporate self-disclosure questions into the application process to collect disaggregated data on faculty and students accessing internal research funding. ORS is also co-developing a research program with the MacEwan Inclusive Post-Secondary branch of Inclusion Alberta to create more opportunities for students identified as Persons With Developmental Disabilities (PDD) to participate in research projects. Link: <https://www.macewan.ca/wcm/StudentAffairs/CampusConnections/InclusiveEducation/index.htm>

Before submitting your report, please ensure that your responses are complete. You will not be able to edit the information after it is submitted.

I have reviewed my responses and I am ready to submit my report.

A reminder that institutions are required to post a copy of this report (as submitted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS.

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit.'

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