

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 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 two years, to evaluate the progress made in bolstering EDI at the respective institutions and to provide context for future iterations of the EDI action plan. Email: report@marquette.edu

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

Saint Mary's University

Adam Sarty

Associate Vice-President Research

dean_fgsr@smu.ca

Corresponding actions undertaken/to be undertaken to address the barriers:

Corresponding action 1	Develop and implement the Saint Mary's University Employment Equity Policy
Corresponding action 2	Establish the Saint Mary's University Employment Equity and Diversity Steering Committee with composition from various stakeholders on campus.
Corresponding action 3	Develop Saint Mary's University Employment Equity and Diversity Plan. In consultation with stakeholders on campus
Corresponding action 4	Incorporate EDI themes within the updated Strategic Research Plan.
Corresponding action 5	Faculty proposals to host a CRC must include an EDI commitment and these proposals will be given priority.
Corresponding action 6	n/a

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

Amount of interest received in sitting on the advisory Committee Number of proposals received to host a CRC

Outcomes and Impacts made during the reporting period:

A terms of reference and mandate was developed for the Employment Equity and Diversity Advisory Committee. There is a formal recognition of employment equity gaps or under-representation related to the full-time faculty positions as well as all areas of the university. More intentional targeted language has been added to the full-time faculty collective agreement.

Challenges encountered during the reporting period:

Due to disruptions caused by the COVID-19 pandemic some of the initiatives have been delayed. Efforts will continue to get the timelines back on track. Recent resignation of the AVP Diversity Excellence.

Next Steps (indicate specific dates/timelines):

With regards to the creation of the Employment Equity and Diversity Advisory committee, now that there is a draft TOR and mandate, an interest call will go out to members of the SMU community to seek membership. This committee will provide guidance on the development of an Employment Equity and Diversity Action Plan as indicated in the policy. Posting of the first CRC opportunity at the University since the creation of the EDI Action Plan.

Was funding from the CRCP EDI stipend used for this key objective?

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.

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 2:

Meet or exceed the Canada Research Chairs equity targets for women, persons with disabilities, members of visible minorities and Indigenous Peoples.

Systemic barriers -

Please provide a high-level description of the barriers. M M

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

Build on existing initiatives to ensure a supportive and inclusive environment for Chairholders.

Systemic barriers -

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

Do not create a barrier beyond the local Department or Faculty (that is, no institution-wide clear programs to ensure the needed supportive and inclusive environment for success).

Corresponding actions undertaken/to be undertaken to address the barriers:

- Corresponding action 1 Implement annual individual in-person meeting with chairholders and Associate Vice-President, Research
- Corresponding action 2 Establish a formal mentoring program to support new or junior chairholders.
- Corresponding action 3 Conduct regular review of chairholder supports provided to ensure equitable and ensure members of designated groups not disadvantaged.
- Corresponding action 4 Create networking opportunities for chairholders to meet colleagues
- Corresponding action 5 Establish a process to notify and support chairholders in advance of their renewal deadline to ensure a flawless process.
- Corresponding action 6 Conduct exit interview with all chairholders leaving SMU to follow-up on any equity issues identified.

ir

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

Number of faculty networking events held, designed for meeting colleagues (2 major events perM

