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Saint Mary's University

Canada Research Chairs

Equity, Diversity and Inclusion Action Plan

and

Transparency Statement

September 27, 2019

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INTRODUCTION

The Saint Mary's University Action Plan for Equity, Diversity, and Inclusion (EDI) within the Canada Research Chair (CRC) Program is provided here in this document, along with the University's statements regarding our commitment to transparency in pursuit of these EDI goals.

This EDI Action Plan should not be viewed as a static document, but rather one which will be frequently under review and discussion, and then updated as areas of improvement are highlighted and identified. The development and monitoring of this Action Plan nominally falls under the Office of the Vice-President Academic and Research, but has been operationalized by delegation to the Associate Vice-President Research / Dean of Graduate Studies and Research, with extensive expert support being provided by the Saint Mary's University Diversity and Inclusion Advisor within the Human Resources unit.

The Action Plan, as presented here, is a product of initial consultations with current Canada Research Chairs and other small groups of research faculty, and then recently much more extensive consultations done as part of our Employment Systems Review (ESR). We have also formed an EDI Advisory Committee who not only participated in the recent consultations, but who will also play an ongoing role in the assessments and updating of this Action Plan.

This document begins with commitment and transparency statements which were included as part of Saint Mary's University's original required public postings in Fall 2017, as part of the launching of the Canada Research Chair EDI initiative. Following those statements, updated details of the EDI Action Plan are outlined, along with relevant supporting documents provided in the Appendices.

SAINT MARY'S UNIVERSITY'S EQUITY, DIVERSITY AND INCLUSION COMMITMENT STATEMENT:

Saint Mary's has a culture of respect that acknowledges diversity and cultural intersection, and that supports civil dialogue. Saint Mary's University is committed to the promotion of a safe and respectful learning and work environment, valuing diversity and encouraging compassion, empathy and respect. Further, Saint Mary's University remains committed to the principles of Employment Equity and promoting a fair and inclusive workplace, free from discriminatory barriers. This commitment to Employment Equity means we seek to achieve equality by eliminating barriers to employment which have existed for certain groups, particularly Aboriginal people, persons with disabilities, members of visible minorities and women.

Saint Mary's University's Strategic Initiative #2 on *Intercultural Learning* includes a university-wide initiative to promote diversity, both within the student body and employees.

STRATEGY FOR RAISING AWARENESS WITHIN SAINT MARY'S UNIVERSITY OF ITS COMMITMENT TO, AND THE BENEFITS OF EQUITY, DIVERSITY AND INCLUSION:

Saint Mary's strategy to raise awareness consists of but is not limited to consulting and communicating with the various stakeholders, publishing information on webpages, information sessions, departmental meetings and training.

In addition, Saint Mary's University's commitment to equity, diversity and inclusiveness is detailed through the *Safe and Respectful at Saint Mary's* initiative, including a Declaration of Respect (found here: http://www.smu.ca/webfiles/DeclarationofRespect.pdf), which has involved extensive consultations across the university community during its development. Many relevant results, reports, and commitments are posted online here: http://www.smu.ca/about/safe-and-respectful-smu.html including reports from the President's Council and the Action Team. The importance of respect, diversity, cultural intersection and civil dialogue are prominently highlighted in the Saint Mary's University Strategic Plan 2017-22, posted online here: https://president.smu.ca/s/SMU_Strategic-Plan-2017.pdf

Saint Mary's University's specific commitment to Employment Equity – which applies to all areas of hiring across campus, including Canada Research Chairs – is posted online here: http://www.smu.ca/about/employment-equity.html

RECRUITMENT POLICIES AND PROCEDURES, AND TRANSPARENCY SAFEGUARDS

The recruitment process for Canada Research Chairs primarily follows that mandated for all faculty positions in the SMUFU/SMU Collective Agreement, Article 10.1.20 – the Collective Agreement is posted here:

https://smu.ca/webfiles/SMUFUCASep12018toAugust312021NewAgreementsearchablesigned.pdf.

Some changes from the exact process outlined in Article 10.1.20 are implemented for CRCs, and these changes are requested for approval from the Saint Mary's University Faculty Union prior to initiating a CRC search. These changes are as follows:

- To best ensure an open and transparent recruitment and selection process for CRCs, search committees for a Chair, within a particular department, will be comprised of all Department members holding appropriate appointments, rather than a committee of three members – this is allowed under Article 10.1.20(d), but will mandated due to the position being a CRC rather than at the Department's discretion.
- For CRC positions, within an interdisciplinary area, that could be filled by a researcher associated with more than one Department, the role of Department members in the

selection process will be accomplished via a pre-defined/pre-approved list of faculty members associated with the interdisciplinary area/program.

- Potential addition of extra search committee members if needed to ensure representation of the designated equity groups.
- The Associate Vice-President Research will participate as a non-voting member of the search committee.
- The CRC position will by "supernumery" and not count toward a Department's normal faculty allotment.
- The advertisement for the position must be approved by Associate Vice-President Research and Vice-President Academic and Research.

As was noted specifically in the SMU ESR: "*Saint Mary's has recruited among the four designated groups. Candidates from these groups have been encouraged to apply in advertisements [...] and efforts have been made to place advertisements in publications, etc. where they can be seen by under-represented groups.*" This aspect will be addressed to become normalized as part of our Employment Equity Pan development in response to our ESR (referred to below).

MANAGEMENT OF CHAIR ALLOCATION

At the current time, Saint Mary's University has significant flexibility in assigning Chairs to specific research disciplines. This arises because we have a small number of Chairs (eight total, as of 2020 – two Tier I and six Tier II), with three of those already designated as Special Chairs (leaving four NSERC designated and three SSHRC designated). Therefore, this mix coupled with the Corridor of Flexibility allowing up to five changes from initial designation, provides essentially maximal freedom to assign research area.

As indicated in the current Saint Mary's University Strategic Research Plan, the assignment of CRCs within SMU is the responsibility of the Vice President Academic and Research (VPAR). The VPAR or his/her delegate(s) – typically the Associate Vice-President Research (AVPR) – will review the allocation of CRCs within the University on a regular basis, and particularly when a CRC is up for renewal, at the end of a term, or when a Chair otherwise becomes vacant.

When a Chair is becoming vacant, the above allocation review will be done in close consultation between the VPAR, the AVPR, and the Deans of Saint Mary's University's four Faculties (Arts, Science, Business, Graduate Studies), following a Call for Proposals distributed to all faculty. The Call will invite Departments, or groups of inter-disciplinary/cross-departmental faculty members, to propose the vacant Chair be filled in a particular thematic area that is argued to be consistent with, and advance the goals of, the University's Strategic Research Plan. Such proposals will have a required section on EDI discussing how the goals of the EDI Action Plan will be addressed and met. The review by the VPAR, together with the AVPR and Deans, of the received proposals, and the overall current CRC allocations across campus, will result in a decision of the research theme/area of the new Chair which will advance both the Strategic Research Plan and EDI Action Plan objectives.

RENEWAL CRITERIA

It is the plan, expectation, that all Saint Mary's University CRCs will successfully renew, and complete both terms of their appointment. Mentorship and guidance for research success is provided by the Faculty Dean, the AVPR and VPAR throughout a CRC's appointment, and particularly during their first term. CRCs provide the same Annual Reports of Activities as are required by all SMU faculty members (Article 8.4.13), and feedback is formally provided annually through this. Assistance is provided by the AVPR and the Research Grants Officer in the preparation of CRC renewal packages. To date, all Saint Mary's University Canada Research Chairs have successfully renewed their appointments to a second term.

ADVANCEMENT CRITERIA

The criteria and process for Canada Research Chairs to advance in rank from Assistant to Associate, or Associate to Full, or to achieve Tenure, are the same as for all faculty members at Saint Mary's University. These are outlined in the SMUFU/SMU Collective Agreement's Article 11.0 on *Renewal, Promotion, and Performance.*

CRITERIA FOR PHASE-OUTS

At Saint Mary's University, Canada Research Chair positions are not phased-out; rather, the expectation is that all Chair holders will complete both terms of their appointment. After completion of both terms, the process described above in the "Management of Chair Allocation" is initiated to determine what research area a replacement CRC will be held in.

Under circumstances wherein the University loses a Chair position through the Secretariat's regular re-allocation processes, the lost position is managed by not immediately filling the next Chair vacancy that arises through a Chair's completion of two terms. In such cases, the process of determining a replacement Chair is only embarked upon when the next, subsequent, Chair position becomes vacant.

Since CRCs are hired as faculty members under the SMFU/SMU Collective Agreement, upon completion of their Chair position all CRC's retain their faculty position at the same rank and step which they have attained while in the Chair position.

PROCESS FOR DETERMING LEVEL OF SUPPORT PROVIDED TO CHAIRHOLDERS

The level of support provided to Chairs is, and has been, consistent for the CRCs. This is commented upon below in our Comparative Analysis section that reviewed supports provided to all of our Chairs. Given the resource availability at Saint Mary's University, there is only a small amount of flexibility that can be applied when constructing our overall support package for a CRC nomination for a given Tier (I or II), and thus we ensure consistency across research areas, and for all individuals being nominated in that Tier (independent of discipline, rank, or any other individual

aspect). The specific terms of the supports supplied for a prospective Chair nomination (e.g. course release to free time for research, funding for equipment or travel or student support, etc.) are done through discussions with the Faculty Dean, the AVPR, and VPAR, with final approval by the VPAR. The rank and salary offered a prospective Chair follow the guidelines mandated by the SMUFU/SMU Collective Agreement (within Article 10.1).

ENSURING CAREER LEAVES DO NOT DISADVANTAGE CHAIRS OR APPLICANTS

Saint Mary's University and the Saint Mary's University Faculty Union have agreed in their commitment to ensuring that faculty members do not experience discrimination – this aspect is codified in Article 9.0 of the SMUFU/SMU Collective Agreement. Further, Article 19.0 on "Leave" guarantees that faculty who take Leave, for a wide variety of reasons outlined, are not to be disadvantaged due to the Leave, and shall resume their position at the same rank/step they held previously. Time taken for Leave therefore is not "counted" in the assessment of performance of a faculty member, or CRC (for the purposes of Annual Reporting, or consideration for tenure, promotion, or Chair renewal). These agreements and understandings which are in place for our existing Chairs and faculty members therefore also apply for the process of reviewing applications for open Canada Research Chair positions during the search phase.

EQUITY, DIVERSITY AND INCLUSION OBJECTIVES AND MEASUREMENT STRATEGIES

CRC Equity Targets and Gaps

Saint Mary's University Canada research chairs program is currently meeting or exceeding its CRC equity targets. Efforts will continue to sustain or exceed the targets as listed below with particular emphasis on Indigenous Peoples.

CRC Total: 9	Targets	Numbers	Representation	Gaps
Visible Minorities	15.0%	1	**	**
Women	31.0%	3	**	**
Indigenous Peoples	1.0%	0	**	**
Persons with Disabilities	4.0%	0	**	**

* Per the CRC Program and in keeping with the Privacy Act, numbers lower than five were removed to protect the privacy of chairholders.

Employment Systems Review

External consultants conducted an Employment Systems Review of Saint Mary's University in the summer of 2019. Due to the tight timeframe, the review focused on the recruitment of full-time faculty. The review included examination of census data, representation data, policies and procedures and the Collective Agreement. Consultations, including personal interviews and focus groups, were held with 40 people representing a range of stakeholders across academic departments. Some of the findings include:

- the inconsistent use of the self-identification process in the recruitment of faculty,
- the need to expand self-identification categories to include gender identities and expressions; and
- inconsistencies with who receives EDI and unconscious bias training

Saint Mary's held its self-identification campaign in March 2019. The following information is the representation of the four designated groups among faculty members based on an 85% response rate:

- Women 42.5%
- Indigenous Peoples 0.5%
- Visible Minorities 18.0%
- Persons with Disabilities 7.0%

Comparative Analysis

A comparative review of all CRCs at Saint Mary's University was undertaken by the Associate VP Research and the Diversity and Inclusion Advisor. The following variables were considered in the review:
- salary
- stipend
- course release
- administrative support
- mentoring
- office space

After these variables were reviewed, no discrepancies were identified and there were no adverse impact on members of the designated groups.

EQUITY, DIVERSITY AND INCLUSION TRAINING

Any individual involved in the processes of CRC recruitment is required to have training related to unconscious bias, equity, diversity and inclusion:

- All individuals involved in the recruitment of CRCs must complete the Equity and Diversity Awareness session provided though Human Resources.

- All individuals involved in the recruitment of CRCs must complete the online Unconscious Bias Training provided though the CRC Secretariat. This will be coordinated through Human Resources.
- Information on external workshops and conferences related to equity, diversity and inclusion will be shared by Human Resources, and the Office of the Vice President, Academic and Research with faculty, staff and Administration for participation.

PROCESSES AND STRATEGIES FOR COLLECTING AND PROTECTING SELF-IDENTIFICATION DATA

Currently all full and part-time faculty, librarians as well as staff are provided with the self-identification form as part of the on-boarding process. Self-identification for current Chairholders is included in the University's primary employment equity data collection. The University holds a university-wide campaign every three years. The 2019 campaign indicate a response rate of 85% for full time faculty. The self-identification form is available on the HR website so that it can be accessed and filled out at any time. This information is then compared to workforce availability percentages using the Employment Equity Data Report. Current chairholders have been provided the opportunity to self-identify.

As part of the faculty recruitment process including research Chairs, applicants are currently sent an electronic version of the Self-Identification Questionnaire that is used for faculty recruitment. Human Resources is now exploring the possibility of an online form which, when submitted, will automatically populate a database. This will be a more efficient process. The Diversity and Inclusion Advisor, Human Resources encourages Deans and Chairs to discuss the questionnaire and promote participation to their faculties.

The data collected in the self-identification questionnaire is confidential. As such all questionnaires are sent in a sealed envelope to the attention of the Diversity and Inclusion Advisor, Human Resources Department. The information is analyzed and reported in summary form with no individuals identified.

The self-identification Questionnaire related to faculty recruitment is sent by the applicant directly to the Diversity and Inclusion Advisor. This information is stored on encrypted, password protected spreadsheets and only shared if it becomes relevant per article 10.4.5 of the SMUFU Collective Agreement. When reports are created, all data is automatically aggregated, and any identifying information is removed. When reporting on departments with less that 10 individuals, the information is suppressed.

STRATEGIES TO ENCOURAGE SELF-IDENTIFICATION

Saint Mary's University currently includes the following equity statement on all job postings. It is important to note that this statement is currently under revision and will be updated shortly.

Saint Mary's University hires on the basis of merit and is committed to the principles of employment equity. Saint Mary's University encourages applications from qualified women, visible minorities, Aboriginal people, and people with disabilities. Preference will be given to Canadian citizens and permanent residents of Canada.

Strategies to encourage self-identification include:

  i.   Informing applicants why the information is being collected and that it is confidential,
  ii.   Incorporating more equity and diversity language in the job advertisement,
  iii. Inclusion of equity and diversity related criteria; and
  iv.   Enhancing recruitment efforts to better target and appeal to applicants from the FDGs.

SELF-IDENTIFICATION QUESTIONNAIRE – see Appendices

SUPPORTIVE AND INCLUSIVE WORKPLACE

Saint Mary's university strives to create a supportive workplace for all members of the SMU community. The following examples contribute to an inclusive environment:

- Conflict Resolution and the Prevention and Resolution of Harassment in the Workplace (training and workshops provided)
- Violence in the Workplace: Prevention and Response (training and workshops provided)
- Bystander Training
- Safety Policy (training and workshops provided)
- Safe and Respectful SMU (Declaration of Respect)
- Strategic Priority of Intercultural Learning
- Smudging Protocol
- Land Acknowledgement
- Prayer rooms
- On campus daycare
- SUB plans for pregnancy and parental leave
- All gender washrooms
- Multi-faith chapel
- President's Committee on Racism
- Sweat Lodge on campus
- Diversity events
- Growing herbs and tobaccos for Indigenous purposes
- Cultural events through InBalance Wellness
-

MONITORING OF A SUPPORTIVE AND INCLUSIVE ENVIRONMENT

Saint Mary's University continues to seek ways to improve its work environment to ensure that it is inclusive. As with all faculty and staff, the research Chairs will be encouraged to meet with the Diversity and inclusion Advisor to discuss any equity-related concerns. An exit survey will be developed and conducted will all departing full-time faculty members and CRC holders to identify trends and provide feedback on areas for improvement.

RETENTION

Historically, the university has been successful in retaining its CRCs. Through the monitoring processes outlined above necessary support systems will be identified and addressed. Exit surveys will be conducted for all full-time SMUFU faculty members, including Chairholders who resign.

CONCERNS/COMPLAINTS

Any person who believes they may have been harassed or discriminated against may file a complaint through the Conflict Resolution Office per the Policy on Conflict Resolution and the Prevention and Resolution of Harassment and Discrimination.

Concerns about equity, diversity, and inclusion can be directed to the Diversity and Inclusion Advisor, Human Resources Department.

These advisors report directly to the Senior Director of Human Resources, who has direct reporting relationship to the Vice President of Finance and Administration.

CONTACT INFORMATION

Deborah Brothers-Scott
Diversity and Inclusion Advisor
Saint Mary's University,
129 McNally South
923 Robie Street
Halifax, NS, B3H 3C3
902-496-8265
mailto: Deborah.Brothers-Scott@SMU.ca

APPENDIX A:

**Saint Mary's University Canada Research Chairs
Self-Identification Questionnaire**

Saint Mary's University Canada Research Chairs Self-Identification Questionnaire

Thank you for your interest in Saint Mary's University.

Saint Mary's encourages applications from all who will contribute to the diversification of the workforce. Specifically, women, Indigenous persons, members of visible minorities and persons with disabilities.

The self-identification survey is voluntary and the information is separate from your application. All responses to this questionnaire will be held in strict confidence within the Diversity and Inclusion Office. The data collected will be used in aggregate reporting to the Tri-Agency Institutional Programs Secretariat (TIPS). It is important to note that you can self-identify as belonging to more than one group.

If you have any questions or concerns, please contact:

Deborah Brothers-Scott
Diversity and Inclusion Advisor
Human Resources Department
902-496-8265
Email: Deborah.Brothers-Scott@smu.ca

1. **Indigenous persons**
   For the purposes of this survey, Indigenous persons in Canada people who identify themselves as First Nations (Status, non-Status, Treaty) Inuit or Métis or North American Indian.

   Do you identify as an Indigenous person?
   ☐ Yes ☐ No ☐ I prefer not to answer

2. **Members of Visible Minorities**
   For the purposes of this survey, members of visible minority groups are people (other than Indigenous persons) who are non-Caucasian in race or non-white in colour. The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese. **This list is a guideline only.**

   Do you identify as a member of a visible minority group?
   ☐ Yes ☐ No ☐ I prefer not to answer

3. **Persons with Disabilities**
   For the purposes of this survey, persons with disabilities are people who have a physical, mental, sensory, psychiatric or learning impairment which is long-term or recurring <u>and</u>, who consider themselves to be disadvantaged in employment because of that impairment or who believes that an employer or prospective employer would likely consider them disadvantaged in employment because of that impairment. This includes persons whose functional limitations caused by the impairment have been accommodated in their current job.

   Examples of such disabilities include: hearing impairment, visual impairment (not corrected by glasses or contact lenses), mobility impairment, speech impairment, non-visible physical impairment such as epilepsy or diabetes, psychiatric condition

(e.g. depression or schizophrenia), learning disabilities (e.g. dyslexia). **This list is a guideline only.**

Do you consider yourself to be a person with a disability?
☐ Yes ☐ No ☐ I prefer not to answer

4. **Gender**
Do you identify as a woman?   ☐ Yes ☐ No ☐ I prefer not to answer

5. **Sexual Orientation, Gender Identity and Expression**
Do you consider yourself to be a person who is lesbian, gay, bisexual, queer, two-spirited or a similar term?   ☐ Yes ☐ No ☐ I prefer not to answer

Do you consider yourself to be a person who is trans, transgender, transsexual, gender queer or a similar term?   ☐ Yes ☐ No ☐ I prefer not to answer

Thank you for completing this questionnaire.

Please return this form to:

Deborah Brothers-Scott
Diversity and Inclusion Advisor
Saint Mary's University
Deborah.Brothers-Scott@SMU.ca

APPENDIX B:

Workforce Analysis Full-time Faculty
EEOG 03, NOC 4011 University Professors and Lecturers
March 31, 2019

Response Rate for the Workforce Survey

	Total # Faculty Members	Total # Responses	Response Rate
SMU	280	237	85%

Internal Representation of Full-Time Faculty at Saint Mary's University

Total Full-time Faculty (FT) = 280	Internal Representation		Expected Representation		GAP
	#	%	#	LMA	#
Indigenous Peoples	1	.5	4	1.3	3
Persons with Disabilities	19	7.0	11	3.8	-
Visible Minorities	50	18	54	19.1	4
Women	119	42.5	121	43.3	2

NOC 4011 University Professors and Lecturers
Total 81,555: visible minorities 15,540 (19.1%) women 35,300 (43.3%) Indigenous peoples 1,035 (1.3%) persons with disabilities 3,099 (3.8%). Workforce availability estimates for women, Indigenous peoples and members of visible minorities are derived by the Labour Program from statistics collected by Statistics Canada in the 2011 National Household Survey (NHS). Estimates for persons with disabilities are derived by the Labour Program from statistics collected by Statistics Canada in the 2012 Canadian Survey on Disability (CSD).

The availability benchmarks are derived from estimates of workers with relevant recent experience. As a result, the workforces for women, Indigenous peoples and members of visible minorities were derived from the non-student population aged 15 and over who worked some time within the 17 months previous to the NHS. The labour market workforce of persons with disabilities was derived from the population aged between 15 and 64 who worked any time in 2011 or 2012.

APPENDIX C:

Saint Mary's University
Canada Research Chairs
Equity, Diversity, and Inclusion Action Plan – Summary Table

Saint Mary's University Research Chairs Action Plan

Recruitment and Retention
Objective 1: To ensure Canada Research Chairs at Saint Mary's are recruited through open and transparent processes in an effort to meet or exceed our equity targets.

Action	Target	Indicator	Responsibility	Timeframe
As part of the CRC recruitment process include a request for candidates to provide a statement describing how they have contributed to advancing equity, diversity and inclusion in teaching, research, or service.	100 % of postings include this criteria	# candidates that have commitment # candidates shortlisted that have commitment	AVP Research VPAR, HR	2020
Expand CRC self-identification beyond the four designated groups.	More inclusive data leading to increased disclosures	# overall applications received # self-identification forms received	AVP Research HR	2019
Encourage CRC holders to self-identify as part of the recruitment process and eventually integrate self-identification survey into the online application system .	Increase in the numbers of self-disclosures	# overall applications received # self-identification forms received	AVP Research HR	2020
Include the updated Employment Equity commitment statement in all advertisements.	100% of job postings include statement	# job postings with statement	AVP Research VPAR HR	2019
Develop and conduct Exit Surveys with all exiting full-time faculty members and CRC holders to obtain feedback on any EDI issues/concerns.	100% all departing faculty/CRCs participate in survey	# of exit interviews conducted. # of equity issues identified.	AVP Research VPAR, HR	2019
CRC job advertisements will be widely advertised and include societies and associations, journals and publications targeted towards designated groups.	Increase in # postings in non- traditional venues	# applications from members of the designated groups	AVP Research VPAR, HR	2020
CRC job advertisements will include a statement regarding career interruptions.	100% of job postings include this statement	# applications received # applications citing career interruptions	AVP Research VPAR, HR	2020
CRC selection committee will be comprised of members of the designated groups.	Increase in representation of faculty from designated groups	% faculty members from designated groups. # designated groups represented (done by HR)	AVP Research VPAR, HR	2020

Training and Awareness

Objective 2: Build on existing initiatives to foster and sustain an inclusive and supportive research environment

Action	Target	Metric	OPR	Timeframe
Provide on-going equity, diversity and inclusion training to all those involved in the recruitment process for CRC's.	100% of individuals have taken training	# of individuals who have taken training # training sessions offered	AVP Research VPAR, HR	2019 and on-going
Promote the CRC Unconscious Bias module to all department chairs and search committee members.	Increase in faculty who have taken training	# of individuals trained	AVP Research VPAR, HR	2019 and on-going
Organize and participate in internal events/ workshops/conferences related to various aspects of equity, diversity and inclusion.	Increase awareness and competence	# events organized # participants	AVP Research VPAR, HR	2019 and on-going
Develop CRC engagement survey and administer to chairs on an annual basis.	Increase and improve research culture	# supports identified # issues identified nature of feedback received	AVP Research	2020

Leadership and Accountability

Objective 3: To provide strong leadership for and enhance equity, diversity and inclusion within the broader research enterprise

Action	Target	Metric	OPR	Timeframe
Proposals to secure a Research chair will be required to include commitment to EDI.	100% of proposals include demonstrated commitment	# proposals received that include the commitment. # proposals awarded	AVP Research VPAR	2019
Provide opportunities to engage diverse faculty in the development/renewal of the Strategic Research Plan (2019-2024)	Increased participation of faculty from designated groups	# faculty diversity of faculty	AVP Research VPAR	2019
Identify and consider major themes in Strategic Research Plan renewal process that may assist in increasing the diversity of applicants.	Increase in research chairs from designated groups	# overall applications received # applicants from designated groups	AVP Research	2019