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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 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. Ensure that you remove all numbers less than 5 from both the plan and the report prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders, as well as any other identifying information. This is a requirement of the Privacy Act.

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

Contact information

Please complete the fields below.

Name of Institution:

Emily Carr University of Art and Design

Contact Name:

Justin Langlois

Position Title:

Interim AVP, Research + Dean. Jake Kerr Faculty of Graduate Studies

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1 604 345 8072

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 individuals from underrepresented groups (e.g. women and gender minorities, persons with disabilities, Indigenous Peoples and racialized individuals, 2SLGBTQIA++ individuals) 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, 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) the main actions were undertaken (up to six) and how they have progressed; 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. If your institution has not yet prepared or received a formal evaluation of its CRCP EDI action plan (institutions having fewer than five Chairs) then section A is optional.

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.

PART C: 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.
- If you did not receive an EDI stipend during the reporting year, please leave this section blank.

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:

Having successfully prepared and launched an institutional EDI Action Plan, Emily Carr University required support from an EDI consultant's external expertise to develop a CRCP EDI Action Plan to enable us to: 1. achieve our equity targets that align with our institutional goals and the art and design research sector; and 2. establish an actionable roadmap for effectively recruiting new CRCs from equity-seeking groups.

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

Performance indicators will include: 1. Completing a CRCP EDI Action plan (in-progress during the reporting period) 2. Creating progress reports for Academic Affairs and the Academic Planning and Priorities Committee (in-progress during the reporting period); 3. Community validation of the CRCP EDI Action Plan through an institutional-wide survey (in-progress during the reporting period, but due to the size of our community, we opted not to do an institution-wide survey and instead have gathered feedback from community members throughout the development of the consultant's plan).

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

As this funding was originally connected to a request that spanned from April 15, 2022 to March 31, 2023, the progress made from April 15 to end of the reporting period of December 31, 2022, was to engage the consultants and set up a series of preliminary meetings to provide them with the relevant information for our CRC program. The majority of the consultants' work was completed outside of this reporting period throughout 2023. We will be paying the consultant's fee in 2023.

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	
2	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:

Major impact (the EDI Stipend had a major impact on achieving progress)

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

During the reporting period, we reached out to multiple consultants and identified a consulting group that met our needs. Over the summer and fall of 2022, we engaged the consultants and set up a series of preliminary meetings to provide them with the relevant information for our CRC program. The majority of the consultants work was completed outside of this reporting period throughout 2023. We will be paying the consultant's fee in 2023.

Do you have other objectives to add?

Yes

PART C: Reporting on EDI Stipend objectives not accounted for in Part A

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:

Building on Emily Carr University's previous efforts to establish hiring processes for under-represented groups, we required the assistance of an external EDI Consultant to develop specific policies and procedures for recruitment, hiring, and retention practices tailored to the CRC program and aligned with our institutional EDI Action Plan. As a small institution, we struggle to find resources to review and improve existing processes, or develop new ones that are better aligned with our goals. This funding will help us to review data gathered with the previous EDI stipend to identify gaps in our processes and work on improving and developing new ones.

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

Performance indicators originally included: 1. Community review of existing CRC hiring policies in collaboration with the VP Academic + Provost, Deans of Faculties, and HR (in-progress during the reporting period); 2. Development of new policies and procedures (in-progress during the reporting period); 3. Approval of new policies through Senate (originally planned for 2023 but note that throughout the process, the consultants spoke with relevant stakeholders and during this process it was determined that new policy was not required. Instead, promising practices and updated procedures have been compiled as part of their work that will inform our CRC EDI Action Plan.

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

As this funding was originally connected to a request that spanned from April 15, 2022 to March 31, 2023, the progress made from April 15 to end of the reporting period of December 31, 2022, was to engage the consultants and set up a series of preliminary meetings to provide them with the relevant information for our CRC program. The majority of the consultants work was completed outside of this reporting period throughout 2023.

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	
2	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:

Moderate impact (the EDI Stipend had moderate impact on achieving progress)

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

This work has been done in tandem with the development of the CRCP EDI Action Plan as described in Initiative #1. The majority of the consultants' work was completed outside of this reporting period throughout 2023. The consultants will be paid in 2023.

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 individuals, Indigenous Peoples, persons with disabilities, women, 2SLGBTQIA+ 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)

During the reporting period, we engaged consultants to help us develop a CRCP EDI action plan, and so this plan was just in the beginning stages of development in 2022. However, the consultants spoke with community members and other faculty and staff from underrepresented groups during this stage of development. As pointed out in our previous EDI Stipend reports, we also realized that more funding was needed to assist us in our efforts and we secured an NSERC EDI Capacity Building grant in 2021, with activities spanning to 2023. From Fall 2021 through to the end of 2022, we engaged consultants to help us create a series of community consultations. Initial sessions were opened to the community at large and based on their feedback a series of more focused sessions for the following equity-seeking groups were organized: Indigenous Affinity Caucus, Neuro-divergent Affinity Caucus, Women Affinity Caucus, BIPOC Affinity Caucus, 2SLGBTQ+ Affinity Caucus, Open Affinity Caucus. The results of these sessions was a brief report that outlined challenges related to equity, diversity, and inclusion within our community and opportunities to address them. During 2022, we also embarked on planning for a community-wide EDI survey (that was rolled out in 2023), customized EDI training for various faculty and staff groups (also rolled out in 2023), and established an EDI advisory steering committee in 2022. In terms of broader work engaging with underrepresented groups, many initiatives identified in our EDI Action Plan (<https://www.ecuad.ca/edi/action-plan>) have been completed through engagement and work on other related work is ongoing.

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 relevant, using the hyperlink boxes provided below (URLs should include https://). 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)

<https://www.ecuad.ca/academics/research-area/strategic-research-plan-23-28/srp-principles>
<https://www.ecuad.ca/academics/research-area/rdm/rdm-ethics-considerations>
<https://www.ecuad.ca/updates/take-part-in-the-equity-diversity-and-inclusion-survey-win-prizes>

While the information and links provided in this answer cover information outside of the reporting period, this work was planned and developed during the reporting period of 2021-22. As part of Emily Carr University's broader EDI efforts, and as discussed in previous answers in this report, we have benefited from the additional support from an NSERC EDI Capacity Building grant, which has allowed us developed additional training opportunities for various staff and faculty groups at the university, initiate a new community-wide equity and belonging survey, and create a new group mentoring project for new faculty from equity-denied communities. This work has occurred alongside other key efforts to establish core commitments to EDI across our new 2023-28 Strategic Research Plan and Research Data Management Strategy. Links have been included in the list below. Additionally, Emily Carr University continues to support community-led EDI initiatives (<https://www.ecuad.ca/edi>) and we strive to highlight the work and success of Indigenous faculty and students as well as other equity-seeking groups. A few examples of the stories published in our website can be found in the links below: • <https://www.ecuad.ca/news/2023/new-totem-pole-at-emily-carr-university-embodies-community-connections> • <https://www.ecuad.ca/news/2023/libby-leshgold-gallery-explores-past-present-future-black-womens-art-canada> • <https://www.ecuad.ca/news/2023/ribbons-radars-interdimensional-decolonization> • <https://www.ecuad.ca/news/2023/ecus-health-design-lab-seeks-new-partners-to-improve-cultural-safety-in-health-care> • <https://www.ecuad.ca/news/2023/henry-tsangs-new-book-white-riot-explores-roots-and-repercussions-of-anti-asian-racism>

Hyperlink 1:

<https://www.ecuad.ca/academics/research-area/strategic-research-plan-23-28/srp-principles>

Hyperlink 2:

<https://www.ecuad.ca/academics/research-area/rdm/rdm-ethics-considerations>

Hyperlink 3:

<https://www.ecuad.ca/updates/take-part-in-the-equity-diversity-and-inclusion-survey-win-prizes>

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'. You will receive a confirmation email with a copy of your completed form in HTML format once it is submitted.

Jointly administered by:

