EQUITY DIVERSITY AND INCLUSION PROGRESS REPORT AND EDI STIPEND REPORT

INITIATIVE 1: EDI CONSULTANT

1. ***Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) and/or measures this funding will be directed towards:***

ECU utilized this funding to hire EDI consultants, teams, and temporary staff to partner with ECU Research and administration. Goals included:
*   Develop a provisional multi-year EDI strategy articulating options, activities, success measures and timelines, building on the recommendations articulated by ECU researchers and incorporating principles from Dimensions Charter, SSHRC's Indigenous Research Statement of Principles, and other best practices;
*   Begin to host conversations and listening sessions with the research community to understand barriers and opportunities;
*   Begin preliminary conversations in developing an environmental scan of EDI-related challenges as well as strategies for addressing those challenges;
*   Investigate employment equity practices to support hiring and retention of faculty/researcher appointments from underrepresented groups.

2. ***The need and projected impact(s):***

ECU is a small art and design university and because of our finite resources we do not have a designated equity and inclusion office. Hiring EDI consultants and additionally temporary team members allowed ECU to understand the barriers and needs for our faculty researchers and to create a plan for institutional investment and growth.

Impacts included:
*   Creating a framework for an EDI Action plan;
*   Hosted community conversations to inform institutional evaluation plan

3. ***The expected outcome(s):***
*   Developed an iterative, multi-year EDI action plan
*   Received a successful application to the NSERC EDI Capacity Building Grant
*   Create a framework for hiring faculty and future researchers from underrepresented backgrounds

4. ***Performance indicators used to monitor success of initiative***

Impact of the EDI working group and consultants through:
*   Regular and ongoing conversations with community members
*   New content utilized to inform EDI action plan
*   Reports and collected feedback from the working group and mapping sessions
*   Progress with the working group and consultants will be closely monitored by members of the President Executive Committee. Since EDI work is iterative and process-based, formal and informal feedback from participants will be collected on a regular basis.

5. ***Details regarding the anticipated results:***

This is step one of a multi-year process. Results from this activity has informed our institutional EDI action plan and also allowed us to put in a successful application to the NSERC EDI Capacity grant.

6. *The expected timeline (start and end dates)*
June 1, 2020 – April, 2021

7. *Total cost of initiative*
$38,306

8. *Institutional Commitment*
$10,020

Provide a high-level summary of how the stipend was used.
This stipend has been a valuable seed fund, but additional ongoing funds are needed to make authentic and long-lasting work. We worked with search firms in looking at hiring strategies, and also created a preliminary framework for a Colonial Audit.

INITIATIVE 2: DEVELOP AND/OR IMPLEMENT EDI COMMUNICATIONS STRATEGY

1. *Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) and/or measures this funding will be directed towards:*

In conjunction with "Initiative 1: EDI Consultants" Emily Carr University will support the work of the EDI consultancy team and working group through designated staff support from our communications office. Originally the grant covered a need for increased communications staffing, but the university was able to cover extra support. The university re-directed the use of funds to increase more services listed above.

Objectives for this strategy included:
- Ensure community is informed of the mandate of working group and EDI consultancy team;
- Create targeted updates to the broader research community with reports on progress and opportunities for feedback and participation;

2. *The need and projected impact(s):*

ECU is a small art and design university and because of our finite resources we do not have a designated equity and inclusion office. Initially the funding was intended for more communications coverage, however, there was more need for initiative 1.

3. *The expected outcome(s):*
- The creation of an EDI Action plan, which is the first step of a multi-year endeavor
- Ongoing publication of stories, videos, newsletters and other content that highlights progress reports, EDI related faculty research and other related activities, and to pitch selected stories to media outlets.
- Successful application to the NSERC EDI Capacity building grant

4. ***Performance indicators used to monitor success of initiative***
- Ongoing conversations with community members
- Reports and collected feedback from community conversations and mapping sessions
- Total number of EDI stories and content created.

5. ***Details regarding the anticipated results:***

Initiative 1 and 2 are step one in a multi-year engagement. Work from this year is to prepare for a more comprehensive university EDI plan. An EDI Action plan was launched in Summer 2020. The EDI Action Plan is a living document that will be continually updated, in reflection of the ongoing nature of this work. New actions will be added as we identify goals through the planning process. Additionally, the EDI Action plan and website allows community members to post projects and activities that advance the common aim of a more equitable and inclusive university.
More information can be found here:
https://www.ecuad.ca/edi

6. ***The expected timeline (start and end dates)***
June 1, 2020 – December 1, 2020

7. ***Total cost of initiative***
$0

8. ***Institutional Commitment***
$9,000 in-kind

Provide a high-level summary of how the stipend was used.
See above for deviation and activities. ECU launched an EDI Action plan website and has compiled resources for the community. More information can be found here:
https://www.ecuad.ca/edi

INITIATIVE 3: EDI TRAINING

Eligible costs: Training in EDI (e.g. development of training or hiring of facilitator(s) to give training on unconscious bias training for recruitment committees, training on systemic barriers and micro-aggressions, training for chairholders on implementing EDI in their research programs etc)

1. ***Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) and/or measures this funding will be directed towards:***

ECU will utilize this funding to support EDI training in:
- Enrolment in FNIGC's online course, Fundamentals of OCAP®, to educate researchers about data sovereignty, community harm, and to develop a more fulsome, reciprocal, and collaborative framework with Indigenous communities

- Enrolment of academic managers in Canadian Race Relations/Anti-Racism Workshops and Race Forward workshops

These training sessions help raise the baseline knowledge for faculty and senior administrators to foster a mutually respectful, supportive, and inclusive workplace. At a more concrete level they will allow ECU to develop tools for hiring/search committees to aid in achieving representation from the four designated and can provide best practices for the REB and faculty working with indigenous communities.

2. *The need and projected impact(s):*

ECU is a small art and design university and with finite resources. By subscribing to these training modules ECU will support workplace cultural awareness in all parts of the institution.

3. *The expected outcome(s):*
- Faculty and REB members enrolled in the FNIGC OCAP program which will strengthen practices involving community harm, data governance, reciprocity and relationship building with indigenous community partners;
- Training sessions can correct workplace behavior which will raise morale, creativity and confidence;
- Education can lead to refining practices and policies affiliated with search committees and REB consent practices

4. *Performance indicators used to monitor success of initiative*

We will assess the impact through:
- Tracking attendance of completed programs;
- Monitoring completion rates and scores of online modules to identify need and future programming;
- Collecting feedback from participants;

5. *Details regarding the anticipated results:*

We recognize that training is only one part of the answer but we believe these programs can create a baseline of dialog that can support additional learning. The training sessions can strengthen workplace cultural competency which can foster an inclusive and collaborative culture and ensure all community members are accountable and informed with better practices.

6. *The expected timeline (start and end dates)*
September 1, 2020 – January 1, 2021

7. *Total cost of initiative*
$11,694

8. *Institutional Commitment*
$0

Provide a high-level summary of how the stipend was used.

Faculty and REB members enrolled in the FNIGC OCAP program; academic managers participated in several training sessions.

Part D: Engagement with individuals from underrepresented groups

The EDI Stipend is modest and only funded support for OCAP and Anti-racism training. The university has also developed an EDI Action Plan which can be found here: https://www.ecuad.ca/edi

However through conversation with community and faculty the Research Office has witnessed a need to consider an intersectional lens to ensure that vulnerabilities are not further invisibilized and reinforced. Conversations have also indicated that there is no 1 size fits all scenario as different minoritized groups will need different mechanisms and support. Feedback from the community was used to inform a successful application to the NSERC EDI Capacity Building Grant, Beyond Inclusion, which will directly address systemic barriers that impede the recruitment, advancement and research of under-represented and minoritized faculty from an intersectional perspective. The grant will be in collaboration with faculty and will gather data, feedback, environmental scans to build a more comprehensive picture regarding the current and future goals. More information on the grant can be found here: https://www.ecuad.ca/news/2021/federal-grant-edi-research

Part E: Other EDI Initiatives

All EDI initiatives can be found here: https://www.ecuad.ca/edi

The university EDI Action Plan can be found here: https://www.ecuad.ca/edi/action-plan
The plan outlines the immediate commitments and priority actions regarding EDI. It is designed as a public, living document that will be continually updated, in reflection of the ongoing nature of this work.

In Fall 2020 ECU held several listening sessions with the ECU community which can be found in the Resource page: https://www.ecuad.ca/edi/resources

The new NSERC EDI Capacity Building grant, Beyond Inclusion, will fund a portal for EDI related research, mentorship resources, and other knowledge dissemination activities. More information on the upcoming grant can be found here: https://www.ecuad.ca/news/2021/federal-grant-edi-research