Canada Research Chairs | Chaires de recherche du Canada

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**Complete Full Report**

**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:**

MacEwan University

**Contact Name:**

Craig Kuziemsky

**Position Title:**

Associate Vice-President, Research

**Institutional Email:**

kuziemskyc@macewan.ca

**Institutional Telephone Number:**

17808874407

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

https://www.macewan.ca/about-macewan/research/canada-research-chairs/


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:

Specific: Develop an electronic institutional data collection and management system for CRCP-appropriate self-identification metrics that can be appropriately disaggregated and securely maintained. We added an additional objective to create better awareness around the need to enter EDI data. Our objectives were revised to focus on the following: • Promote awareness and inform on MacEwan's EDI data program as it relates to the Canada Research Chair Program; • Coordinate and liaise with an EDI Data committee to support the development and implementation of EDI data awareness strategies, with the ultimate goal of encouraging participation in EDI data collection programs; • Research relevant policy and procedures that support systems in collecting, organizing, storing and accessing EDI data, as well as other data governance considerations as it applies to the CRCP program and broader data collection strategies Measurable: A secure database of faculty demographics in which self-identification categories collected are aligned with the self-identification descriptors and categories defined by the CRCP and with best practices in collecting self-identification data detailed by the CRCP. Aligned: The ability to collect data over the long term will more reliably inform CRCP EDI targets and aligns with the need for monitoring and reporting. In addition, access to robust EDI data will inform meaningful changes that address the systemic barriers in institutional policies, processes, and strategies that have resulted in the underrepresentation of women, persons with disabilities, Indigenous peoples and members of racialized minorities as chairholders of the CRCP, across the institution and the broader research community. Realistic:The scope of activity is feasible within the timeline. The development, testing and implementation of the database will be performed by a professional database developer through the adaptation of existing applications. Timely:The data collected by the implemented system should be available to inform MacEwan's next call for CRC nominations in Spring 2023. Furthermore, the data collection system will provide ongoing support to monitor and manage strategic decisions for long term recruitment to the CRCP program, as well as general institutional hiring practices.

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

As MacEwan began working on a plan to develop the database and dashboard, we identified a core issue in that the current participation in entering EDI data is quite low. A database and dashboard will not benefit our EDI endeavors if the data it draws upon does not accurately represent the MacEwan Community. To achieve this objectives we developed indicators to assess why people may be hesitant to submit EDI data.

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

The EDI stipend has helped us make significant progress at understanding barriers to people entering EDI data. We identified that the system interface where EDI data is entered is difficult to navigate and many faculty and students indicated they had no reservations about entering their EDI data, they just did not know where to do so. We also identified outdated terminology that confused people about what they would actually be entering. We also identified that some EDI identification was separate from other identification, making some groups feel further segregated. While data was pulled weekly to determine successes, the data was limited. However, findings showed that as the campaign progressed, higher numbers of voluntary participation occurred.

Outline the total expenditures below:

| | |
|---|---|
| Total funds of EDI stipend spent on the objective: | 40000 |
| Total funds spent: | |

**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:

It helped us identify barriers and other issues that deter people from providing EDI data. We also tracked voluntary participation over time to see if a dedicated awareness campaign for EDI data collection would increase participation.

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:

What practice means can be put in place to grow confidence and participation in voluntary submission of EDI data.

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

Identification of the type of activities and programs that would increase voluntary submission of EDI data.

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

Providing easy access to submit EDI data, such as through a QR code, increased uptake. Having sustained promotion messages helped grow voluntary participation over time.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:                                                     10000

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 | 10000 | 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:

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

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

The stipend provided evidence for how to further grow our awareness and engagement efforts for voluntary submission of EDI data. Outdated terminology was used and should be adjusted to reflect more modern and appropriate references to the data collection components. In particular, language such as visible minority no longer serve the needs of MacEwan. The language has been changed in other areas of the University and should be updated across all initiatives and areas.

**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)

The results from the objectives of this EDI stipend have helped us understand to better engage with underrepresented groups moving forward, including the terminology used in the collection of EDI data and how underrepresented groups are listed in the data collection interface. The EDI data submission campaign from this stipend took place from March 2023 - May 2023. In two months, there was explicit growth of voluntary data disclosure. The stronger the data collection, the more effective assessment could be done of the true picture of equity, diversity and inclusion at MacEwan. This would allow us to pursue evidence-based approaches to policy and program development, such as for research funding and awards, including our Canada Research Chair program. The findings from this stipend will help our CRC EDI action plan develop to ensure it nurtures a welcoming, diverse and inclusive CRC program.

**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.macewan.ca/campus-life/office-of-human-rights-equity-and-inclusion/education-initiatives/campus-initiatives/**
**https://www.macewan.ca/c/documents/research-tactical-plan-for-scholarship.pdf**

MacEwan formed an EDI accelerator group in 2020 with an overall goal to "foster a welcoming, inclusive and diverse teaching, learning and working environment". The EDI accelerator group works complementary our CRC EDI work by providing broader institutional lens to EDI programming. The accelerator group has provided training such as unconscious bias training for our CRC review committee. Over time we have expanded the delivery of unconscious bias training, and it is now offered to all our internal grant adjudication committee members. In April 2023 MacEwan approved its new tactical plan for scholarship and it explicitly states "We will use our MacEwan Equity, Diversity and Inclusion (EDI) Action Plan to develop, monitor and evaluate development of a research ecosystem that is grounded in EDI principles."

Hyperlink 1:

https://www.macewan.ca/campus-life/office-of-human-rights-equity-and-inclusion/education-initiatives/campus-initiatives/

Hyperlink 2:

https://www.macewan.ca/c/documents/research-tactical-plan-for-scholarship.pdf

**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.**