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

<https://ca1se.voxco.com/SE/?st=jeuW6suXm8k3Ct0XM1n9bz3j3Dx9FJ0rftX6l6%2Borw%3D>

Does your institution have an EDI Action Plan for the CRCP?

Yes

- Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators

Date of most recent plan (e.g. latest revision of the public plan):

06/12/2020

Rating given action plan in most recent review process:

Satisfies

Name of vice-president level representative responsible for ensuring the implementation of the plan:

Adam Sarty

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 underrepresented groups (e.g. women, persons with disabilities, Indigenous peoples and racialized minorities 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 (either the one approved by TIPS or the one current under review by TIPS), 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) what actions were undertaken; 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.

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 1:

Strengthen Institutional commitment to Equity, Diversity and Inclusion.

Systemic barriers -

Please provide a high-level description of the systemic barriers

Progress and/or Outcomes and Impacts made during the reporting period:

Progress associated with Action items above: 1.1, 1.2 and 1.3 (in progress) A SMU Employment Equity and Diversity Policy has been approved by the Executive Management Group and a draft Terms of Reference and mandate for the Employment Equity and Diversity Committee is in progress. Once this document has been approved, the committee will be established. Once the committee has been populated, the committee will start the development of a plan. To further strengthen the

Progress and/or Outcomes and Impacts made during the reporting period:

Progress association with the above Action items: 2.1 (On-going) The next CRC recruitment at SMU is scheduled to begin in 2021 or 2022. To ensure the job posting has been written through a diverse lens, the job posting will be reviewed by the Diversity and Inclusion Advisor. The Diversity and Inclusion Advisor has also developed a checklist that faculty can use as a guide to ensure best practices have been utilized. The VPAR office also requires search committees to indicate all positive actions they

Systemic barriers -
Please provide a high-level description of the systemic barriers

Corresponding actions undertaken to address the barriers:

5.1 Implement annual individual in-person meeting with chairholders and Associate Vice-President, Research. 5.2 Establish a formal mentoring program to support new or junior chairholders. 5.3 Conduct regular review of chairholder supports provided to ensure equitable and ensure members of desi

Reporting on EDI Stipend objectives not accounted for in Part A

Instructions:

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

EDI Stipend Objective 3

EDI Stipend Objective 4

EDI Stipend Objective 5

EDI Stipend Objective 6

Part D: Engagement with individuals from underrepresented groups

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit.'

Jointly administered by:

