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1.1, 1.2 and 1.3 The Saint Mary's University Employment Equity and Diversity policy is currently in place. The purpose of this policy is to document Saint Mary's University's commitment to employment equity and diversity and to define the accountabilities for Saint Mary's employment equity program. The policy will provide the foundation for the employment equity program. To increase awareness of this policy presentations have been provided to divisions and teams. Focus groups were conducted with members of the SMU community to obtain feedback on obstacles and barriers to equity diversity and inclusion. Information will be used to develop a recruitment strategy. once a workforce analysis exercise is complete, the university will develop the employment equity and diversity action plan. The university has also appointed an AVP of Diversity Excellence to support accessibility and inclusivity on campus for all persons, with a particular focus on the academic environment. The People and Culture division (Human Resources) underwent a transformation and have created an new diversity inclusion and Wellness team under the leadership of the Director, Diversity Inclusion of Wellness. 1.4 and 1.5 With the formal approval of the renewed SRP 2021-26 in March 2022, one of the listed 7 specific Action items is dir

3.1 P

4.1 Recent changes have been made to the internal self identification questionnaire for all employees as well as form that is used for faculty recruitment. People and Culture will roll out the new self identification form in October of 2022. 4.2 The self-identification form for faculty recruitment continues to be promoted during the equity session and faculty are encouraged to use this form. 4.3 An institution wide workforce analysis exercise is currently underway, this will provide the baseline for data analysis before the rollout of the university wide self identification campaign in the fall. this campaign will be the first time the university uses the employment equity and diversity census. with expanded categories it is anticipated there will be more robust data and therefore better decision making. 4.4 Exit interviews continued to be conducted with all exiting employees of the University. An exit interview will be conducted with the exiting chairholder this summer. Results of this interview will be shared with the Dean Graduate Studies and Research.

There was a delay in the roll out of the employment equity and diversity census due to unforeseen delays in upgrades to the banner system.

People and Culture will roll out the employment equity and diversity census in the fall of 2022. A workforce analysis will be conducted to determine under-representation.

Build on existing initiatives to ensure a supportive and inclusive environment for Chairholders.

Current CRC recruitment process lacks equity, diversity and inclusion considerations at every stage in the process.

5.1 Implement annual individual in-person meeting with chairholders and Associate Vice-President, Research. 5.2 Establish a formal mentoring progr 5.2 (speci r

5.1 While regular operations were curtailed over the last 2 years due to COVID-19, improvements wer

Saint Mary's has a number of additional initiatives underway to support the broader community. These initiatives include: 1. Resources Dedicated resources to EDI in the hiring if an Associate Vice President of Diversity Excellence with a focus on the Academic environment. The creation of a Diversity, Inclusion and Team within the People and Culture department. This will include a Director and Human Rights Advisor, Employment Equity and Diversity Advisor, Respectful Workplace Advisor, Return to Work/Accommodations Advisor, OHS Advisor as well as Pension and Benefits. 2. Employee Engagement The University implemented an Employee Engagement Survey in June 2022 to help provide data on employee satisfaction, engagement and belonging. This survey will be used to gather information on employee well-being and the organizational culture of the university as we strive to become a workplace of choice. The survey is available until June 20, 2022. 3. Training Additional training is being provided to the embers of the SMU community through Joining the National Centre for Faculty Development and Diversity and as an Employee Partner with the Canadian Centre for Diversity and Inclusion. Work is currently underway to have a Safe /Brave Space workshop developed to assist in increasing awareness around issues related to members of gender and sexual minorities.

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.

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