

!"
"

,*"-'. /)"', *!

!

The Saint

+ " - # " & 7 2 ! (' - ! - # , + , * 7 ! # 8 # - & * & + + ! 8 , " 9 , * ! + # , * " ! 1 # - 2 3 + ! / * , 4 & - + , " 2 ! ' (! , " + !) ' 1 1 , " 1 & * " ! " ' 6 ! # * . ! " 9 & ! \$ & * & (, " + ! ' (! & 5 / , " 2 6 ! . , 4 & - + , " 2 ! # * . ! , *) % / + , ' * 7

selection process will be accomplished via a pre defined/pre approved list of faculty members associated with the interdisciplinary area/program.

- & * & 8 # % !) - , " & - , # !

It is the plan, expectation, that all Saint Mary's University CRCs will successfully renew, and complete both terms of their appointment. Mentorship and guidance for research success is provided by the Faculty Dean, the AVPR and VPAR throughout a CRC's appointment, and

(
"

- ! All individuals involved in the recruitment of CRCs must complete the online Unconscious Bias Training provided through the CRC Secretariat. This will be coordinated through Human Resources.
- ! Information on external workshops and conferences related to equity, diversity and inclusion will be shared by Human Resources, and the Office of the Vice President, Academic and Research with faculty, staff and Administration for participation.

!

; -')&+&+!#* . !+" -#"&7,&+!(' -!)' %%&)" ,* 7!#* . !; -' "&)" ,* 7!+&%(>,. &*", (,)#" , ' *!
 . #"#!

!

Currently all full and part time faculty, librarians as well as staff are provided with the self identification form as part of the on boarding process. Self identification for current Chairholders is included in the University's primary employment equity data collection. The University holds a university wide campaign every three years. The campaign indicate a response rate of for full time faculty. The self identification form is available on the HR website so that it can be accessed and filled out at any time. This information is then compared to workforce availability percentages using the Employment Equity Data Report. Current chairholders have been provided the opportunity to self identify.

As part of the faculty recruitment process including research Chairs, applicants are currently sent an electronic version of the Self

Saint Mary's University hires on the basis of merit and is committed to the principles of employment equity. Saint Mary's University encourages applications from qualified women, visible

1 ' * , " ' - , * 7! ' (!#!+ / ; ; ' - " , 4&!#* . ! , *) % / + , 4&!&* 4 , - ' * 1 &* " !

Saint Mary's University continues to seek ways to improve its work environment to ensure that it is inclusive. As with all faculty and staff, the research Chairs will be encouraged to meet with the Diversity and inclusion Advisor to discuss any equity related concerns. An exit survey will be developed and conducted will all departing "##\$%&' ()!"*+#\$% , ! () (-) . / ! * 01!2 3 2!45\$1) . / !&5!1)0&" , ! & .) 01 / ! * 01!6.57'1)!")) 1 - * +8!50! * .) * / ! " 5 . ! ' (6.57) () 0&9

-&"&* " , ' * !

Historically, the university has been successful in retaining its CRCs. Through the monitoring processes outlined above necessary support systems will be identified and addressed. Exit surveys will be conducted for all full time SMUFU faculty members, including Chairholders who resign.

)' *)&- * +X)' 1 ; % # , * " +!

Any person who believes they may have been harassed or discriminated against may file a complaint through the Conflict Resolution Office per the Policy on Conflict Resolution and the Prevention and Resolution of Harassment and Discrimination.

Concerns about equity, diversity, and inclusion can be directed to the Diversity and Inclusion Advisor, Human Resources Department.

These advisors report directly to the Senior Director of Human Resources, who has direct reporting

; ; &* . , Y!#Z!

!

+FCKD! 1 FGE3J!/KCOI GJCDE!) FKFLF!- I JI FG[\!) \FCGJ!!

+I 0]>, LI KDC]C[FDCPK!5BI JDCPKKFCGI !

!

! #
"



!

: *'0&! ; * . , < / ! = 0'7) . / ' & , ! 2 * 0 * 1 * ! 3) /) * . + 4 ! 2 4 * ' . / ! !
:) \$ "% > 1) 0 & "" + * & ' 5 0 ! ? #) / & ' 5 0 0 * ' .) !

!

@ 4 * 0 8 ! , 5 # ! " 5 . ! , 5 # . ! ' 0 & .) / & ! ' 0 ! : * ' 0 & ! ; * . , < / ! = 0'7) . / ' & , 9 ! !

!

: * ' 0 & ! ; * . , < / !) 0 + 5 # . * A) / ! * 6 6 \$ ' + * & ' 5 0 / ! " . 5 (! * \$ \$! B 4 5 ! B ' \$ \$! + 5 0 & . ' - # &) ! & 5 ! & 4) ! 1 ' 7) . / "" + * & ' 5 0 ! 5 " !
& 4) ! B 5 . 8 " 5 . +) 9 ! : 6) + "" + * \$ \$, C ! B 5 () 0 C ! > 0 ! ' A) 0 5 # / ! 6) . / 5 0 / C ! () (-) . / ! 5 " ! 7 ' / ' - \$) ! (' 0 5 . ' & ') / !
* 0 ! 6) . / 5 0 / ! B ' & 4 ! 1 ' / * - ' \$ & ') / 9 ! !

!

@ 4) ! /) \$ "% ' 1) 0 & "" + * & ' 5 0 ! / # . 7) , ! / ! 7 5 \$ # 0 & * . , ! * 0 1 ! & 4) ! ' 0 " 5 . (* & ' 5 0 ! / ! /) 6 * . * &) ! " . 5 (! , 5 # . !
* 6 6 \$ ' + * & ' 5 0 9 ! D \$ \$! .) / 6 5 0 /) / ! & 5 ! & 4 ' / ! E #) / & ' 5 0 0 * ' .) ! B ' \$ \$! -) ! 4) \$ 1 ! ' 0 ! / & . ' + & ! + 5 0 " ! 1) 0 +) ! B ' & 4 ' 0 ! & 4) !
F ' 7) . / ' & , ! * 0 1 ! > 0 + \$ # / ' 5 0 ! G "" +) 9 ! @ 4) ! 1 * & * ! + 5 \$ \$) + &) 1 ! B ' \$ \$! -) ! # /) 1 ! ' 0 ! * A A .) A * &) ! .) 6 5 . & ' 0 A ! & 5 !
& 4) ! @ . % D A) 0 + , ! 0 / & ' & # & ' 5 0 * \$! H . 5 A . * (/ ! :) + .) & * . ' * & ! I @ > H : J 9 ! > & ! / ' ! ' (6 5 . & * 0 & ! & 5 ! 0 5 &) ! & 4 * & ! , 5 # !
+ * 0 ! /) \$ "% ' 1) 0 & "" , ! * / ! -) \$ 5 0 A ' 0 A ! & 5 ! (5 .) ! & 4 * 0 ! 5 0) ! A . 5 # 6 9 !

!

> " ! , 5 # ! 4 * 7) ! * 0 , ! E #) / & ' 5 0 / ! 5 . ! + 5 0 +) . 0 / C ! 6 \$) * /) ! + 5 0 & * + & K !

!

F) - 5 . * 4 ! L . 5 & 4) . / % : + 5 & & !

F ' 7) . / ' & , ! * 0 1 ! > 0 + \$ # / ' 5 0 ! D 1 7 ' / 5 . !

M # (* 0 ! 3) / 5 # . +) / ! F) 6 * . & () 0 & !

NOP % QNR % SPRT !

U (* ' \$ K ! [F](#)) - 5 . * 4 9 L . 5 & 4) . / % : + 5 & & V / (# 9 + * !

! \$ "

"

"

- ./ . 0. "1232. 456"-6. 743""

829:;<02/=1:75. =1>/"?@23=1>/. 742"

&

&

EG

!%"
"

!&
"

!
!
!
!
!
!
!
!
!

#; ; &* . ,Y!\$Z!

!

8 PG_]PG[I!#KF0EJC!(B00>DCNI!(F[B0DE!
&&' 7!VO6!* ')!: VUU!/KCCI GJCDE!; GP]I JJPGJ!FKL!%I [DBGI GJ!
1 FG[\!OU6!^VUT!

!

W5.8"5.+)!D0*\$, /'!X#\$\$%&' ()!X*+##\$&,!
UUGY!OZC! [G2!Q0\ \!=0'7) ./'&, !H.5" //5./!* 01!])+&#.) ./!
; *.+4!Z\C!PO\N!

"

"

3)/650/)!3 *&! "5.!&4)!W5.8"5.+)! : #.7) ,!



! ("

"

!
!
!
!
!
!

#; ; &* . ,Y!)Z!

!

+FCKD! 1 FGE3J!/KCQI GJCDE!

)FKFLF!- I JI FG[\!) \FCGJ!

&ABCDE6!. CQI GJCDE6!FKL!,K[0BJCPK!#[DCPK!; 0FK!`!+BNNFGE!" Fa0I !

! "#\$%&' () * + , * ! " " ") ' & -) *

. / 0 " # ' & 1 " * 2 3 4 - " ") 5 % \$ " " 6 +) + , + ! " 5 " + \$ # 7 * 6 7 + & 5 * + ' 8 + &) " * 9 + \$: ; 5 * + \$ " " \$ # \$ % & ' " , * 7 \$ - % < 7 * - = ") * + , * ! \$ +) 5 = + \$ ") ' * = \$ - # " 5 5 " 5 * &) * +) " > > - \$ ' * - * (" " " " * - \$ " " ? # " " " , * - % \$ " " @ % & ' : * ' + \$ < " " 5 A *

