Canada Research Chaires de recherche
Chairs du Canada

Canada

TABLE OF CONTENTS

You may complete sections individually by selecting them from the table of contents. At the end of each section, you will be redirected to this table of content to select another section to complete or to review. Alternatively, you may complete the full report, without going back to this table of content between each section, by selecting the option "Complete Full Report".

Submit and Exit Survey

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:

Carleton University

Contact Name:

Rafik Goubran

Position Title:

Vice-President, Research and International

Institutional Email:

vpri@carleton.ca

file:///C:/Users/SueGeffkenGraham/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/HVW6CFA3/RespondentResponses.htm

2/28

Institutional Telephone Number:

613-520-7838

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

https://carleton.ca/coris/crc-equity-diversity-inclusion/

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

Yes

PART A: EDI Action Plan - Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators

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

09/27/2019

Rating given to the action plan in most recent review process:

Fully satisfactory

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

Rafik Goubran

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

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

Carleton will continue to meet or exceed equity targets stipulated by the CRC Program. These are quantitative measures that will be monitored continuously for compliance and forecasting purposes. The targets will be maintained or exceeded at all times.

Systemic barriers -
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

The University's environmental scan identified particular barriers around self-identification: first, the respondents noted that they failed to see the value in self-identification, and were unclear about the meaning of disability as described by the CRC Program; and second, the respondents noted a fear that being identified as a member of one of the four designated groups would lead to claims that they were hired for that reason, not because they were the best person for the job.

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	Carleton will maintain its compliant status prospectively by managing CRCP vacancies through a planning process that tracks both equity and diversity targets and available CRCs, two years in advance of any expected vacancy. Responsibility: CORIS	Completed
Corresponding action 2	CORIS shall be responsible for monitoring compliance with Carleton's CRC equity and diversity targets, and shall advise the Vice- President (Research and International), the Associate Vice-President and University Advisor, Equity and Inclusive Communities, and the Deans whenever the university's compliance status changes. Course corrections will be determined by this group, along with the Manager, Faculty Affairs, and the Chairs of those departments where CRC vacancies exist. Responsibility: CORIS	Completed
Corresponding action 3	Available chairs in the University may be allocated specifically to areas that are likely to attract members of underrepresented groups. Responsibility: VPRI, Deans of Faculties	Completed
Corresponding action 4	Advertising will continue to specifically invite persons identifying as members of underrepresented groups to apply, and will be tailored to attract and encourage diverse applicants by articulating the relationship between academic	Completed

	excellence and EDI, as well as criteria demonstrating the value of innovative approaches to scholarship. Responsibility: OVPRI, CORIS, Deans of Faculties, Office of the Provost, EIC	
Corresponding action 5	Advertising is targeted to professional groups (and listservs) specifically representing or targeting members of underrepresented groups in those fields of research relevant to the discipline of the CRC being advertised. Both the university's standard venues for CRC advertising placement (CAUT, University Affairs, Carleton website) and additional appropriate placements will be used. Responsibility: Office of the Provost & VP Academic	Completed
Corresponding action 6	The Equity Champion shall monitor hiring processes and deliberations to assess the intrusion of unconscious bias or need for alternative assessment methods, bring any such discoveries to the hiring committee's attention for correction, and ensure the University's equity targets are kept in clear focus by the committee. Responsibility: CORIS with support from EIC	Completed

Data gathered and Indicator(s) - can be both qualitative and quantitative:

All applicants for each CRC opening complete an equity self-identification survey identical to that used by the CRC Program. The confidential results allow us to identify the exact numbers of applicants from each of the FDGs, and to track their success at each stage of the hiring deliberations. A search is not closed until we are certain we have a diverse pool of applicants. Moving forward, CRC equity targets are met and maintained, and there is increasing representation from among the FDGs.

Outcomes and Impacts made during the reporting period:

Carleton remained fully compliant in meeting its equity targets for all four designated groups. At the end of the reporting period, 81% of Carleton's active CRCs identified as members of one or more of the four designated groups up from 72% at the close of the previous reporting year. All stated actions have been completed; they will, of course, be continued in the program going forward.

Challenges encountered during the reporting period:

The COVID pandemic had not yet abated, and the university continued to operate largely remotely, with in-person events directed at culture change around merits of self-identification and the value of inclusion still not fully operating, although remote events were held.

Next Steps (indicate specific dates/timelines):

The University will continue with the actions specified above on a continuous basis throughout the Dec.'22-Dec.'23 year.

Was funding from the CRCP EDI stipend used for this key objective?

Yes

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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

197

If an amount was entered in the previous question, indicate specifically what the funds were spent on.

EDI Speakers' Series Coordinator's salary, networking, travel: note that the project was extended and completed in the next reporting period, but because of the minimal amount of activity in the reporting year, the impact rating is lower than one would expect.

EDI Stipend Impact Rating
Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

Minor impact (the EDI Stipend had minimal impact on achieving progress)

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount $	Source / Type (cash or in-kind)
1	0	N/A

Do you have other key objectives to add?

Yes

Key Objective 2

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 2:

Carleton will improve understanding of and ways to combat unconscious bias in the recruiting and hiring process for CRCs in all Faculties.

Systemic barriers -
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

The environmental scan identified a lack of clarity among respondents about what is meant by the term disability. It also identified fear that being identified as a member of the four designated groups would lead to claims that hiring had been based on equity status, not on being the best person for the job.

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	Training in unconscious bias was completed by all members and persons involved in the recruitment, assessment, and hiring of CRC candidates. Responsibility: Office of the Provost & VP Academic, CORIS with support from EIC	Completed
Corresponding action 2	Hiring committee members and persons involved in the interview or decision processes received training in alternative methods of career assessment appropriate to consideration of members of underrepresented groups. Hiring committees were made aware that the latest equity statistics (by Faculty) are available on the University's OIRP website for reference. Responsibility: Office of the Provost & VP Academic, CORIS, with support from EIC	Completed
Corresponding action 3	EIC continuously reviewed its unconscious bias training and updated it as needed with a view to enhancing learning outcomes and facilitating greater impact. Responsibility: Office of the Provost, OVPRI, EIC	Completed
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

Data gathered and Indicator(s) - can be both qualitative and quantitative:

Records of training in preventing unconscious bias were completed for all hiring committees. The indicator was 100% completion.

Outcomes and Impacts made during the reporting period:

All persons involved in the review and hiring processes have been trained in Unconscious Bias for every CRC hiring action during the reporting period. Hiring committees were trained in alternative methods of assessment, which were reinforced by the hiring managers and Equity Champions during meetings to consider applicants. EIC updated its training presentations (an ongoing process).

Challenges encountered during the reporting period:

The University remained in primarily remote operating status because of the pandemic. Accordingly, we remained confined to meetings by Microsoft Teams or Zoom, rather than in person, which would have been the preferred interaction method. Also, we found that it took longer than expected to identify and hire a coordinator to operationalize the Speakers' Series; however, this was accomplished when graduate students returned to on-site classes in Fall 2022.

Next Steps (indicate specific dates/timelines):

Training on unconscious bias will continue to be developed for hiring committees, with new approaches begun to be integrated going forward.

Was funding from the CRCP EDI stipend used for this key objective?

Yes

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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

197

If an amount was entered in the previous question, indicate specifically what the funds were spent on.

EDI Speakers Series Coordinator's salary, networking, travel: note that the project was extended and completed in the next reporting period, but because of the minimal amount of activity in the reporting year, the impact rating is lower than one would expect.

EDI Stipend Impact Rating
Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

Minor impact (the EDI Stipend had minimal impact on achieving progress)

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount $	Source / Type (cash or in-kind)
1	0	N/A

Key Objective 3

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 3:

Carleton will remove the systemic barriers identified in the environmental scan. The success of this objective will be measured by: Barrier 1, CRC's will report greater satisfaction as part of the Carleton community in future environmental scans (next scan in 2022); Barrier 2, Post-award support for first-year CRCs will be standardized with defined roles and processes; Barrier 3 and 4, The EDI Learning Specialist will assess efficacy of new tools and training techniques developed for these purposes; Barrier 5, CRCs from the FDGs will report less administrative burden in the environmental scans; Barriers 6 and 7, Discussion of these barriers will be a standing topic in regular meetings between the VPRI and Deans/ADRs, ensuring that processes and roles are clear.

Systemic barriers -
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Our environmental scan identified each of the following systemic barriers: 1. A need for more active mentorship, collaboration, and a greater sense of belonging 2. Post-award support during the first year of the CRCs' first term at Carleton is inconsistent across the different Faculties. 3. Self-identification as a member of the FDGs is not viewed as having clear benefits, and the definition of what constitutes a disability is unclear. 4. Fear that being identified as a member of an FDG will lead to claims that you were hired for that reason, not because you were the best qualified person for the job. 5. Excess administrative burden on members of the FDGs, particularly Indigenous and women faculty members. 6. The Deans and ADRs are unclear about the allocation of CRCs within each Faculty. 7. The role of the Deans and ADRs in the hiring process is unclear and inconsistent.

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	Develop a "Sponsorship" program officially linking new CRCs to a more senior faculty member who will help them integrate in the academic and comprehensive communities at Carleton	Not yet started
Corresponding action 2	Improve post-award support in the faculties, ensuring consistent support in learning university systems and process, particularly for first-year CRCs. Responsibility: OVPRI, CORIS, Deans of Faculties	Completed
Corresponding action 3	Raise understanding of what the term "disability" means, its implications, and the benefits of self-identification, both for CRCs and through an ongoing University-wide education campaign. Responsibility: OVPRI, CORIS, OQI with support from EIC	In progress
Corresponding action 4	Educate the University communities about the integration of EDI in hiring practices, particularly unpacking the concept of "best" when considering candidates for a job. Responsibility: Provost, OVPRI with support from EIC	In progress
Corresponding action 5	Reduce excess administrative burden on members of the FDGs, particularly Indigenous faculty, by targeted hiring to increase their numbers and create a greater pool to fill administrative roles. (2023) Responsibility: Provost & VP Academic, Deans of Faculties, Human Resources with support from EIC	In progress

| Corresponding action 6 | Clarify administrative ambiguities around CRC allocation and roles in the hiring process with Deans and ADRs in ongoing meetings between VPRI and Deans. Responsibility: VPRI | Completed |

Data gathered and Indicator(s) - can be both qualitative and quantitative:

Barrier 1, CRC's will report greater satisfaction as part of the Carleton community in future environmental scans (next scan was to have been August 2022, now ongoing in December 2023); Barrier 2, Post-award support for first-year CRCs will be standardized with defined roles and processes; Barrier 3 and 4 are being approached through a series of events (e.g. Inclusion Week) and EDI Speakers' Series, funded by this reporting year's EDI Stipend. Barrier 5, CRCs from the FDGs will report less administrative burden in the environmental scans, and commitments to reduce administrative burden; Barriers 6 and 7, Discussion of these barriers CRCs face will be a standing topic in regular meetings between the VPRI and Deans/ADRs, ensuring that processes and roles are clear.

Outcomes and Impacts made during the reporting period:

The Provost's office is starting to move toward setting up the sponsorship program, which has been delayed by COVID. CORIS completed building its post-award team and the Faculties continued to implement their own post-award support systems. While the Speakers' Series events had not yet taken place in the reporting year, the coordinator had the series developed and scheduled to start in spring 2023 (Actions 3 & 4). The University made concerted efforts to hire faculty members from underrepresented groups to both improve diversity and to build numbers so that the administrative burdens would not fall on only a few. In particular, the University conducted a targeted Indigenous hiring campaign. The VP (Research and International) included specific discussions about the referenced administrative ambiguities with Deans and ADRs in his regular meetings.

Challenges encountered during the reporting period:

The pandemic has created disruptions in many areas, particularly things involving recruitment, or any activity that would normally be conducted face-to-face. We had expected to have a "Sponsorship" program for new CRCs developed during the reporting period; while this goal in the CRC Action Plan was picked up and is being implemented under the direction of the Provost's Office for all new faculty hires in the University, it has not been possible to implement it under pandemic conditions.

Next Steps (indicate specific dates/timelines):

We will implement a formal, structured "Sponsorship" program to link new CRCs with an established faculty member who acts as their advocate and actively helps them integrate professionally and socially, in conjunction with the University-wide Sponsorship program described as part of the overall Carleton EDI Action Plan. (July 2022). to improve understanding of issues related to self- identification, disability, and integrating EDI in hiring practices, including unpacking the meaning of "best" in the context of hiring, using the EDI Speakers Series to engage, educate, and foster change. The University succeeded in hiring ta few of the ten projected new Indigenous faculty members during the reporting period and will continue its targeted advertising in hopes of reaching its target by the end of 2023.

Was funding from the CRCP EDI stipend used for this key objective?

Yes

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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

197

If an amount was entered in the previous question, indicate specifically what the funds were spent on.

EDI Speakers Series Coordinator's salary, networking, travel: note that the project was extended and completed in the next reporting period, but because of the minimal amount of activity in the reporting year, the impact rating is lower than one would expect.

EDI Stipend Impact Rating
Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

Minor impact (the EDI Stipend had minimal impact on achieving progress)

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount $	Source / Type (cash or in-kind)
1	0	N/A

Key Objective 4

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 4:

Remove institutional barriers to the recruitment and hiring of CRCs who identify as women and gender equity-seeking groups, racialized individuals, persons with disabilities, or Indigenous Peoples.

Systemic barriers -
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

The environmental scan identified a lack of seeing any clear benefits to self-identification, lack of clarity particularly around what constitutes a disability, and a fear of being perceived as having been selected because of self-identifying as a member of an equity group rather than for being the best qualified candidate.

Corresponding actions undertaken/to be undertaken to address the barriers:

		Progress to date
Corresponding action 1	Develop a Carleton Co-ordinated Accessibility Strategy (READ Initiative)	Completed
Corresponding action 2	Develop an Action Plan directing Carleton's response to the Truth and Reconciliation Report	Completed
Corresponding action 3		Not yet started
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

Outcomes and Impacts made during the reporting period:

The University focused on implementation of the Strategies, and on high-visibility activities campus-wide promoting and celebrating diversity. Among these were: Inclusion Week (inaugural event 2019), International Women's Day, Black History Month, National Indigenous Peoples Day. and 21 separate Indigenous events during the reporting period

Challenges encountered during the reporting period:

The actions specified in the CRC EDI Action Plan for this objective were completed before this reporting year. However, the main challenge encountered around planned events and implementation of the strategies continued to be the pandemic, which kept the campus largely devoid of in-person interaction since late March of 2020 throughout the reporting period. making it difficult to assess the overall impact of strategies on day-to-day life.

Next Steps (indicate specific dates/timelines):

We will continue to engage with members of faculty around these issues, The University began enacting the Carleton University EDI Action Plan's objectives, which includes strategic actions in many areas including data collection, research, leadership, and culture.

Was funding from the CRCP EDI stipend used for this key objective?

Yes

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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

196

If an amount was entered in the previous question, indicate specifically what the funds were spent on.

EDI Speakers Series Coordinator's salary, networking, travel: note that the project was extended and completed in the next reporting period, but because of the minimal amount of activity in the reporting year, the impact rating is lower than one would expect.

EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

Minor impact (the EDI Stipend had minimal impact on achieving progress)

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount $	Source / Type (cash or in-kind)
1	0	N/A

Key Objective 5

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 5:

Carleton will see an increase in the diversity of applicants for CRC positions, and better characterize the applicant pool. This will be quantitatively measured from responses to the equity self-identification survey and comparison of data among CRC hiring actions.

Systemic barriers -
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

The environmental scan identified systemic barriers around the value of self-identification, understanding what is meant by the term "disability, and fear of being thought to have gained the Chair because of equity status, not qualification.

Corresponding actions undertaken/to be undertaken to address the barriers:

Progress to date

Corresponding action 1

All advertising for unfilled faculty positions, including Canada Research Chair vacancies, includes the equity statement, "Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our university including, but not limited to: women and gender equity-seeking groups; racialized individuals; Indigenous Peoples; persons with disabilities; and persons of any sexual orientation, gender identity and/or expression. Carleton understands that career paths vary: legitimate career interruptions will in no way prejudice the assessment process, and their impact will be taken into careful consideration." Applicants are provided instructions on how to request any necessary accommodations during the recruitment process. The description of Carleton in the University's posted advertisement will include the statement "We are proud to be one of the most accessible campuses in North America. Carleton's Paul Menton Centre for Students with Disabilities has been heralded as the gold standard for disability support services in Canada." Advertising will specifically invite persons identifying as members of underrepresented groups to

Completed

	apply. Responsibility: Office of the Provost & VP Academic; CORIS	
Corresponding action 2	Targeted advertising will be used as needed to recruit members of the FDGs. Responsibility: VPRI, Office of the Provost & VP Academic, CORIS with support from EIC	Completed
Corresponding action 3	All applicants will be required to complete a self-identification survey. Responsibility: Hiring manager, CORIS, OIRP, with support from EIC	Completed
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

Data gathered and Indicator(s) - can be both qualitative and quantitative:

Applicant self-identification surveys report participation by members of all four designated groups for each posted CRC vacancy. The applicant pool responding to advertisements for all posted CRC positions will be well-characterized and will include members of all four designated groups.

Outcomes and Impacts made during the reporting period:

All advertising includes the mandatory equity statement. All applicants to CRC competitions are invited to complete the equity self-identification survey, which is identical to that used by the CRC Program. The applicant pools all included representation from least two of the four designated groups for applicant pools in small niche areas. Confidential records of all self-identification data are being maintained.

Challenges encountered during the reporting period:

It remained difficult to recruit robustly diverse applicant pools, particularly persons who self-identify as Indigenous or as having a disability.

Next Steps (indicate specific dates/timelines):

The University will continue to monitor all applicant pools for diversity, and will track comparative rates among CRC hiring actions. Carleton will pay particular attention to attracting applications from persons with disabilities and from Indigenous Peoples. We remain open to allocating Chairs in areas that are more likely to attract members of these underrepresented groups.

Was funding from the CRCP EDI stipend used for this key objective?

> No

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

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1		Not yet started
Corresponding action 2		Not yet started
Corresponding action 3		Not yet started
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

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 B: Challenges and Opportunities

Challenges

Other than what has been outlined in the section above, outline any challenges regarding the implementation of the EDI action plan. If COVID-19 has had an impact on the implementation of the institution's action plan, please outline how below. How has or will the institution address these challenges? (limit: 5100 characters):

The COVID pandemic continued to affect our University operations and particularly our plans to implement actions for the CRC EDI Action Plan, as well as to get the EDI Stipend-funded Speakers Series running on the schedule we had foreseen. The triennial environmental scan allows us to monitor progress toward achieving a number of our objectives. It provides the data to reassess systemic barriers in the University's CRC program as well as in the Institution, and is the foundation for establishing revised objectives and actions to achieve them: these form an important part of the next revision of our CRC EDI Action Plan. The second scan was scheduled to take place in 2022, and we had planned to have a new revision of the Plan for the end of that calendar year. It had to be delayed until 2023 because the University was in dominantly remote mode longer than we expected, preventing the interpersonal interactions that lead to community and culture change. Graduate students and much of the faculty returned to campus in Fall 2022, allowing us to at least fit a year of "near normal" personal experience into the scan's findings, which will look at both current perceptions and perceptions of change in the period since the first scan in late 2019. Pandemic shutdowns began in late March 2020 and continued in at least some measure through 2022, carving out the time during which the Plan's actions would have been fully implemented and had most effect. Nevertheless, we were able to make progress toward achieving the key objectives laid out in our Action Plan. Many of our intended actions are continuous ones, and are therefore noted as being "in progress". We remained fully in compliance with our EDI targets, and increased our diversity among the CRCs as we had new nominees confirmed. Actions involving University-wide in-person education campaigns were difficult to mount during the reporting period, as the University remained almost fully restricted to on-line means. We were not able to hire a coordinator for the stipend-funded EDI Speakers Series until the end of 2022, when graduate students returned to campus; however, an excellent candidate was identified, and the Speakers Series events were all booked and held in 2023.

Opportunities

Other than what has been outlined in the section above, outline any opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. (limit: 5100 characters):

Despite the COVID pandemic interruptions and slowdowns, we were able to make progress toward our CRC EDI Action Plan goals. This is particularly evident in the increase we realized in representation from members of the four designated groups among our new hires. In addition, although it is anecdotal evidence, reports came back to both CORIS and EIC from hiring committees indicating heightened awareness of EDI considerations. Committee members asked questions about EDI matters, and showed themselves sensitized to such issues as microaggressions in the course of committee meetings. Perhaps more importantly, the questions were couched in frameworks of how to deal with these issues, and what were the best practices around them, rather than simple commenting on or complaining about them. The CRC EDI Action Plan underpins and interleaves with the University's overall EDI Action Plan, as well as supporting and aligning with the University's Indigenous strategy, Kinàmàgawin, the Strategic Integrated and Academic plans, and Carleton's Coordinated Accessibility Strategy. We recognize a symbiotic nature among these, and are pleased that our collaboration with EIC and other University units is enhancing efforts to break down systemic barriers in Carleton and move the University to a truly equitable, diverse, and inclusive environment.

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:

S.M.A.R.T. Objective: Aligned with Carleton's need to address the identified systemic barriers and achieve the Plan's Objectives specified above, in order to effect the necessary EDI educational solution and foster change that will positively impact our CRCs, we will organize an EDI-focused Speaker's Series ("the Series"), directed to faculty members and administrative staff, during the year from 1 April 2022 to 31 March 2023. The Series will comprise four workshops over the course of the year, one every two to three months, and will bring in a total of six highly respected, prominent experts in the relevant dimensions of EDI across the four events. The planned workshop topics are: 1. Cultivating belonging for faculty and students (Plan Objectives 1 and 3) 2. Unconscious bias in hiring process and EDI-informed interpretations of candidate "excellence" and "best" in the hiring process (Plan Objectives 2 and 3) 3. The importance of collecting demographic data to strengthen EDI practices in the hiring process and beyond (Plan Objectives 3 and 4) 4. Increased representation and the academic mission (Plan Objectives 3 and 4) The Workshops will have simultaneous ASL and French translation, as well as closed captioning for the videos. We expect 300 or more faculty members and administrative staff to register for and attend each workshop. The Series is particularly timely as the University is beginning to return to on-campus operations after the COVID-19 pandemic shutdown, and faculty and staff again interact face to face.

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

The performance indicators to monitor success of the overall objective of delivering the Series include the number of registered attendees for each of the four workshops, and the view counts of workshop recordings when they are released. We are consulting with the experts in Carleton's Office of Quality Initiatives and our Teaching and Learning Service to determine whether it would be advisable to use a post-workshop survey with attendees to obtain more granular information on the success of each workshop, and, if so, how that should be designed. The overall objective's success will also be assessed through performance indicators for the individual specified Plan Objectives: Plan Objective 1 - CRC equity targets are maintained or exceeded; increasing representation from among the FDGs; Plan Objective 2 – Hiring committees' reports will report greater facility and comfort in navigating questions of unconscious bias and the assessment of leaves when considering CRC applicants' files; Plan Objective 3 - CRCs report greater satisfaction as part of the Carleton community in future environmental scans; and Plan Objective 4: Carleton's CRC applicant pools in future recruitment campaigns will show increased percentages of candidates from the four designated groups, as well as from the LGBTQ2S+ community, demonstrated through responses to the equity self-identification survey. The additional outcome's success -- sharing the recordings outside Carleton -- will be monitored by workshop recording view counts.

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

The University hires graduate students for positions such as the Speakers Series coordinator. Our graduate students did not return to campus from the COVID disruption until Fall 2022: thus, we were unable to hire the coordinator until that time. We were able to hire an extremely well-qualified graduate student who immediately assumed the coordinator's role. A small amount ($154) went toward salary at the very end of 2022, with both the Coordinator's work setting up the four Speakers Series workshop events and the events themselves taking place in 2023. The actual events and expenditures (which were incurred almost exclusively in 2023) will be discussed in our next progress report which will cover the 2023 calendar year. Note that the impact rating for the Stipend is marked as "minor" only in reference to 2022; the vast majority of work to complete this objective occurred in 2023, and the impact rating will change in the next annual report.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 787

Institutional commitment (if applicable):   0

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	0	N/A

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:

Minor impact (the EDI Stipend had minimal impact on achieving progress)

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

A very small portion of the stipend was used to pay the EDI Speakers' Series coordinator at the end of 2022, as well as to pay for networking expenses to set up the speakers for the workshops ($485) and a small amount of travel ($148). The bulk of the stipend has been used in 2023 for the Coordinator's salary and the actual expenses associated with the workshops (speakers' honoraria, Technology services, ASL translation, etc.)

Do you have other objectives to add?

No

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

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)

We engage with underrepresented groups among our CRC cadre through the environmental scan. These scans are intended to be repeated every three years. The first was completed in 2019, and identified systemic barriers which are elaborated in our CRC EDI Action Plan, along with actions intended to address them. The unanticipated COVID pandemic, and the attendant University shutdowns, interrupted a number of our plans, especially those that required in-person interactions to be successfully accomplished. The creation of a "Sponsorship" program, for instance, has been delayed because of the pandemic. Our next environmental scan to gather feedback and assess progress from the perspective of our CRC population had been planned for August 2022, but had to be deferred to Fall 2023: it is nearing completion through Carleton's Office of Quality Initiatives, who are arm's length from the Office of the Vice-President (Research and International). The report is expected in January 2024, and its results will be incorporated into the revision of our CRC EDI Action Plan, which is also in progress at the time of this report. Carleton's CRC cadre is small (21 active CRCs at most during the reporting period) in comparison with the institutional environment of over 1000 faculty, hundreds of contract instructors, over 1300 staff and management personnel and over 31000 enrolled full and part-time students in which they operate. Because of this, the CRCs are affected by the culture of the whole institution, including its overall systemic barriers. We continue to work with Equity and Inclusive Communities (EIC) to integrate our effort to address systemic barriers with theirs. EIC continued to be a focal point for ongoing interaction with members of underrepresented groups in the University during the reporting year, particularly as we move into implementation of those new Strategies and Action Plans. Carleton University signed and endorsed the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education in November 2021, reaffirming the University's commitment to address anti-Black racism and foster Black inclusion across our university. We do so by building on our institutional Equity, Diversity and Inclusion Action Plan and designing and implementing specific actions that target systemic and structural racism, responding to the Charter's collective recognition of the realities of anti-Black racism, the signatories' shared aspirations to address it, and the Charter's concrete framework for accomplishing the stated goals. The University created a new position, Director of Human Rights and Equity, effective August 2022, with specific responsibilities targeting anti-Black racism and Black inclusion. Many new programs and courses focused on Black history and anti-racism efforts were brought forward in the reporting year in alignment with the University's EDI Action Plan. The School of Journalism successfully recruited for the Carty Chair, Diversity and Inclusion Studies. The Chair's role is to develop and teach courses and lead a program of research on journalism, diversity and inclusion that will engage journalism students and the journalism industry at large. The University's Human Rights and Social Justice program initiated a new Blackness and antiracism seminar, tackling systemic racism in the areas of education, health and criminal justice. The School of Social Work offered a course entitled "Racialization and Social Work' focused on racism and its consequences, as well as an elective graduate course entitled "Afrocentric Social Work," in which students engage in critical dialogue, reflection and action about historical and contemporary experiences of African Canadians and Africans in the diaspora. All of these initiatives reach out to members of the Black community at Carleton (and others), raising awareness, providing space for voices to be heard, and allowing for discussion that feeds into dialogue and movements for change in the University. In 2021, the Centre for Indigenous Support and Community Engagement partnered with Carleton's newly established Centre for Community Engagement to discuss the development of Carleton's Strategic Plan for Community Engagement (SP4CE, released in November 2022) , and the parallel creation of an Indigenous Community Engagement Policy. The consultations themselves took place in the 2022 reporting year. To improve engagement with Indigenous peoples, many Faculties and departments at Carleton have created their own advisory bodies, for example, the Equity, Diversity and Inclusion Council in the Faculty of Engineering and Design. Kinàmàgawin's Call #3 calls for the development of a digital Indigenous hub where information on all Indigenous services, events and programs on campus can be easily accessed. In response to this, in December 2021, a new website was established at carleton.ca/indigenous to house the websites for both the Centre for Indigenous Support and Community Engagements and the Office of the Assistant Vice-President (Indigenous Teaching, Learning and Research). The new landing page establishes a digital relationship between resources to promote ethical research with Indigenous peoples and services to support the wellbeing of Indigenous students, staff and faculty on campus. Following on this, Call #4 is for the development of communication resources to establish clear and consistent language for the university when writing about Indigenous peoples. This need was identified during the Kinàmàgawin consultations and taken up by the Department of University Communications during 2021. Active implementation of their response to this call began in January 2022. The University further moved to act on Kinàmàgawin's Calls to Action by develop an Indigenous-led Indigenous-specific hiring policy. To that end, Carleton engaged the expertise and guidance of Indigenous legal authorities Elder Claudette Commanda (Algonquin Anishinabe from Kitigan Zibi Anishinabeg First Nation), Marilyn Poitras (Michif consultant and advisor and former Director of the Indigenous Law Centre at the University of Saskatchewan), and Elizabeth Zarpa (Inuk lawyer from Nunatsiavut). Under their guidance, in conjunction with

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the University's Indigenous Education Council and the Algonquin and Inuit Advisory Committees that were established in 2021, and Carleton's formal consultation process to hear from Indigenous students, staff and faculty on the topic of protecting Indigenous-specific positions was undertaken in 2022. In 2021, the University announced the "New Names for New Times" initiative in recognition of the fact that diversity must be accompanied by conscious efforts toward inclusion. In keeping with the goals laid out in Carleton's Strategic Integrated Plan, our Kinàmàgawin (Learning Together) Indigenous Strategy, and Equity, Diversity and Inclusion Action Plan, the "New Names for New Times Initiative" was created to give three of our main campus buildings new names that reflect our diversity and commitment to inclusion. Consultations were held with the Algonquin communities, particularly Kitigan Zibi and Pikwakanagan, toward naming the University Centre building to honour our being situated on the traditional, unceded and unsurrendered territory of the Algonquin Nation. Black communities will be engaged in a process to name Residence Commons in a way that reflects the importance of their achievements on campus and beyond. The Inuit community will be engaged in naming Robertson Hall, the University's main administration building. The Inuit Advisory Council, formed in 2021, was engaged to guide naming Robertson Hall. Consultations took place in two phases, the first beginning in January 2022. Three distinct community-led processes resulted in the bestowing of three beautiful and meaningful names chosen by Algonquin; Inuit; and African, Caribbean and Black communities in December 2022. The names chosen were: Nideyinàn (pronounced nih-DAY-in-nahn) – formerly the University Centre, the central and high-profile facility which is the crossroads of all campus activity -- translates to "our heart;" Pigiarvik (ᐱᒋᐊᕐᕕᒃ) (pronounced pee-ghee-awe-vik – formerly Robertson Hall, the University's main administrative building -- which translates to "a place to begin" or "the starting place;" and, Teraanga (pronounced tare-ang-gah) Commons – formerly Residence Commons, a central hub of student life-- a Senegalese name from the Wolof language that emphasizes generosity of spirit and sharing of material possessions in all encounters, even with strangers. This builds a culture in which there is no "other," and that by being so giving to all, regardless of nationality, religion or class, a feeling grows that everyone is safe and welcome.

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://carleton.ca/secretariat/wp-content/uploads/Sexual-Violence-Policy.pdf
https://carleton.ca/indigenousinitiatives/wp-content/uploads/Kinamagwin-Progress-Report-May-2022.pdf
https://carleton.ca/provost/2022/06/carleton-funding-student-edi-research/
https://carleton.ca/secretariat/boardofgovernors/wp-content/uploads/Item-6.3b-2022-Honouring-Each-Other-Annual-Report-Final-BoG-October-10-2023.pdf
https://carleton.ca/edi-plan/wp-content/uploads/EDI-action-plan-WEB-2.pdf

Carleton had a plethora of EDI-directed initiatives during the reporting year. The following is a selection from among them. In the previous reporting year, we noted that the consultations aimed at revising the university's Sexual Violence Policy had been completed. The updated Sexual Violence Policy, incorporating the result of the consultation process, was released on June 9, 2022. The Kinàmàgawin Progress Report, assessing Carleton's collective work to address the 41 calls to action in the Kinàmàgawin strategy, was released in 2022. A $2.5 million donation in support of these actions was matched 1:1 by the University. In 2022, the Office of the Provost and Vice-President (Academic) made six Student Equity, Diversity and Inclusion (EDI) research awards of $10,000 each to undergraduate students to support summer research projects related to EDI. The Faculty of Science awarded $500 EDI awards to faculty and instructors through a competition in November 2022. Equity and Inclusive Communities led a strong suite of support and education initiatives in 2022. Inclusion Week, October 17-20, 2022, had the theme "Disrupting Cultures of Inequity." The Carleton University Sexual Assault Support Centre CHAT (CUSASC CHAT) continued to provide a virtual peer support space for students. Carleton partnered with Toronto Metropolitan University on We Heal Together, a support group for Black survivors of gender-based violence, holding monthly workshops with guest speakers throughout Winter 2022. The 2022 Black History Month Speakers Series, #IDareToBePowerful, was co-hosted by the Sexual Assault Support Centre at Carleton University, Consent Comes First (Toronto Metropolitan University), and Consent is Golden (Wilfrid Laurier University). EIC's public education Initiatives for 2022 included: Sexual Assault Awareness Week; the #CUriousAbout Campaign (twelve events over six weeks); and the Abundant Approaches five-session speakers series exploring collective care, advocacy and prevention initiatives from an intersectional perspective. EIC continued to offer unconscious bias training for academic hiring and cultural competency education for faculty and staff, Human Rights and cultural competency training for student orientation leaders at Carleton, and online EDI workshops. Customized training was available aligned with specific needs. Carleton addressed the Strategic Actions specified in the University's EDI Action Plan, reported in the EDI Action Plan Progress Report – Phase One. In the Research area, under the leadership of the Office of the Vice-President (Research and International) (OVPRI), SA1 entails promoting EDI-related interdisciplinary research. It was decided to incorporate this into the Researcher Profile Initiative, which is intended to build a searchable, public database of Carleton researchers and research interests/expertise. We will create and include tags for EDI-related topics to enable creation of an EDI Scholar's Index. An individual's Researcher Profile will be updatable at any time and they will have the ability to opt-in or out of being contacted by potential collaborators and partners. SA1 is expected to be fully realized by 2025. SA2 stated that under the direction and with resources from OVPRI, Carleton will create and provide seed funding for at least one cross-faculty interdisciplinary research cluster focused on processes of racialization and racial inequality. OVPRI provided $50,000 to a cross-faculty interdisciplinary research group, the Racialized and Indigenous Faculty Alliance (RIFA). The resulting RIFA Research Award provided funds to four applicants in 2021, and two more in Spring 2022. Through the Teaching and Learning Services, RIFA hired its first Student Partner in 2021 – 2022 to assist RIFA by creating a social media presence for them and as well as organizing and publicizing events, initiatives, and workshops that connected RIFA members to sources to help address and support anti-racism and anti-oppression methodologies in the classroom and workplace.

Hyperlink 1:

https://carleton.ca/secretariat/wp-content/uploads/Sexual-Violence-Policy.pdf

Hyperlink 2:

https://carleton.ca/indigenousinitiatives/wp-content/uploads/Kinamagwin-Progress-Report-May-2022.pdf

Hyperlink 3:

https://carleton.ca/provost/2022/06/carleton-funding-student-edi-research/

Hyperlink 4:

https://carleton.ca/secretariat/boardofgovernors/wp-content/uploads/Item-6.3b-2022-Honouring-Each-Other-Annual-Report-Final-BoG-October-10-2023.pdf

Hyperlink 5:

https://carleton.ca/edi-plan/wp-content/uploads/EDI-action-plan-WEB-2.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.

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.

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