

Objective 3: Ensure sufficient EDI tools and training for all members of CRC and faculty recruitment committees.

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

Lack of education and awareness regarding issues related to Equity, Diversity and Inclusion, including barriers to its success. Lack of acknowledgement and mitigation of unconscious bias and the impact on recruitment.

These barriers were identified from interviews with faculty, staff and current Chairholders.

Corresponding actions undertaken to address the barriers and Data gathered and Indicator(s) - can be both qualitative and quantitative:

| Actions | Indicators and Metrics | Responsibility | Timeframe |
|--|--|---|---|
| 3.1 Develop and provide in-house training sessions and materials related to Equity, Diversity and Inclusion. | # of EDI training sessions provided | HR-EDI Advisor VPAR AVP Research Human Resources | 2017 and ongoing for everything except checklist is 2020. |
| 3.2 Promote and encourage completion of the CRC Unconscious Bias Module. | # of depts that request training, # faculty members | | |
| 3.3 Promote and encourage completion of the Harvard Implicit Association Test. | # faculty members who complete unconscious bias training | | |
| 3.4 Organize and promote internal EDI events, workshops, training sessions and conferences. | # processes that follow EDI checklist | | |
| 3.5 Promote external EDI events, workshops, training sessions and conferences. | # internal/external events | | |
| 3.6 Create and distribute EDI checklist for faculty recruitment. | # new faculty/staff sessions | | |
| 3.7 Partner with Canadian Centre for Diversity and Inclusion to compliment training and awareness session. | | | |
| 3.8 Incorporate EDI session into the orientation sessions for new faculty and staff. | | | |

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

3.1 (On-going) The University continues to develop training and workshops focused on EDI, accommodations, best practices for diversity recruitment and unconscious bias. As a result of the last round of bargaining in 2018, Equity training is mandatory for everyone involved in committees for faculty recruitment as well as those committees granting appointments, promotion and tenure. Human Resources keeps record of attendance and this participation is verified by the VPAR office as part of the approval process.

During the reporting period, the University utilized the EDI Stipend funds to secure the development up two additional training workshops on: (1) unconscious bias; and, (2) Anti-racism. These offerings will be made available starting in the fall of 2021.

3.2 and 3.3 (On-going) Several faculty members have indicated in that they have completed both the CRC Unconscious Bias Training module as well as the Implicit Association Test (IAT). Feedback received indicates it most found the IAT to be an enlightening experience. As previously stated, the University currently has a workshop on unconscious bias under development this will be a good supplement to the CRC on-line module. However, the content will be applicable to all members and areas of the SMU community.

3.4 (On-going) Several events were organized during the reporting period to raise awareness of equity, diversity and inclusion, Indigenization and Anti-Racism. These workshops included: a webinar on 'Incorporating Indigenous Influences', 'Proud to be Mi'kmaq' speaker panel, and two listening circles related to anti-Black racism. In its ongoing commitment to raising awareness and promoting anti-racist initiatives across campus, the President's Standing Committee on the Prevention of Racism (PSCOTPR) embarked on a series of events which included facilitated circle discussions and moderated panel discussions during Fall 2020. The panel discussions titled: '*Addressing and Understanding Racism and Oppression*' and '*Challenging Implicit Bias and Microaggression and How to Intervene*' were focused on engaging SMU students, faculty and staff in discourses centred on deconstructing racism and identifying strategies for intervention.

3.5 and 3.7 (On-going) Members of the Saint Mary's community have participated in various webinars offered by other post-secondary institutions, Canadian Centre for Diversity and Inclusion, Pride at Work Canada as well as other external providers.

3.6 (In progress) The EDI Recruitment checklist is in progress and will be made available to departments upon completion. This as well as the Best Practices for Diversity Recruitment Guide will serve as reference tools for faculty members. Now that an Employment Equity and Diversity Policy is in place for the University, the checklist will be updated to include more targeted and/or measures.

3.7 Saint Mary's University has recently signed on to be an Employer Partner with the Canadian Centre for Diversity and Inclusion. As an Employer Partner the University will have unlimited access to live and interactive webinars unlimited attendance at the community of practice events, participants to their annual conference and as well unlimited access to their knowledge repository which includes documentary ports toolkits and templates.

3.8 (On going) The Diversity and Inclusion Advisor continues to be invited to present to new faculty members on EDI at Saint Mary's. This is an opportunity for the Diversity and Inclusion Advisor to introduce herself as well talk about some of the services and supports available through that office.

Challenges encountered during the reporting period:

As a small institution, SMU has limited resources – both financial and personnel – which makes it challenging to move forward quickly on all of the actions; but we have ensured proper action has been maintained, and the assistance from the EDI Stipend was of great support for this Objective.

Next Steps (indicate specific dates/timelines)

Human Resources will continue to promote internal and external learning opportunities to members of the SMU community. The University will also look for opportunities to partner with other institutions and community groups and organizations.

Human Resources will track participation and attendance and as well monitor evaluations and make the necessary adjustments to content as required.

In the next few months, it is anticipated the University will develop a diversity and Inclusion website that will be a repository for all EDI related information.

The 2020-21 CRC EDI Stipend (\$50,000) was all directed to support this Objective.

The CRC EDI Stipend was utilized to develop training materials to support providing proper awareness of EDI issues to Chairholders, SMU faculty members in general, and SMU staff. Expert EDI consultants were recruited and engaged to develop such workshop and training/train-the-trainer materials for two separate topics (splitting the Stipend expenditure evenly between the two development tasks):

- Implicit Bias (training videos, a facilitation guide, and a train-the-trainer session)
- Anti-Racism / Anti-Oppression (training guide, train-the-trainer session)

At the time of this Progress Report, both projects are well underway but not yet completed. Plan is for completion, and holding of the train-the-trainer sessions within the next 6 months.

We expect/hope that these projects will have a major-to-extensive impact on achieving progress toward this Objective, however because the projects are not yet developed (and the training materials are still under development), we don't yet know if this success will come to fruition - we will know 12 months from now.