Canada Research Chairs   Chaires de recherche du Canada

Canada

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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".

1. Engagement with individuals from underrepresented groups ☑

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 navigat
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
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. Ensure to remove all numbers less than 5 prio
where your report includes the representation of individuals from underrepresented groups among your chairholders. This is a requirement of the *Privacy Act*.

Each year, institutions must also publicly post a copy of this report to their public accountability web pages within 7 working days after the deadline for submitting 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 l
institution and to provide context for future iterations of the EDI action plan.

All sections of the form are mandatory (unless otherwise noted).

Contact information

Please complete the fields below.

Name of Institution:

Cape Breton University

Contact Name:

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Position Title:

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902-563-1843

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

No

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

In developing their action plans, institutions were required to conduct: 1) an employment systems review; 2) a comparative review; and 3) an environm requirements here). These assessments were required in order to identify the specific systemic barriers and/or challenges that are faced by individual (e.g. women, persons with disabilities, Indigenous Peoples and racialized minorities, LGBTQ2+ individuals) at the respective institution; institutions we 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 review by TIPS), as well as the systemic barriers/challenges identified that these objectives must address. Please note that objectives should be S.M. strategy. List the corresponding actions and indicators (as indicated in your institutional EDI action plan) for each objective, and outline: a) what progre reporting period; b) what actions were undertaken; c) the data gathered; and d) indicators used to assess the outcomes and impacts of the actions. Pl both quantitative and qualitative and should be specific. Outline next steps and use the contextual information box to provide any additional informatio obstacles, lessons learned, etc.) for each objective.

Key Objective 1

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 2

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 3

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 4

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 5

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

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.

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.

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:

Objective: Creation and implementation of a CRC EDI Action Plan. By December 2022 (adjusted from July 2022), CBU will have completed a CRC EDI Action Plan that is informed by first person exp members--through an environmental scan--that identifies and responds to inequities in resource-allocations to chairholders, and that fully supports best practices to ensure that candidates from the disadvantaged in any step of the selection process including selection of research focus areas, recruitment, nomination, allocation and renewal.

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

Success will be achieved with the adoption and implementation of a CRC EDI Action Plan that aligns with the values of its institutional plan and that supports the institution's decolonization journey. assessing the program and reflecting on the following questions: 1) has the CRC EDI Action Plan been adopted? 2) has CBU been successful in meeting CRC EDI targets? 3) are supports and compe CRC management systems transparent and understood by everyone involved in the process?. To assess these aspects, CBU's Office of Research and Graduate Studies will conduct annual reviews to

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

CBU is in the initial stages of drafting its CRC Plan, guided by the institutional EDI Action Plan. The CRC plan will be completed within budget by December 2022.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	50000
Institutional commitment (if applicable):	10000
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	10000	In-Kind

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 repor

> Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

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

> The stipend will support salary for a dedicated EDI expert to finalize the work underway and oversee development of a strategic EDI communications plan with input from CBU's Department of Mar

Do you have other objectives to add?

> No

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 minorities, Indigenous Peoples, persons with disabilities, wome
the implementation of the action plan (during the reporting period), including how they have been involved in identifying and implementing any course
applicable. For example, how was feedback gathered on whether the measures being implemented are resulting in a more inclusive research environ
underrepresented groups? How has intersectionality been considered in developing and implementing the plan (if applicable)? Have new gaps been i
underrepresented groups continue to be engaged? (limit: 10 200 characters)

> CBU is in the process of creating its CRC Action Plan. Those leading the action plan process understand that CBU has much to learn by engaging with and listening to individuals from underrepresen
> engagement can be challenging for many individuals and requires commitments of time, energy, and resources. Developing the CRC Action Plan while navigating the COVID-19 pandemic has been
> than anticipated. Yet we have made--and continue to make--progress toward our objectives.   Key engagement activities: Our process began with 1) a Diversity Census and Inclusion Survey that as
> dimensions and individual experiences and perceptions of inclusivity in the workplace; 2) confidential and anonymous online focus groups with employees of different demographic identities includir
> members of visible minorities, persons with mental or physical disabilities, women, and heterosexual men without a disability; and and key stakeholders; and 3) interviews with researchers and key
> workplace scan activities were analyzed and correlated through an intersectionality lens. This process helped to identify gaps and areas needing improvement that have guided development of the C
> We created an Advisory Committee and a Working Group to oversee implementation of the EDI Action Plan and ensure that voices of underrepresented groups informed all stages of the process. A
> revisions before moving to the implementation phase. Building on this work, CBU aims to hire a consultant to 1) align its institutional EDI Plan with the draft CRC EDI Action Plan; 2) finalize the CR
> presentations about the CRC Action Plan to Administration, CRCs, and the research community.

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 ba
diverse and inclusive research environment. For example, are there projects underway that underscore the importance of EDI to research excellence?
offered to the faculty at large? Are there initiatives to improve the campus climate? Please provide hyperlinks where relevant, using the hyperlink boxe
include https://). Note that collecting this information from institutions is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Se
context for the work the institution is doing in addressing barriers for the CRCP. (limit: 4080 characters)

In September 2019, CBU launched its Better Together initiative, an institution-wide commitment to EDI capacity-building funded in part by the NSERC "EDI Capacity Building Grant". The Better Tog
CBU's institution-wide EDI journey, which has included the creation and implementation of the "Learning About the L'nu Way" learning experience for all employees, an EDI environmental scan, an
following offers some additional information about some of the EDI initiatives underway at CBU: • CBU's Learning About the L'nu Way recently was awarded a CCAE (Canadian Council for Advancer
Indigenous Relations Initiative. • CBU conducted its first Employee Census and Diversity Survey in October 2020. The participation rate exceeded expectations with 64.1 percent of all employees c
confidential employee focus groups (November 2020) which aimed to learn more about personal experiences in the work environment. These focus groups (six in total) were led by the Canadian C
consultation with the Canadian Centre for Diversity and Inclusion, CBU has reviewed internal policies specifically through an EDI lens to ensure language • In May 2021, CBU created a new Chair in
contribute to improved health outcomes of Nova Scotia Mi'kmaw achieved through culturally safe health programs and community-based and community-led research and practice initiatives. • CBU
produced resources specifically designed to promote the creation of inclusive and accessible environments in online courses. • CBU signed a memorandum of understanding with a local group, Con
primary goal of the MOU between CBU and CUBE is to facilitate collaboration on mutually beneficial projects that will see more students of African descent, specifically African Nova Scotian descent
the knowledge of African Nova Scotian activities to the CBU and broader community. • CBU's Jennifer Keeping Centre created resources for faculty to guide their efforts in supporting students with
Research Plan highlights a number of EDI-related objectives, including the expansion of research initiatives that include data collection and analysis relevant to EDI. • In January 2021, CBU launche
which aims to provide structure and momentum to encourage and enable faculty across Schools and disciplines to connect on research questions and projects. These Networks are primed to addr
across agencies, respond to community research needs, and make significant contributions to their fields. These networks are anchored by the experience and expertise by named Chairs, past Cha
significant publication or leadership roles in their fields. • In Fall 2021 and Spring 2022, CBU hosted two workshops facilitated by an external EDI expert: 1) a workshop for CRCs focused on best pr
recruitment, nomination, allocation, and renewal processes, and 2) a workshop for faculty focused on best practices for incorporating EDI into research • The Better Together institutional EDI Action
implementation.

Before submitting your report, please ensure that your responses are complete. You will not be able to edit the information after it is submi

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Submit and Exit Survey

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit'. You will receive a confirmatic completed form in HTML format once it is submitted.

Jointly administered by:

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