Equity, Diversity and Inclusion (EDI) Progress Report (2024-2025)

Describe the key action that was undertaken. (required)

We had a designated Tier 2 search for a Black artist/researcher to support research creation.

Did this action relate to an objective named in your CRCP EDI Action Plan? (required)

◉ Yes

◯ No

Briefly describe the related objective. (required)

Recruitment for Diversity: Reviewed all recruitment processes for bias, EDIA changes and CRC appointment principles; changes in advertising, attraction, sources and hiring process

Describe outcomes and impacts this action supported during the reporting period. (required)

Due to the changes in processes, and approaches (including union approaches to equivalencies), we were able to recruit, hire and support a new faculty member to becoming our CRC Tier 2.

Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed. (required)

Organizational concerns around success changed how the university utilized the $100,000 to support the CRC's research rather than just covering their salary which had been the practice previously, This change in financial support meant a greater commitment from the university as well as ensuring that the faculty were hired to be within the faculty complement, rather than outside, which had added undue hardship on the university in the past. The EDIA audit was a catalyst for changing these internal practices.

Was funding from the CRCP EDI stipend used for this action? (required)

◉ Yes

◯ No

| **Institution:** | NSCAD University (Nova Scotia College of Art and Design University) | **Reporting period:** | April 1, March 31 |

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

CRCP Stipend for Equity, Diversity and Inclusion

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your institution in making progress in implementing measures to address systemic barriers

- o   Not important
- o   Somewhat important
- o   Important
- o   Very Important
- o   Do not know
- o   Not applicable

Other EDI initiatives

Provide an example of an EDI initiative underway at the institution – that is broader than those tied to the CRCP that is 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 in the box below. URLs should include https://. Note that collecting this information is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (clause 39.e) and provides context for the work the institution is doing in addressing barriers for the CRCP.

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The ongoing support of our Tier 2 who is expanding his reach in the Black diaspora is extremely important. The EDI stipend is supporting having external researchers come to engage with his work and upskill existing faculty in their approaches. A series of talks and workshops is planned, starting with the work of Eddy Firmin in the coming fall semester.

The reclassification of our staff, Dr. Taq Bhandal to Director, Equity and Community Supports, now includes research and the upcoming review of the EDI Action Plan. Previously, this work was siloed in the Provost's office and did not have the embedded knowledge that Dr. Bhandal brings to this work.