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### Complete Full Report

#### 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](#). Ensure to remove all numbers less than 5 prior to posting on your website in cases 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 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.

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

#### Contact information

**Please complete the fields below.**

**Name of Institution:**

Sydnee Wiggins

**Contact Name:**

Sydnee Wiggins

**Position Title:**

Human Resources and Equity Advisor

**Institutional Email:**

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**Institutional Telephone Number:**

705-474-3450 ext. 4066

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 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, persons with disabilities, Indigenous Peoples and racialized minorities, LGBTQ2+ 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 (either the one approved by TIPS or the one currently under review by TIPS), 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) what actions were undertaken; 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.

**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

### 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, women, LGBTQ2+ 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)

N/A

## **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)

Over the past year, Nipissing has committed to equity, diversity, and inclusion (EDI) through education and certification, as well as engaged in several actions that will assist us with the next steps in our commitment to taking action on eliminating systemic barriers to inclusion. These actions include but are not limited to the following:

- Hosting internal dialogues to spark conversations about barriers that exist within our institution and how we can be a more inclusive university
- Partnering and participating in the National Dialogues and Action on anti-Black racism and Black inclusion in Canadian higher education facilitated by the University of Toronto. Nipissing signed the Scarborough Charter in November 2021.
- The Dibaadan program, which focuses on wellness outreach, prevention and intervention from an Indigenous perspective, offers monthly workshops to staff members in Student Development and Services and the Office of Indigenous Initiatives.
- Partnering with the Canadian Centre for Diversity & Inclusion, resulting in the ability to offer employee perks, including a free EDI training suite. We also implemented training programs for employees and upper management using the material and programming provided by CCDI.
- Student Development and Services Leadership Team attended a multi-day microaggressions professional development workshop from the North Bay & District Multicultural Centre
- A newly formed student-run group, Nipissing University Black Association for Student Expression, strives to create initiatives to promote diversity and inclusion on and off-campus and within the North Bay community.
- EDI events, training, and specific learning outcomes are embedded into new student orientation. Training sessions on EDI are also embedded throughout student staff training modules for Peer Educator and Residence Life Student Staff within Student Development and Services
- Nipissing University Provost & VP of Academic and Research became a member of Universities Canada's Equity, Diversity and Inclusion Advisory Group
- Incorporating University Canada's seven principles on equity, diversity and inclusion and University Canada's principles for Indigenous Education into academic planning
- Nipissing has joined the 50-30 Challenge under the Government of Canada in an effort to decrease gaps in representation. The 50-30 Challenge acts as a framework to accelerate diversity actions already taking place in many Canadian organizations and to encourage other Canadian organizations to adopt practices to improve equity
- Nipissing was presented with the Bronze Level of completion for Diversity at Work Nipissing Cultural Diversity Training.
- Nipissing became a Member of the Canadian Association for the Prevention of Discrimination and Harassment.
- The University and the Nipissing University Faculty Association (NUFA) included Human Resources in faculty search committees as an ex-officio member to ensure EDI measures, consistency, and best practices. HR has begun implementing principles from the EDI Best Practices Guide for Recruitment, Hiring & Retention generated by the CRCP for all faculty recruitment and selection practices. This includes the recommendation that all faculty search committee members take part in unconscious bias training
- Created a new Respectful Workplace & Learning Environments Policy to address harassment and discrimination in our institution.
- Ongoing efforts to achieve accessibility and remove barriers for people with disabilities by ensuring compliance with the Accessibility Ontarians and Disabilities Act (AODA) and working in collaboration with the Nipissing University Accessibility Advisory Committee. We look forward to working in partnership with stakeholders across Nipissing's community to build a university where all equity-seeking groups feel they are on a safe and healthy campus and where everyone feels welcomed, supported, included, valued, and empowered to succeed. We are committed to transparency, open communication, and action.

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

I have reviewed my responses and I am ready to submit my report.

A reminder that institutions are required to post a copy of this report (as submitted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS.

**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.**

Jointly administered by:

