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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](#).

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:

Nipissing University

Contact Name:

Traci Malkowski

Position Title:

Human Resources and Equity Advisor

Institutional Email:

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Institutional Telephone Number:

705-474-3450 ext. 4066

The link for the EDI progress report and EDI Stipend report:<https://www.nipissingu.ca/research/canada-research-chairs-program>

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 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

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.

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:

The events and conversations that have transpired around the globe over the past few years have highlighted the many ways in which systemic barriers and inequity exist within our society, our systems and our organizations. At Nipissing University, we recognize the importance of acknowledging our shortcomings in equity, diversity and inclusion and more importantly, our responsibility to take concrete action to create a respectful, diverse and inclusive culture where our students, staff and faculty can thrive. As a next step in our commitment to acting on eliminating systemic barriers to inclusion, Nipissing University has focused a lot of our focus into this area. To properly identify and remove implicit and explicit systematic EDI barriers, and address unconscious bias in the recruitment, selection, and retention of leading scholars who will enrich the academic and research culture of the university, Nipissing University hired a Human Resources & Equity Advisor in 2020. The funding provided by the CRCP and EDI stipend has continued to support a portion of the salary for this position. The specific initiatives the position focused on in 2021-2022 were to develop a working draft of the CRC management plan and research and engage in discussions on the creation of an EDI action plan. The position utilized the NSERC unconscious bias training module for faculty selection committees and utilized the CRC best practices guide as a benchmark for all full-time faculty hiring. The position also created a 'Bias and Discrimination in Hiring' presentation that was provided to members of the President's Advisory Council and members of the administrative group.

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

The Nipissing University EDI Action Plan is still a work in progress. In the meantime, we have created a working document for internal use called the NU CRC Management Plan. Nipissing University has held internal dialogues to spark conversations about barriers that exist within our own institution and how we can be a more inclusive university. Sharing the EDI objectives and the CRCP best practices recruitment, retention and hiring guide into our regular faculty hiring processes has been a valuable resource to use in the faculty hiring process.

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

The Human Resources and Equity Advisor began to have a focus on equity, diversity and inclusion within their role beginning in September 2020. Since that time there has been one active CRC faculty search and other active faculty search committees that have used the CRCP best practices guide. The Human Resources and Equity Advisor has sat on all of these hiring committees as an HR/EDI representative and ex-officio member. This has been crucial in order to ensure best practices and legislative requirements are followed. This also ensures that our internal policies are being adhered to, specifically the Respectful Workplace and Learning Environments Policy which is our internal commitment to creating a harassment and discrimination free environment. Prior to May 2020, there was no HR/EDI representative that sat on faculty search committees.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	50000
Institutional commitment (if applicable):	155626
Total funds spent:	

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:

Moderate impact (the EDI Stipend had moderate impact on achieving progress)

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

Salary for EDI specific positions that work directly with the Canada Research Chairs Program

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

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:

The Canadian Centre for Diversity and Inclusion (CCDI) employer partnership will provide unlimited access to live and interactive webinars for all staff, faculty and students to provide further training and professional development opportunities. Also included is unlimited attendance to Community of Practice events, held across Canada in the spring and fall for members of our executive team that work towards enhancing the EDI objectives of the University. There will also be four complimentary passes to the annual CCDI UnConference, held across Canada in the winter. Staff, faculty and students will have unlimited access to the online Knowledge Repository, curated with 600+ documents, reports, toolkits, templates and other content for you and any of your colleagues. Once we convene an EDI working group we could look into the 15% discount on fee-based services such as consulting, workshops and training, as well as on registration for the Canadian Certified Inclusion Professional certification program.

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

Each year participation in training with the CCDI increases. We have received positive informal feedback on the partnership and resource availability. We send out monthly EDI newsletters with CCDI webinars, workshops and important dates. We do not currently measure the morale or turnover of employees.

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

As well as furthering discussions surrounding the creation of an EDI working group.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	15000
Institutional commitment (if applicable):	0
Total funds spent:	

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:

Moderate impact (the EDI Stipend had moderate impact on achieving progress)

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

Training for staff and faculty that otherwise would not be offered.

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)

At this time, Nipissing University does not have an EDI action plan. In 2022, Nipissing held internal dialogues to spark conversations about barriers that exist within our own institution and how we can be a more inclusive university. As a next step in our commitment to taking action on eliminating systemic barriers to inclusion, Nipissing University is seeking a consultant to conduct a university-wide equity and stakeholder audit. This audit will form the foundation for a more thorough consultation process and development of a detailed EDI action plan.

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://www.nipissingu.ca/sites/default/files/2023-04/January%2013%2C%202023%20Senate%20Minutes%20%26%20Reports.pdf>

On January 13, 2023, there was a Senate meeting held at Nipissing University and President Wamsley asked various departments at the institution to assist in developing a report on EDI initiatives that serve as a foundation. This will reflect many of the EDI initiatives and efforts made at the institution during the reporting period.

Hyperlink 1:

<https://www.nipissingu.ca/sites/default/files/2023-04/January%2013%2C%202023%20Senate%20Minutes%20%26%20Reports.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.

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:

