Canada Research Chairs / Chaires de recherche du Canada

Canada

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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:

Mount Saint Vincent University

Contact Name:

Derra Truscott

Position Title:

Research Grants Coordinator

Institutional Email:

derra.truscott@msvu.ca

Institutional Telephone Number:

9024576467

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 <u>here</u>). 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 B: Challenges and Opportunities

Challenges

Other than what has been outlined in the section above, outline any challenges regarding the implementation of the EDI action plan. If COVID-19 has had an impact on the implementation of the institution's action plan, please outline how below. How has or will the institution address these challenges? (limit: 5100 characters):

The biggest challenge at MSVU has been identifying and gathering data related to equity deserving groups. Part of our work included identifying what data are needed, where that information should be housed, and processes for accessing the data in a way that protects confidentiality. As with most institutions, MSVU has not historically had processes in place to capture the breadth and depth of information now required by the Tri-Council related to CRC hires and retention (both applicants to chair positions and successful candidates). One of the goals of the self-assessment was to identify these data acquisition gaps. The EDI consultant, hired through the EDI Stipend from TIPS, has begun a thorough analysis of data collection processes and the action plan will identify processes that need to be put in place to address any shortcomings. To identify equity targets and gaps with respect to CRC hires and retention we have gathered and analyzed data related to: • The institution's processes and strategies for collecting and protecting data on the EDGs. • Historic record of faculty who identify as being from one of the EDG/ESG: Women, Indigenous peoples, members of visible minorities/racialized groups, and persons with disabilities. Work Force Analyses from 2012-2019 were completed and analyzed against internal targets and compared to national averages. The data shows that while Mount Saint Vincent excels in terms of equity with women (123% of expected targets), there is still work that needs to be done with other targeted groups including: Indigenous Peoples (75% of expected targets); people with disabilities (43.8 % of expected targets); and racially visible people (74.69% of expected targets). There has been a consistent improvement year over year except for those from racialized groups. However, there has recently been a cohort hire of Black scholars in 2020, so the targets for racially visible people will show improvement this coming year. The Mount is beginning to keep data related to 2SLGBTQ+ faculty and staff. As expected, these data indicates that MSVU is above the national average in terms of hiring and retaining women, but slightly below the National Average for Indigenous, disabled and racially visible people (National statistics from Diversity of Canadian university senior leadership, Equity, Diversity and inclusion at Canadian universities: Report on the 2019 national survey. https://www.univcan.ca/wp-content/uploads/2019/11/Equity-diversity-and-inclusion-at-Canadian-universities-report-on-the-2019-national-survey-Nov-2019-1.pdf The review conducted by the EDI Consultant identified gaps in the ability to easily gather data in several areas. As a consequence, the following are currently in the process of developing practical, confidential, and transparent processes for gathering data: CRC-Specific • The number/percent of applicants from diverse groups who apply for CRC positions. • Retention rate of chair holders (to completion of term, including in reallocation exercises). • Comparison of CRC chairholder salary and benefits, financial support, and access to space. General • An accurate number of faculty who currently identify as being from one of the EDG/ESGs. • The number of graduate students who are from EDG/ESG (compared to representation in general population). • The number of students from EDG/ESG receiving internal grants/internships and Research Assistant positions (compared to representation in general population). • Identifying and analyzing internal selection/award processes in terms of equity. Another significant challenge for the Mount is the recent senior leadership transition. The institution recently hired for the positions of President (July 2022) and Associate Vice-President Research (September 2021), and the positions of VP-Administration (July 2023) and VP-Academic and Provost (August 2023). This will now provide the university with the ability to advance a collective vision of EDI priorities.

Opportunities

Other than what has been outlined in the section above, outline any opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. (limit: 5100 characters):

Having one unified approach and vision for advancing EDI at MSVU is key to our future as the only member of the Dimensions program in Atlantic Canada. This will serve as an important opportunity to further streamline EDI work being conducted. The existing committees that have historically take up this work experience challenges in sharing information across all sectors and units. The Dimensions process also provided an excellent opportunity to identify and highlight research related to EDI. The review has identified the need for consistent and sustained funding for EDIA, a framework for the systematic analysis and planning for data collection, and a university-wide communications plan.

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 key objectives for this work include: 1. Research and development of a comprehensive data collection and storage solution for self-identification data at MSVU; 2. Development of inclusive, flexible, and responsive self-identification form; 3. Pilot implementation of the system, including beta testing and recruitment of support staff and community champions.

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

Our performance indicators will include: 1. Successful research into best practices in institutional self-id data collection; 2. Consultation with relevant stakeholders at the institution; 3. Development of a MSVU-specific self-id form and customized system; Successful piloting of the solution.

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

Between April 2022 and March 2023: Develop, implement, and test a comprehensive EDIA self-identification data collection system that enables data sharing across units to support our institutional commitment to EDIA and track EDIA data over time, including CRC self-id for applicants and nominees.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	50000
Institutional commitment (if applicable):	20000
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	20000	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 reporting period:

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

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

Hiring EDI Business Analyst to facilitate the research and development of an institutional EDI collection system.

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

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)

MSVU was provided with Foundation status in the Dimensions program in summer 2023 and we are endeavoring to move our action plan forward in consultation with the Dimensions Committee and Research Office to consult widely with Equity-Deserving Groups (EDGs) at MSVU, to not only identify barriers to EDI but also gather feedback on current and proposed measures to dismantle those barriers. These consultations would not have occurred if TIPS had not offered an initial EDI Stipend to institutions – MSVU then sought funding through an internal Strategic Initiatives Fund to continue the work initiated by the Consultant. The EDI Consultant outlined and refined her consultation process with the Dimensions Committee prior to engagement with departments and representatives from EDGs. Initial engagement began with identifying key stakeholders from Equity Deserving Groups (EDGs) for a first round of interviews. Interviews began October 20th, 2020 and typically were an hour in length. Twenty-nine (29) interviews were completed between the dates of October 2020 to January 2021. Interviewees included; the Special Advisor to the President, Aboriginal Affairs; the Black Student Support Coordinator; The Nancy's Chair (Women's Chair), the VP Academic who also spoke about the L'Nu Advisory Circle (Indigenous advisory group); the President and Vice-Chancellor; the International Centre Manager; the President of the Faculty Association (MSVUFA); the Equity Action Committee Chair; the Human Resources and Diversity Advisor; the Manager of Academic Relations; the Research Grants Coordinator, the three current CRCs; the Dimensions project lead; the Accessibility Services Manager; the Student Union President; the Dean of Education; the Dean of Arts and Science; the Dean of Professional Studies; the Harassment and Discrimination Officer; the Alexa McDonough Institute Chair; the University Librarian, a Pride Committee representative; and interviews from faculty and staff that identify as representatives of the equity deserving groups. MSVU's EDI Action Plan has yet to be fully developed, engagement continues with EDGs. . To this end, the EDI Consultant position is critical to continue and expand this engagement. A goal of the EDI Consultant for continuing engagement with EDGs is to support the EDIA Advisor's Environmental Scan of EDIA committees and resources, Human Resources' climate survey, including reviewing questions and responses in terms of EDI, and the Dimension Consultant's Application to Dimensions. Other tasks that remain are: • Comparative analysis (with respect to EDIA groups) of compensation, release time (course remission), access to grants, research support • Analysis of strengths and gaps in current data collection methods related to EDIA at MSVU (we will do this collectively as an institution) • Identify how self-identification data is gathered and protected. Identify whether there are perceived risks to self-identification.

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)

Recent EDI Initiatives at MSVU: In 2021, MSVU has taken concrete and permanent steps to advance, achieve, and maintain EDI initiatives at the university. These include: Education and Outreach to MSVU Community: • MSVU is gathering data on the percent of faculty, staff, and administrators who participate in internal EDIA workshops (and what those workshops were). • MSVU has recently committed to a CCDI (Canadian Centre for Diversity and Inclusion) Membership and access to training and resources for faculty and staff. Human Resources is spearheading this initiative and we expect robust participation from our community. • The Research Office, in concert with the Office of the Vice-President Academic and Provost, has presented a Black and Indigenous Speaker Series that brings Black and Indigenous scholars to campus (currently virtual) to present a lecture based on their research. This has been well-received in the MSVU community and we have secured funding for another year of speakers in 2022. • The Senate Committee on Research and Publications, the MSVU peer-review mechanism, is currently exploring how to gather self-ID and demographic data on internal grant awardees and applicants. The Committee is currently in discussion with Human Resources to ensure that privacy is protected, and disclosure is secure. Recent EDI Initiatives at MSVU: In 2021, MSVU has taken concrete and permanent steps to advance, achieve, and maintain EDI initiatives at the university. These include: • Participation in the creation of a Nova Scotia-wide Post-Secondary Social Equity Curriculum for faculty members, focused on raising awareness of social inequity and systemic barriers, and their impact on students from EDGs in Nova Scotia. • The striking of the President's Advisory Committee on EDIA, a "meta-committee" comprised of faculty, senior administrators, students, representatives from labor groups, the HR Equity Officer, and representatives from each EDIA committee or working group at MSVU. • The creation of a full-time, permanent position for an EDIA Advisor, who provides strategic direction and leadership on EDIA across the University as well as external to MSVU. The EDIA Advisor works with the MSVU community to lead, communicate, and manage change by developing EDIA strategies, programs, training, and education. The EDIA Advisor has begun working with the MSVU community on targeted EDIA initiatives and dialogues with groups. • The report of the Pandemic Equity Action Committee (PEAC), co-chaired by the Vice-President Academic and the Chair of the Faculty Association Equity Action Committee, to examine MSVU's response to the COVID-19 pandemic through an equity lens. • The hiring of a Consultant (Equity, Diversity, Inclusion and Accessibility in Research (CEDIAR)) to support best practices in EDI in research and develop a CRC Action Plan to address barriers to EDI in research at MSVU, funded by MSVU SIF, in response to the Canada Research Chairs program requirements and our inclusion in the Dimensions Pilot program. • The successful hiring of a five-person Black scholar tenure-track cohort. These faculty members have created the Black Scholar Initiative to support other Black scholars and students at MSVU. The above initiatives serve in addition to MSVU's existing EDIA policies, centres, resources, and leaders, which include, but are not limited to: a formal diversity hire program for tenure-track faculty members; the Black Student Support Centre, led by a full-time Black Student Support Coordinator; the Aboriginal Student Centre, led by the Special Advisor to the President on Aboriginal Affairs; the 2SLGBTQQIA+ and Accessibility Committees; one of five NSERC Chairs for Women in Science and Engineering.

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: