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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 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:

Nipissing University

Contact Name:

Position Title:

Institutional Email:

Institutional Telephone Number:

The link for the EDI progress report and EDI Stipend report:

https://ca1se.voxco.com/SE/?st=jeuW6suXm8k3Ct0XM1n9bz3j3Dx9FJ0royYlUaag5uY%3D

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 underrepresented groups (e.g. women, persons with disabilities, Indigenous peoples and racialized minorities 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 current 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

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:

EDI Objective 1 - Salary for the HRG (EDI Representative). The events and conversations that have transpired around the globe over the past year 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 the area of equity, diversity and inclusion and more importantly, our responsibility to take concrete action in order to create a respectful, diverse and inclusive culture where our students, staff and faculty can thrive. As a next step in our commitment to taking action on eliminating systemic barriers to inclusion, Nipissing University has focused a lot of our focus into this area. In order 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 must begin with EDI oversight by hiring an EDI Officer. The funding provided by the CRCP and EDI stipend has been directed towards the salary of an EDI officer as the University was able to hire an additional full-time administrative staff member whose role and responsibilities involve 50% EDI related work. The primary focus of this role right now is to enforce the CRC management plan, the CRCP best practices guide and use this as a benchmark for all full-time faculty hiring moving forward.

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. As indicated in the initial grant application we have shared and implemented many of these CRCP, and other EDI targets within our faculty recruitment, hiring and retention practices to embed accountability in the decision making processes. Sharing the EDI objectives and the CRCP best practices recruitment, retention and hiring guide into our regular faculty hiring processes has ensured that we are being equitable throughout all faculty hiring processes.

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

The Human Resources Generalist 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 three other active faculty search committees that have used the CRCP best practices guide. The HRG has sat on all on these hiring committees as an HR/EDI representative and to ensure a fair and equitable process. 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: 36685

Institutional commitment (if applicable):

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	0	none
2	0	none

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:

Major impact (the EDI Stipend had a major impact on achieving progress)

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

The stipend was used to supplement the salary of the Human Resources Generalist so that they could focus their efforts on our recruitment, hiring and retention process and policies in regards to the full-time faculty hiring processes.

Do you have other objectives to add?

Yes

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:

EDI Objective 2 - Partnership fee for Canadian Centre for Diversity & Inclusion (CCDI). To affect institution-wide change, the EDI Officer will primarily focus on positive, and proactive measures, including, but not limited to developing and delivering EDI programming for the entire campus community; providing a centralized EDI resource centre; and enlisting EDI Champions with representatives from leadership, faculty, administrative departments, and the student body. This 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.

Tracking the training and professional development opportunities completed by staff, faculty and students.

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:	5750
Institutional commitment (if applicable):	0
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	0	none
2	0	none

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:

Major impact (the EDI Stipend had a major impact on achieving progress)

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

The stipend was used to pay for an annual partnership with the Canadian Centre for Diversity & Inclusion (CCDI). This will be a great step to provide some training opportunities to staff, faculty and students.

EDI Stipend Objective 3

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:

EDI Objective 3 - Salary of the Director, Human Resources. The Director, Human Resources was responsible for spearheading the hiring of the new Human Resources Generalist. This included support and approval from upper administration as well as the budget committee. This role also was the EDI lead from May 2020-September 2020 before the new Human Resources Generalist was hired.

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

The successful hire of a new position in September 2020, whose role is 50% used to focus on EDI specific initiatives. The draft of a new policy called the 'Respectful Workplace & Learning Environments Policy'.

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

One of the biggest impacts and outcomes is the creation of a new policy that was created by the Director, Human Resources that has been approved by the Board, it is called the 'Respectful Workplace & Learning Environments Policy'. This policy outlines the Universities position on discrimination, systemic harassment/discrimination, Ontario Human Rights Code based harassment, racism/racial discrimination, disability discrimination, sexual and Gender-based harassment, workplace harassment, bullying, academic bullying, negative/poisoned environment, and respectful workplace and learning conduct.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 7564

Institutional commitment (if applicable):

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	0	none
2	0	none

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:

The stipend was used to support 4% of the Director's salary to focus some of their efforts on creating a Human Resources position to focus 50% on EDI and to create a new policy.

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)

Over the past number of months, Nipissing has 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 action plan. These conversations have also provided the institutions with new ideas of how to move forward and the President wants to spearhead a committee or EDI working group later this month. This will allow for all departments and groups to participate in the decision making process moving forward and will ensure we include a representative from all underrepresented groups.

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

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Submit and Exit Survey

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit.'

Jointly administered by: