

# EQUITY, DIVERSITY AND INCLUSION 1

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.

Key institutional actions in support of EDI in the CRCP:

Share up to three key EDI actions related to the CRCP that were undertaken during the reporting period as well as their impact. (required)

Add EDI Action

Key EDI Action	Actions
OCAP® Training: Organized a competition/registration process to provide training to a cohort of faculty members and students on the First Nations principles of ownership, control, access, and possession, through the course, Fundamentals of OCAP®, offered by the First Nations Information Governance Centre.	<a href="#">Edit</a> <a href="#">Delete</a>

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

- ☐ Yes
- ☒ No

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

Since the application process and training did not commence until the current year (2025-2026), we hope to be able to report on outcomes in the next annual report.

Note that as a small institution, we are still in the process of creating a CRCP EDI Action Plan.

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

In the organization process, the main challenges encountered were the many competing demands experienced by the research office during the Winter term. Although we had originally hoped to launch the call for applications in the Winter term, we ended up having to pivot to the Summer term.

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

- ☒ Yes
- ☐ No

## EQUITY, DIVERSITY AND INCLUSION 2

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 **(required)**

- ☐ Not important
- ☐ Somewhat important
- ☐ Important
- ☒ Very important
- ☐ Do not know
- ☐ 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. **(required)**

This reporting year, Nipissing's Equity Action Planning Task Force (EAPT) engaged a consultancy firm to complete an equity audit of the entire University, including an examination of Indigenization and decolonization at Nipissing. The successful agency, ParriagGroup, completed an environmental scan to review systems and identify gaps, and then hosted a series of focus group and interview sessions, and provided opportunities for all campus members to share their experiences through an online survey. In the 2025-26 year, their final report and recommendations will help guide actions to address systemic barriers and shape policies, programs, and practices that benefit the entire university community. You can read more about the audit at the following page:

<https://www.nipissingu.ca/departments/office-of-president/edia-audit>