



TABLE OF CONTENTS

You may complete sections individually by selecting them from the table of contents. At the end of each section, you will be redirected to this table of content to select another section to complete or to review. Alternatively, you may complete the full report, without going back to this table of content between each section, by selecting the option "Complete Full Report".

Submit and Exit Survey

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:

The King's University (Edmonton)

Contact Name:

Dr. Kristopher Ooms

Position Title:

Vice President Academic and Research

Institutional Email:

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Institutional Telephone Number:

780-465-3500

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:

Contribution towards salary of Equity Officer Provide EDI training funds to 1) develop institutional awareness on discrimination and how best to respond effectively; and 2.) imbed training on unconscious bias and inclusive hiring into recruitment

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

Metrics in our campus climate survey: awareness of reporting, experience of discrimination/Bias/Harrassment, other gender identities and sexual orientations feeling welcome Completion of EDI training by employees. increased diversity of hires

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

we hired a Equity officer May 2023 we have implemented an online anonymous GBV reporting tool. Sept 2022 we have set up and EDI office in our main student life hallway. Sept 2022 developed a working draft of an institutional EDI action plan. we are currently conducting our follow up EDI survey to measure impact Fall 2023 EDI training has occurred for all employees Started in 2021 with hiring committees and senior administrators, all employees completed training in Sept 2023 we continue to make gains hiring diverse faculty and staff.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	50000
Institutional commitment (if applicable):	17534
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:

We used the money to fund part of our Equity Officers salary and to pay for training. The equity Officer is working on our institutional EDI plan as well as being a point person for EDI discussions and reporting.

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)

There was a delay due to staffing issues and the project was extended until July 2023 through the EDI Stipend program. The New Equity Officer was hired in May 2023. The King's University EDI Action Plan and Climate Action Survey (2021) which gathered 455 Faculty, Staff, Student, and Alumni perspectives on Equity, Diversity and Inclusion and feelings of welcome, provided the Equity Officer with the information needed to develop the "Pathway to Belonging: Diversity, Equity, Inclusion and Belonging on King's Campus." A literature review was conducted by researching other institutions and their EDI frameworks, best practice when working with diverse faculty, staff, and students, and broadening our HR practices. Out of this research, a seven-component draft institutional action plan was developed in May 2023. Another survey looking at a needs assessment of institutional gaps in Diversity, Equity, Inclusion and Belonging was scheduled for Spring 2023 and was implemented in the fall of 2023. Throughout the development of the "Pathway to Belonging: Diversity, Equity, Inclusion and Belonging on King's Campus" stakeholders were asked to review the document and provide input from their perspective and if the action plan captured the needs of our community, would lead to an outcome of encouraging and attracting diverse researchers and create an environment where all belong. The action plan has been left as a working document. As we connect with different groups on campus, we will be able to be flexible and course correct when needed. The development and approval of the Pathway occurred over the summer months when our usual programming was not occurring. Thus, it was not possible to meet with specific groups. We wanted to be able to make changes as we gathered more information and explored possible activities. Kimberly Crenshaw's work on Intersectionality has been a guiding force to help us look at how identity intersects and the importance of including all peoples in our processes not just those with visible differences. Our resource materials and training incorporate intersectionality to encourage all of us to see our differences and similarities. Several gaps emerged from the EDI Task Force and from discussion with campus faculty, staff, and students. Seven areas of focus emerged and have been included in the Pathway. 1) Education and Training for all Faculty, Staff and Students on Diversity, Equity, Bias, Discrimination and microaggressions. 2) Furthering Workplace Equity by looking at reducing bias in hiring and recruitment and changing policies to reflect today's diverse work force. 3) Policies and Procedures review and revision to be inclusive of underrepresented groups on campus. 4) Inclusive Excellence that includes decolonizing the curriculum and providing learning opportunities reflective of diverse groups. The outcome would be positive not only for students but would attract diverse researchers. 5) Communication and Connections with Faculty, Staff and Students to celebrate diversity of all kinds on campus. Ensuring that we are seeking input from underrepresented groups through focus groups and surveys. Creating a consistent message about Diversity, Equity, Inclusion and Belonging. 6) Responding to instances of systemic discrimination through a fair complaint process and keeping the issue of DEIB alive on campus. 7) Benchmarks and Evaluation is key to determining whether our work is making a difference. We will be conducting focus groups and continuing to educate ourselves on the needs of underrepresented groups to reduce systemic, institutional, and personal discrimination.

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)

The development of the Pathway to Belonging action plan took until the summer of 2023, so we are now implementing and revising the action plan. Training of Faculty and Staff occurred in August 2023 over two sessions by outside consultants. Seven areas of focus emerged from the Pathway to Belonging. Our work activities will focus on these themes: 1) Education and Training for all Faculty, Staff and Students on Diversity, Equity, Bias, Discrimination and microaggressions. 2) Workplace Equity by looking at reducing bias in hiring and recruitment and changing policies to reflect today's diverse work force. 3) Policies and Procedures review and revision to be inclusive of underrepresented groups on campus. 4) Inclusive Excellence that includes decolonizing the curriculum and providing learning opportunities reflective of diverse groups. The outcome would be positive not only for students but would attract diverse researchers. 5) Communication and Connections with Faculty, Staff and Students to celebrate diversity of all kinds on campus. Ensuring that we are seeking input from underrepresented groups through focus groups and surveys. Creating a consistent message about Diversity, Equity, Inclusion and Belonging. 6) Responding to instances of systemic discrimination through a fair complaint process and keeping the issue of DEIB alive on campus. 7) Benchmarks and Evaluation is key to determining whether our work is making a difference. We will be conducting focus groups and continuing to educate ourselves on the needs of underrepresented groups to reduce systemic, institutional, and personal discrimination.

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

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:

