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CRCP Institutional EDI

Action Plan - Contextual Details



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](#). Ensure to remove all numbers less than 5 prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders. This is a requirement of the *Privacy Act*.

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:

Kwantlen Polytechnic University

Contact Name:

Teresa Smith

Position Title:

Director, Organizational Development and Employee Experience

Institutional Email:

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604-599-2407

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, persons with disabilities, Indigenous Peoples and racialized minorities, LGBTQ2+ 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 (either the one approved by TIPS or the one currently 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

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 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)

This section is not applicable as KPU does not have an action plan (one is currently under development).

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.kpu.ca/edi>

<https://wordpress.kpu.ca/antiracism/>

<https://www.kpu.ca/teaching-and-learning/learning-opportunities/fte>

<https://www.kpu.ca/indigenous/dialogue-series>

<https://www.kpu.ca/provost-presents>

<https://libguides.kpu.ca/indigenous/indigenousinformationliteracy>

In March 2021, the Canadian Centre for Diversity and Inclusion (CCDI) conducted an employee diversity census and inclusion survey on behalf of KPU. They also interviewed former Canada Research Chair nominees and applicants. CCDI summarized their findings in a Current State Inclusivity Assessment (CSIA) report which has provided a starting point for the development of KPU's first Equity, Diversity, Inclusion and Decolonization (EDID) Action Plan. KPU formed an EDID Action Plan Development Committee in January 2022 and the creation of the action plan is well underway. KPU's Task Force on Anti-Racism (TFA) led by Dr. Asma Sayed, CRC in South Asian Literary and Cultural Studies, Department of English, is finalizing its recommendations and report for KPU's senior leadership after extensive research into existing KPU strategies, policies, investments, resources, and practices, internal and external consultations through meetings, workshops, and discussions, and an employee survey. This report, the culmination of two years of effort, will be submitted by early fall and will recommend several initiatives and improvements to further the goals of antiracism at KPU. KPU is finalizing its first Indigenous Strategic Plan: *xé?el̓*: Our Pathway to Systemic Transformations, estimated to be released in early fall 2022. Developed through an extensive process that included countless conversations and contributions from local Indigenous communities and from across the University, *xé?el̓* is about shifting the KPU's culture to one where the responsibility of systemic transformations is shared amongst the entire KPU community to recognize and advance the rights of Indigenous peoples. In May 2022, KPU's received approval from the BC Office of Human Rights for a Special Program focused on Indigenous recruitment and retention. This approval permits KPU to preferentially hire and retain qualified candidates who self-identify as Indigenous (including First Nations, Metis, and/or Inuit) for faculty, staff and non-bargaining unit management positions. With approval in place, KPU will be examining ways to improve hiring and retention practices and increase awareness about decolonization to support the special program initiative. KPU's Teaching and Learning Commons offers a Foundations in Teaching Excellence program which addresses five core domains necessary to support the design and delivery of exceptional learning experiences. An Inclusive Teaching domain was introduced in the second half of 2021 and focuses on course design and teaching approaches which consider all social identities and foster respect for all student needs. Through enrollment in the Inclusive Teaching domain, faculty and instructional staff learn strategies for building inclusive learning communities, as well as vocabulary and practices related to justice and equity. KPU's Indigenous engagement and subject liaison librarian, Rachel Chong, authored a Pressbook in January 2022. Entitled Indigenous Information Literacy, this open education resource outlines best principles for working with Indigenous print and oral sources in academic research. Topics include Indigenous print sources for credibility and authenticity, finding Indigenous authors, and respectfully working with Elders. Opportunities to engage with a wide-range of equity, diversity, inclusion, anti-racism and decolonization topics and experts were offered to faculty and other KPU community members through a variety of university groups and/or departments: KPU's Task Force on Anti-Racism, Teaching and Learning Commons, Office of the Provost, Indigenous Services, and Human Resources. For example, Provost Presents, held on March 10, 2022, featured guest speakers Sunera Thobani, Benita Bunjun and Enakshi Dua who spoke about critical race and Indigenous Theory. The Office of Research Services has set up a Task Force on EDI in Research and Scholarship. The Office is incorporating EDI across KPU's research enterprise, including research chair competitions, and in research projects.

<https://www.kpu.ca/edi>

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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:

