

Canada Research Chairs Program 2024-25 Institutional Report

Equity, Diversity and Inclusion Progress Report

Equity, Diversity and Inclusion - Section 1

Institution: Dalhousie University

Reporting period: [April 1, March 31]

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)

Describe the key action that was undertaken. (required)

Pilot of the Diversity and Equity Assessment Planning tool (DEAP tool) within Dalhousie's Faculty of Science ahead of wider adoption.

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

- ☒ Yes
☐ No

Briefly describe the related objective. (required)

This action supports Objective 2.10 in Dalhousie's CRC EDIA Action Plan: "Adoption of the Diversity and Equity Assessment Planning (DEAP) Tool for Researchers at Dalhousie University"

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

The pilot of the DEAP tool included four units within Dalhousie's Faculty of Science: Biology, Chemistry, Psychology & Neuroscience, Physics & Atmospheric Science. The pilot was launched in September 2024 and has been supported by Equity Champions within the faculty (representing students, staff and faculty) as well as by EDI Departmental Committee Chairs within the Faculty of Science. These groups have supported the adoption of DEAP to the Dalhousie context and participated in the review of the pilot outcomes (which will be reported on in 2025-26).

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

The DEAP Program requires units to help answer indicators-specific questions, set goals and keep track of their own strategic priorities. To assist with the complexity of EDI issues addressed within the questions, DEAP is accompanied by a set of DEAP Resources to help support its participants and in early design to the AchieveIT, a strategic management software with great success for the department of People and Culture at Dalhousie University. The usage of both the DEAP Resources and AchieveIT platform will help guide and support Units to transition smoothly with DEAP tool implementation.

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

- ☒ Yes
☐ No

Equity, Diversity and Inclusion - Section 2

Institution: Dalhousie University

Reporting period: [April 1, March 31]

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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.

"Building inclusivity" is a key priority of Dalhousie University's Strategic Research Direction. This priority is advanced through a number of initiatives across units and is underpinned by evidence-based processes and policies. An important source of institutional data is the biannual Campus Climate Survey administered by Human Rights and Equity Services. These surveys are used to understand the general campus climate within the various faculties, departments and units.

At Dalhousie, the CRCP Stipend for Equity Diversity and Inclusion provides partial salary support for an EDI Officer. In addition to continuing work on the DEAP tool (as described under "Equity, Diversity, and Inclusion 1"). the EDI Officer has been working in collaboration with Human Rights & Equity Services and Faculty of Science units, to update and further develop a set of campus climate surveys for students, staff and academic groups.

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The updates reflect changes to language and feedback from past surveys and will be more Unit-specific so the responses can be more easily linked to the DEAP tool indicators.

The survey is issued every two years and the results provide data that is used to develop policies and programs that support a more inclusive and accessible environment for Dalhousie researchers, including CRCs and HQP, and enhance EDI in research design, and the research environment.

Here is a link to most recent report: <https://www.dal.ca/content/dam/www/about/mission-vision-and-values/edia/Dalhousie-Census-Report-2023.pdf>