

Objective 2: Meet or exceed the Canada Research Chairs equity targets for women, persons with disabilities, members of visible minorities and Indigenous Peoples.

Systemic barriers - Please provide a high-level description of the systemic barriers (e.g. summarize what the barriers are and how they were identified):

Current recruitment of CRC's is exclusionary and does not include any EDI best practices. Language related to hiring and filling faculty openings in full-time faculty Collective Agreement is a barrier to EDI. Our previously existing Employment Equity statement contained language that presented a barrier to EDI, however this statement was re-envisioned to be more inclusive.

Corresponding actions undertaken to address the barriers and

Data gathered and Indicator(s) - can be both qualitative and quantitative:

Actions	Indicators and Metrics	Responsibility	Timeframe
2.1 Ensure CRC job postings will use inclusive language and include statements on: - commitment to equity - career interruptions - accommodations	# of postings written through a diverse lens  # of postings reviewed by EDI Advisor	AVP Research HR-EDI Advisor	2018
2.2 Ensure targeted outreach/advertising to attract candidates/researchers from the designated groups.	# of non-traditional advertising venues utilized	AVP Research	2018
2.3 Require all members of the CRC selection committee participate in Equity training.	100% participation of all committee members	AVP Research, VPAR HR-EDI Advisor	2018
2.4 Create a CRC Self-Identification Questionnaire and ensure it is implemented as part of the recruitment process.	Survey created Response rate	AVP Research VPAR HR-EDI Advisor	2019
2.5 Require CRC selection committee have representation from the designated groups.	# representative committees  Diversity of representation	AVP Research VPAR HR-EDI Advisor	2018

2.6 Create a guide to assist internal candidates with the nomination and renewal process including timelines and available supports.	Feedback received	AVP Research	2020
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**NOTE:** Data was gathered from the interviews held as part of the Employment Systems Review and surveys provided to current Chairholders

**Progress and/or Outcomes and Impacts made during the reporting period:**

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2.1 (On-going) The next CRC recruitment at SMU is scheduled to begin in 2021 or 2022. To ensure the job posting has been written through a diverse lens, the job posting will be reviewed by the Diversity and Inclusion Advisor. The Diversity and Inclusion Advisor has also developed a checklist that faculty can use as a guide to ensure best practices have been utilized. The VPAR office also requires search committees to indicate all positive actions they have implemented in conducting their search. This document is submitted as part of the approval process and includes questions related to the composition of the applicant pool.

The University has recently re-envisioned the Employment Equity and Diversity Commitment statement that will appear on all job postings. The new statement is more inclusive of all equity-deserving groups. The statement also includes information related to accommodations. (The new statement is included below in this section)

2.2 (On-going) Search committees advertise in traditional venues listed in the Collective Agreement such as University Affairs, CAUT, the SMU website and occasionally on Career Beacon. These sources of advertising may not reach a diverse audience, and therefore departments are encouraged to consider more targeted advertising in an effort to attract a more diversified applicant pool with intent to reach applicants from under-represented groups. The Diversity and Inclusion Advisor is often consulted to assist in identifying potential journals and associations, and has started to develop a database of targeted advertising sources for departments to review for consideration.

2.3 (On-going) Training by the Diversity and Inclusion Advisor on EDI, Accommodations and Unconscious Bias is delivered to faculty members and Deans as members of departmental search, appointments, promotion and tenure committees. The sessions also provide for discussion regarding clauses in the collective agreement related to equity and hiring.

2.4 (On-going) A CRC Self-Identification Questionnaire form has been created and will be utilized as part of the upcoming Chair recruitment process. In the past, self-identification has not been included in the recruitment of previous chairs. The form will be utilized as part of the next recruitment. This will enable the Diversity and Inclusion Advisor to conduct analysis on the representation of designated groups at the various stages in the recruitment process.

2.5 (On-going) As with faculty recruitment, the Collective Agreement requires that at least one member of the search committee be a member of a designated group. The default group usually has been women, however departments are encouraged, when possible, to consider other designated groups and gender identities in an effort to have broader perspectives.

Human Resources has created a self-identification form for search committee composition. This form is shared with members of the search committee and then sent to the Diversity and Inclusion Advisor, who will then inform the committee chair whether or not the requirement has been met. It should be noted that this process can be challenging as individuals with hidden or invisible disabilities may choose to not disclose.

2.6 (In progress) The development of a recruitment guide is currently underway. It is anticipated to guide applicants through the recruitment process. The guide will be available in time for the next recruitment in the fall of 2021 or in early 2022.

#### General:

Saint Mary's University has recently re-envisioned the Employment Equity and Diversity Commitment statement that will appear on all job postings – the new statement is:

*“At Saint Mary’s University equity and diversity are integral to excellence and enrich our community. As an institution committed to fostering an environment of inclusion and respect, we welcome applications from women, Indigenous peoples, racialized persons/visible minorities, persons with disabilities and others who might contribute to the growth and enrichment of our community. All qualified candidates are encouraged to apply; however, preference will be given to Canadian citizens and permanent residents. If you require accommodations during the recruitment process, please contact Human Resources at [hr@smu.ca](mailto:hr@smu.ca).”*

#### Challenges encountered during the reporting period:

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There were no challenges associated with this objective as the University was not starting a recruitment for a new Canada Research Chair.

### Next Steps (indicate specific dates/timelines)

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It is anticipated that when the University is ready to recruit a new Canada Research Chair, there will be a critical mass of faculty who have been trained in EDI as it relates to recruitment as well as the in-house Unconscious Bias and Anti-racism workshops which are now being developed with the assistance of the EDI Stipend (discussed as part of our Objective 3). The University will continue to monitor the Canada Research Chair equity targets and determine appropriate actions necessary to ensure we continue to meet or exceed the targets that have been set.

With the next round of faculty bargaining, recommendations will be made to ensure the language is more inclusive of other gender identities and gender expressions beyond women.