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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 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:

The King's University (Edmonton)

Contact Name:

Dr. Kristopher Ooms

Position Title:

Vice President Academic and Research

Institutional Email:

kristopher.ooms@kingsu.ca

Institutional Telephone Number:

780-465-3500

The link for the EDI progress report and EDI Stipend report:

<https://ca1se.voxco.com/SE/?st=jeuW6suXm8k3Ct0XM1n9bz3j3Dx9FJ0rzRW48KCRbQs%3D>

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 underrepresented groups (e.g. women, persons with disabilities, Indigenous peoples and racialized minorities 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 current 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

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:

The EDI consultant will guide development, training, and equipping of an EDI taskforce to provide short and longer term recommendations regarding inclusive practices and policies.

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

Establish a working taskforce to conduct a review and provide recommendation for how to embed EDI into our culture. Would include a review of institutional policies and practices through our Statement on Inclusion. Review of our student scholarship and bursary funding models, our hiring and recruitment practices, our courses and curriculum, and other cultural artifacts.

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

A working taskforce was established in November 2020. The taskforce was co-chaired by the external EDI consultant Osayi Ogieva and Dr. Jennifer Braun, Assistant Professor of Sociology at The King's University. The taskforce had more than 30 members including students, staff, faculty, two academic Deans, the Dean of Students, the Vice President Academic and Research and the President. The taskforce was divided into working groups: - Campus Climate: survey and run focus groups to assess the current state of EDI challenges and opportunities. - Climate Communications: develop strategies for communicating the work of the taskforce with the university community. - Equity and Inclusion - Students: review institutional policies related to students and student scholarship and bursary. - Equity and Inclusion - Faculty and Staff: review institutional policies related to careers, governance, and operations. - Definitions: develop definitions of terms that resonate with the University community. The final report is currently being prepared and we expect to make the results of this work open to the University community by the fall of 2021.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	18221
Institutional commitment (if applicable):	0
Total funds spent:	

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	0	NA
2	0	NA

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:

Major impact (the EDI Stipend had a major impact on achieving progress)

Provide a high level summary of how the stipend was used:

The stipend was used to employ an external EDI consultant to lead the taskforce, provide training to the taskforce, and provide external perspective on what is being learned. The consultant used some funds to secure additional taskforce training for unconscious bias, gender-based analysis, anti-racism, white fragility, and cultural competency and safety and to get external assistance analyzing the qualitative responses from the campus climate survey and focus groups.

Do you have other objectives to add?

No

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)

N/A

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 possible. 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 King's University is in the early stages of formally integrating the current principles and language of EDI in Canada. The governance structure at King's is structured around the principle of codetermination, meaning that many voices are part of our decision making processes and contribute to our life as an institution. The current efforts we are making on the EDI front are focused on ensuring that as far as we are able, all diverse voices are being heard and those that have been traditionally marginalized are allowed to speak more fully into the community. To this end The King's University has:

- Developed and renewed hiring policy and practice guidelines to ensure equity.
- Increased racial representation within the faculty.
- Started monitoring career outcomes for scholars with an intersectional framework.
- Implemented a strategic research plan that pays attention to EDI principles.
- Established an Indigenous Initiatives Circle for the purpose of developing a plan as to how we might further our commitments to indigenization and reconciliation as a University. The IIC is first and foremost a place of listening and deep commitment to each other, hospitality and social transformation.
- Participated in a Summer Institute on Reconciliation in Dawson City, Yukon, and Whitehorse, Northwest Territories. Hosted by the McConnell Foundation, Vancouver Island University, and Yukon College, with the support from Colleges and Institutes Canada and Universities Canada.
- Established an EDI website (<https://kingsu.ca/about-us/about-kings/edi>).
- Increased racial representation on the Board of Governors.
- Been working to increase indigenization in our curriculum. As we conclude a year of focused work on EDI at King's, we will move from the assessment phase and expect to see even more transformational initiatives that impact scholarship at the institution. We know that there is a long road ahead of us but the institution is committed, from the highest levels down, to living into a vision of a truly diverse and inclusive University.

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

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Complete Full Report

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit.'

Jointly administered by:

