

**Canada Research Chairs Program  
Equity, Diversity, and Inclusion Action Plan**

Institution: The King's University

Program: Canada Research Chairs Program (CRCP)

Document Type: Approved Institutional Action Plan


Submission To: Tri-Agency Institutional Programs Secretariat

Date: August 20, 2025

**Endorsement**

This Action Plan has been reviewed and approved by The King's University. It reflects our commitment to advancing equity, diversity, and inclusion (EDI) within the Canada Research Chairs Program and to meeting the requirements established by the Tri-Agency Council.

We confirm that this Action Plan will be published on the institution's website prior to submission to the CRCP.



Dr Kristopher Ooms  
Vice President, Academic and Research

**Equity, Diversity and Inclusion Action Plan (EDIAP) for Canada Research Chairs  
Program (CRCP)  
The King's University**

**1. Presidential Statement of Commitment**

*“The King’s University is committed to advancing equity, diversity, and inclusion across all areas of academic life. This plan reflects our responsibility to remove barriers, build inclusive research environments, and ensure fair access to the Canada Research Chairs Program. We look forward to working collaboratively across our institution and with our partners to realize these commitments.”*

— Dr. Melanie Humphreys, President, The King’s University

**2. Institutional Context**

The King’s University currently holds two Canada Research Chair allocations. As a Christian liberal arts institution located in Edmonton, Alberta, King’s is committed to creating a diverse and inclusive research environment, consistent with its mission to inspire learners to bring renewal and reconciliation to all walks of life.

King’s has a robust institution-wide Diversity Equity Inclusion and Belonging (DEIB) action plan ("Pathway to Belonging") and is now developing a focused EDIAP in compliance with the Canada Research Chairs Program (CRCP) requirements.

**3. Our Mission, Vision and Values**

King’s Mission: We exist to provide university education that inspires and equips learners to bring renewal and reconciliation to every walk of life as followers of Jesus Christ, the Servant-King.

King’s Vision: To serve widely as a Christian university that helps to build a more humane, just, and sustainable world.

King’s Values connected to DEIB (excerpt from Handcrafted King’s 2023-28 Strategic Plan):

**Community of Belonging and Inclusion**

We extend intentional hospitality with each other, enabling all people from different traditions, backgrounds, cultures, identities, perspectives, abilities, and experiences to learn and work in an environment of mutual respect.

**Practice Reconciliation**

We practice reconciliation beginning with the reconciliation we extend to one another as a community. We do this by speaking out against racism and systemic injustices and making our campus a hospitable place of training, where each one's gift is celebrated, each person's life is respected as a sacred response to God's life in us all.

#### **4. Land Acknowledgement**

Amiskwaciy-wâskahikan, Edmonton, is located where the prairie and boreal forest meet, a gathering place and home for many Indigenous peoples since time immemorial – including the Nehiyawak, Niitsitapi, Tsuu T'ina, and Michif Piyii peoples. It is now part of Treaty Six and the Métis homeland. The King's University was founded by newcomers and settlers to this land who immigrated from the Netherlands and has since grown to welcome students and staff from many places and cultures. We are grateful to live, learn, teach, and worship in this place. At the same time, we grieve the historical and ongoing injustices that have resulted from settler colonialism on this land. We grieve for broken Treaty promises, forced displacements and land thefts, Residential Schools, bans on traditional language and cultural practices, and ongoing systemic racism. We grieve for our failure to live up to the best of our own spiritual tradition, and the subsequent broken relationships with others, the land, and our Creator. This mixture of gratitude and grief unsettles us, as it should. We commit ourselves to living into this discomfort and learning from it, allowing it to help us discern what our role may be in helping to set things right.

We commit to continuing the work we began as a King's community in 2014 in response to the Truth and Reconciliation Commission of Canada, "learning, listening, and telling the truth so that we can walk a life-affirming journey together". We commit ourselves to learning what this means, and how to be good neighbors with the original peoples of this land and with all our relations in Creation. Specifically, we commit to:

- Humbly listening to and learning from Indigenous community members and leaders who so graciously share their guidance with us.
- Working to make King's a welcoming, accessible, and hospitable place for Indigenous students, staff, and faculty.
- Equipping our learning community to understand the ongoing legacy of settler colonialism, and our responsibility to help set things right.
- Supporting our staff and faculty to discern how, in their professional roles, they can contribute to transformed and just relationships.
- Working for just, renewed, and reconciled relationships between peoples and between people and the land and advocating against ongoing white supremacy and systemic racism.

Approved by President's Council, April 12, 2023.

## **5. Statement on Inclusion**

The King's University (King's) believes that all people are worthy of respect. Our faculty, staff, and Board of Governors are committed Christians and affirm Christ's call to love others as we love ourselves.

Held by this strong foundation, we consciously cultivate a safe, inclusive environment of mutual respect, where all may belong and flourish.

We are committed to equity of access and opportunity for all our students, faculty, and staff in keeping with the Canadian Charter of Rights and Freedoms and the Alberta Human Rights Act.

King's accepts all students who qualify academically, and we are deeply committed to serving all students who attend our university.

Approved by the Board of Governors, November 2018

## **6. Governance and Accountability**

**Responsible Office:** Institutional Research

**Senior Oversight:** Vice President, Academic and Research, reporting to President's Council and the Board of Governors

**Accountability:** EDIAP progress will be reviewed annually and embedded within institutional strategic priorities

Relevant policies and plans that inform this EDIAP include:

- Pathway to Belonging: Institutional DEIB Plan
- Research Administration Policy
- Privacy and Data Management Policy

## **7. Design Framework for the EDIAP**

### **a. Objectives**

To develop a research-specific EDIAP that:

- Increases representation of equity-deserving groups among CRC nominees
- Improves access, transparency, and accountability in CRC-related processes

- Aligns CRCP participation with the university's broader DEIB goals

#### **b. Institutional Self-Assessment**

King's has not yet conducted the three formal reviews required by the CRCP. These will be prioritized as foundational activities. The templates for the three reviews have been added to this document as Appendix A.

#### **c. Privacy and Confidentiality**

All data collected will be managed according to Alberta's FIPPA and institutional privacy policies.

#### **d. Addressing Resistance**

EDI training for hiring committees, along with dialogue-based engagement rooted in Christian values, has been used to address resistance and foster a cultural of inclusion.

#### **e. Co-Creation and Consultation**

This plan builds on the DEIB Task Force's work, the 2021 Climate Survey, and consultations with Indigenous and equity-deserving groups. Feedback loops will continue throughout implementation.

#### **f. Intersectionality**

This plan recognizes the overlapping nature of systemic barriers across multiple identity categories, including but not limited to race, gender, disability, and sexual orientation.

### **8. Equity, Diversity, and Inclusion Reviews**

The King's University has not yet undertaken the Employment Systems, Comparative, or Environmental Reviews required by the Canada Research Chairs Program. These reviews are scheduled to be completed between September 2025 and January 2026 and will be overseen by the Office of Institutional Research. Findings from all three reviews will inform future updates to the EDIAP. Templates for these reviews are available in Appendix A.

### **9. Action Plan: SMART Objectives**

<b>Objective</b>	<b>Action</b>	<b>Timeline</b>	<b>Responsible</b>	<b>Indicator</b>
Complete all three EDI reviews	Establish panel and launch reviews	Sept 2025 – January 2026	Institutional Research	Review reports

Review training for CRC hiring committees	Implement mandatory bias/inclusion training	Jan 2026 onward	HR, VP Academic and Research	100% committee training completion
Integrate equity into CRC recruitment	Revise job ads, criteria, and self-ID	Feb 2026	HR, VP Academic and Research	All ads reflect EDI principles
Monitor representation	Track equity group data annually	Fall 2026 onward	Institutional Research	100% CRCs self-identified
Engage Indigenous partners	Formal consultation and process redesign	Ongoing	Indigenous Initiatives, IR	1+ engagement per academic year

## 10. Indigenous Engagement

King's is committed to ongoing reconciliation work rooted in its Christian identity. This EDIAP includes:

- Reviewing and revising CRC recruitment processes to support Indigenous scholars
- Integrating Indigenous knowledge and space into faculty life
- Creating respectful protocols for community-engaged research

## 11. Monitoring and Evaluation

The EDIAP will be reviewed annually by the Institutional Research Office. Progress will be reported to the Vice President, Academic and Research and shared publicly. Community feedback from climate surveys and targeted consultations will be used to refine the plan.

## 12. Feedback and Revision Mechanism

- A draft of the EDIAP will be circulated for feedback to senior leadership and key equity-deserving groups before submission.
- Feedback from the Tri-agency Secretariat will be integrated upon receipt.
- The plan will be revisited and revised annually alongside progress updates.

## 13. Risk Mitigation Plan

To reduce risks of delay or non-completion:

- Alternate members will be identified for the review panel in advance
- External facilitation support will be sought if internal capacity is limited
- A dedicated project tracker will monitor milestones
- If implementation stalls, the President’s Council will intervene with resource support

#### 14. Timeline Summary

Phase	Task	Timeline
Phase 1	Constitute review panel	Aug–Sept 2025
Phase 2	Conduct all 3 reviews	Sept 2025–Jan 2026
Phase 3	Draft and circulate EDIAP	Feb 2026
Phase 4	Revise and submit to CRCP	By Aug 28, 2026
Phase 5	Annual monitoring & updates	2026 onward

#### 15. Long-term Vision

The EDIAP is not a standalone document, but a component of King’s broader institutional journey toward equity and reconciliation. Over time, its principles and processes will be integrated into research support, student mentorship, and institutional governance. This plan lays the foundation for a culture where belonging and academic excellence go hand-in-hand.

### Appendix A: Templates for the Three Equity Reviews

#### A1. Employment Systems Review Template

Review Area	Guiding Questions	Notes/Findings	Barriers Identified	Recommendations
Job Advertisement	Are CRC postings inclusive and bias-free			
Search Process	Are equity targets and self-ID processes embedded?			
Selection Criteria	Are criteria clear and equitably applied?			

Hiring Committee	Are members trained and diverse?			
Onboarding & Retention	Are supports in place for new CRCs?			

## A2. Comparative Review Template

Equity Group	Metrics	Women	Men	Observed Disparities	Recommendations
Career progression	Promotion timelines				
Grant Success	Application/success rates				
Committee Roles	Number of peer-reviewed works				
Mentorship Access	Availability and frequency				

## A3. Environmental Review Template

Area	Guiding Question	Data Source	Observations	Recommendations
Culture	Do CRC feel valued and included?	Survey		
Harassment	Are reporting and protections trusted?	HR records		
Accommodations	Are disability/religious needs met?	HR records		
Resources	Are supports equitable	Administrative data		
Recognition	Are diverse CRCs recognized/visible?	Records/committees		

## Appendix B: Glossary of Terms and Acronyms

Term	Definition
<b>CRC</b>	Canada Research Chair
<b>CRCP</b>	Canada Research Chairs Program
<b>EDI</b>	Equity, Diversity, and Inclusion
<b>EDIAP</b>	Equity, Diversity and Inclusion Action Plan
<b>DEIB</b>	Diversity, Equity, Inclusion and Belonging
<b>FIPPA</b>	Freedom of Information and Protection of Privacy Act



<b>Equity-deserving groups</b>	Populations facing structural barriers, including women, Indigenous peoples, racialized persons, persons with disabilities, and 2SLGBTQIA+ communities
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