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Complete Full Report

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:

NSCAD University

Contact Name:

Ann-Barbara Graff

Position Title:

Vice-President (Academic & Research) and Provost

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9024948220

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

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:

Development of an action plan which enumerates next steps including environmental scan of HR policies; recruitment practices for staff, faculty and students; cultural transformation in teaching and research, as well as in community engagement.

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

Our greatest deficit has been lack of information about the diversity and the attendant barriers within the community. The census is the primary instrument to help us indicate where there are gaps. We needed the larger framework to ensure community buy-in for the census and for policy review. This was the primary work of year 1. The goal is to have greater representation of diversity among staff and faculty in order to reflect the needs and realities of our student body. Our first census in 2021-22 provided the following snapshot: 81% of faculty and staff respondents identify as white; 72% of students identify as white. 13% of staff and faculty identify as living with a disability; 35% of students identify as living with a disability. 6% of staff and faculty identify as two-spirit, transgender, gender-fluid or nonbinary or other/not sure; 41% of students identify as two-spirit, transgender, gender-fluid or nonbinary or other/not sure. With the data from the census, we can move effectively to the development of an employment equity policy. This is the goal of year 2. We initially proposed \$40K for systems/plan development/communications and \$10K for training. Because of COVID protocols (and the need for the training to be in person, though with 2 m distance/masking, which required us to run one day of training in simultaneous session in two rooms), we expended \$32K on training and \$18K on systems/plan development and communications.

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

The NSCAD community engaged in a 3 stage process to develop its targeted action plan (Nov 2021). The first was gap and barrier analysis, followed by priority setting, and finally truth testing the priorities as they emerged. The plan was then developed to reflect broad engagement. (Jan-Nov 2021) NSCAD conducted its first (of what will be an annual) census of staff, faculty, students and Board members. The census was used to establish a demographic baseline and annual reports will report to the community on our progress to address disparities. (Oct 2021) NSCAD conducted a faculty cohort hire, dedicating 6 positions to Black, Indigenous and/or racialized applicants. (Dec 2021-June 2022) NSCAD aligned all faculty hiring practices to the CRC requirements, including bias training in advance of posting. (Sept 2021). NSCAD conducted 3 full days of training on EDI for staff and faculty (Jan, Feb, March 2022) and follow up in administrative units (April 2022 - ongoing).

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 18000

Total funds spent:

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:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

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

We used the initial stipend to hire a consultant (Anne-Marie DeLorey) to conduct initial broad engagement. We used funds to bring in excellent trainers for 3 days of activities. We used funds to produce materials, EDI Targeted Action Plan designed by an Indigenous led team in Winnipeg, and the census report.

Do you have other objectives to add?

Yes

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

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:

Faculty and staff training regarding EDI.

Outline the total expenditures below:

| | |
|--|-------|
| Total funds of EDI stipend spent on the objective: | 32000 |
| Total funds spent: | |

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:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

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

NSCAD contracted with external trainers familiar with the NS community and context to deliver workshops on racism and microaggression, gender identity and expression, accessibility and accommodations.

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)

As part of our gap and barrier analysis, we convened 9 sessions in order to hear first voice. Because our population is so small, it was difficult to convene individual sessions for each underrepresented group. We were able to convene an LGBTQ2+ session, in part, NSCAD as a community is very welcoming to this group which is underrepresented in the general population. We have an ongoing commitment to the TAP processes. We also simultaneously convened PADCARI (President's Advisory Council on Anti-Racist Initiatives) which is composed of internal and external community members. These robust conversations allowed for first voice engagement of Black and racialized members of the community. We also in 2021-22 convened, under the Provost, the Accessibility Working Group. This Group also has both internal and external community members. The TOR requires that half the members are individuals living with disability or have lived experience of disability. This Working Group developed a framework for significant action well beyond the physical infrastructure. We have an ongoing commitment to this working group.

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://nscad.ca/about-us/commitment-to-equity-diversity-and-inclusion/presidents-advisory-council-on-anti-racist-initiatives/>

<https://nscad.ca/about-us/accessibility2022-27/>

<https://nscad.ca/nscad-signs-scarborough-charter/>

<https://nscad.ca/about-us/commitment-to-equity-diversity-and-inclusion/>

<https://nscad.ca/charisma-grace-walker-joins-nscad/>

NSCAD offers training to faculty in a coordinated way. We have set aside three full days in the academic term for EDI training. We have reorganized our office of student experience and registrar in to an Office of Opportunity and Belonging, with a director whose focus is on cultural transformation.

<https://nscad.ca/about-us/commitment-to-equity-diversity-and-inclusion/presidents-advisory-council-on-anti-racist-initiatives/>

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<https://nscad.ca/charisma-grace-walker-joins-nscad/>

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:

