

Equity Diversity and Inclusion 1

Canada Research Chairs Program (CRCP) Institutional Report	
✓	Attraction and Retention
✓	Impact on Research Capacity
✓	Equity Diversity and Inclusion 1
✓	Equity Diversity and Inclusion 2
✓	Strategic Use of Resources
✓	Institutional Support and Protected Time for Research
✓	Additional Comments and/or Suggestions

Institution:	Acadia University	Reporting period:	[April 1, March 31]
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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)

Key EDI Action	Actions
In 2023, Acadia lost its inaugural Vice-President Equity, Diversity, Inclusion, which hindered the EDIAR Council for some time. In July 2024, Acadia hired Lerato Chondoma as the new AVP of Inclusion, Diversity, Equity, and Accessibility (IDEA), which has helped Acadia better address a range of systemic EDI barriers both within the Chairs program and elsewhere. The newfound collaboration between the AVP IDEA and the Research and Innovation Office have brought about various action items, such as the signing of the Dimensions Charter Endorsement Form, which reaffirms Acadia's commitment to EDI and demonstrates its importance to our research culture. The AVP IDEA has also been developing new policies and guidelines that will influence Acadia's research culture and extend into our Chairs' hiring process.	View

Describe the key action that was undertaken. (required)

In 2023, Acadia lost its inaugural Vice-President Equity, Diversity, Inclusion, which hindered the EDIAR Council for some time. In July 2024, Acadia hired Lerato Chondoma as the new AVP of Inclusion, Diversity, Equity, and Accessibility (IDEA), which has helped Acadia better address a range of systemic EDI barriers both within the Chairs program and elsewhere. The newfound collaboration between the AVP IDEA and the Research and Innovation Office have brought about various action items, such as the signing of the Dimensions Charter Endorsement Form, which reaffirms Acadia's commitment to EDI and demonstrates its importance to our research culture. The AVP IDEA has also been developing new policies and guidelines that will influence

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

- ☒ Yes
☐ No

Briefly describe the related objective. (required)

The appointment of the AVP IDEA is related to Acadia's CRCP EDI Action Plan objective of a "EDI Action Coordinating Committee to Oversee Institutional EDI Actions." One issue highlighted in our Action Plan was that the University did not have a "coordinated campus-wide approach" to EDI. The appointment of the AVP IDEA (along with the EDI Support Officer, financed partly through the CRCP EDI Stipend) has begun to change that reality through a campus-wide scan of EDI issues/supports and by developing training materials for our chairholders.

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

Having an AVP IDEA in place (with sufficient staff) has helped create a new collaborative research culture at Acadia. There were initiatives that went unfulfilled due to lack of resources and expertise. Through the collaboration(s) between RIGS and AVP IDEA (and others), the University is developing process and policies related to various EDI Actions. This includes working with our colleagues in the Maple League (Bishops, St.F.X., Mount Allison) on CRC EDI networking, developing workshops related to grant applications and creating better relations with deserving groups in our broader community.

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

One constant challenge for many small institutions is financial resources. Both RIGS and the Office of the AVP IDEA require more staff and other resources. Acadia is in a budget deficit situation and so we work closely to find areas in which offices on campus can collaborate in various activities. For example the bid to join the second cohort of the Dimensions Project, highlighting inclusive excellence of STEM researchers from equity-deserving groups, was completed by both RIGS and the Office of the AVP IDEA.

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

- ☒ Yes
☐ No

Equity Diversity and Inclusion 2

Canada Research Chairs Program (CRCP) Institutional Report

✓ Attraction and Retention

✓ Impact on Research Capacity

✓ Equity Diversity and Inclusion 1

✓ Equity Diversity and Inclusion 2

✓ Strategic Use of Resources

✓ Institutional Support and Protected Time for Research

✓ Additional Comments and/or Suggestions

Institution:

Acadia 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. (required)

Maximum character count: 2000 | Characters remaining: 686

The hiring of a new AVP IDEA (Lerato Chondoma) in July 2024 was critical to our EDI strategies moving forward. AVP Chondoma is assisted by an EDI office who supports various initiatives identified in our CRC-EDIA Plan that addresses system barriers and support new and diverse faculty hires. We have also started our environmental scan as part of the first phase of seeking Dimensions recognition. The CRCP stipend was put toward the salary of an EDI Officer who assists the AVP IDEA and the Office of Research & Innovation on strategic initiatives and in implementing our EDI Action Plan.

<https://www2.acadiau.ca/about-acadia/newsroom/news-reader-page/acadia-launches-new-edi-ar-portfolio-led-by-lerato-chondoma.html>

Across campus, the AVP IDEA and the office of Research and Innovation collaborate on various programs designed to change and strengthen the research culture on-campus. During Black History Month, for example, departments units and individuals were asked to spearhead research events that aligned with "Legacy in Action: Celebrating Black Brilliance." This included an Acadia "Black Excellence Gala" and a "Black Business Fair." Acadia also has several initiatives in the planning stage, including a "Black Student Applied Research Program" which we will be able to report on next fiscal year.