TABLE OF CONTENTS

You may complete sections individually by selecting them from the table of contents. At the end of each section, you will be redirected to this table of content to select anotl
Alternatively, you may complete the full report, without going back to this table of content between each section, by selecting the option "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 naviga
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
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 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 T
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 bolste
and to provide context for future iterations of the EDI action plan. Ensure that you remove all numbers less than 5 from both the plan and the report prior to posting on your
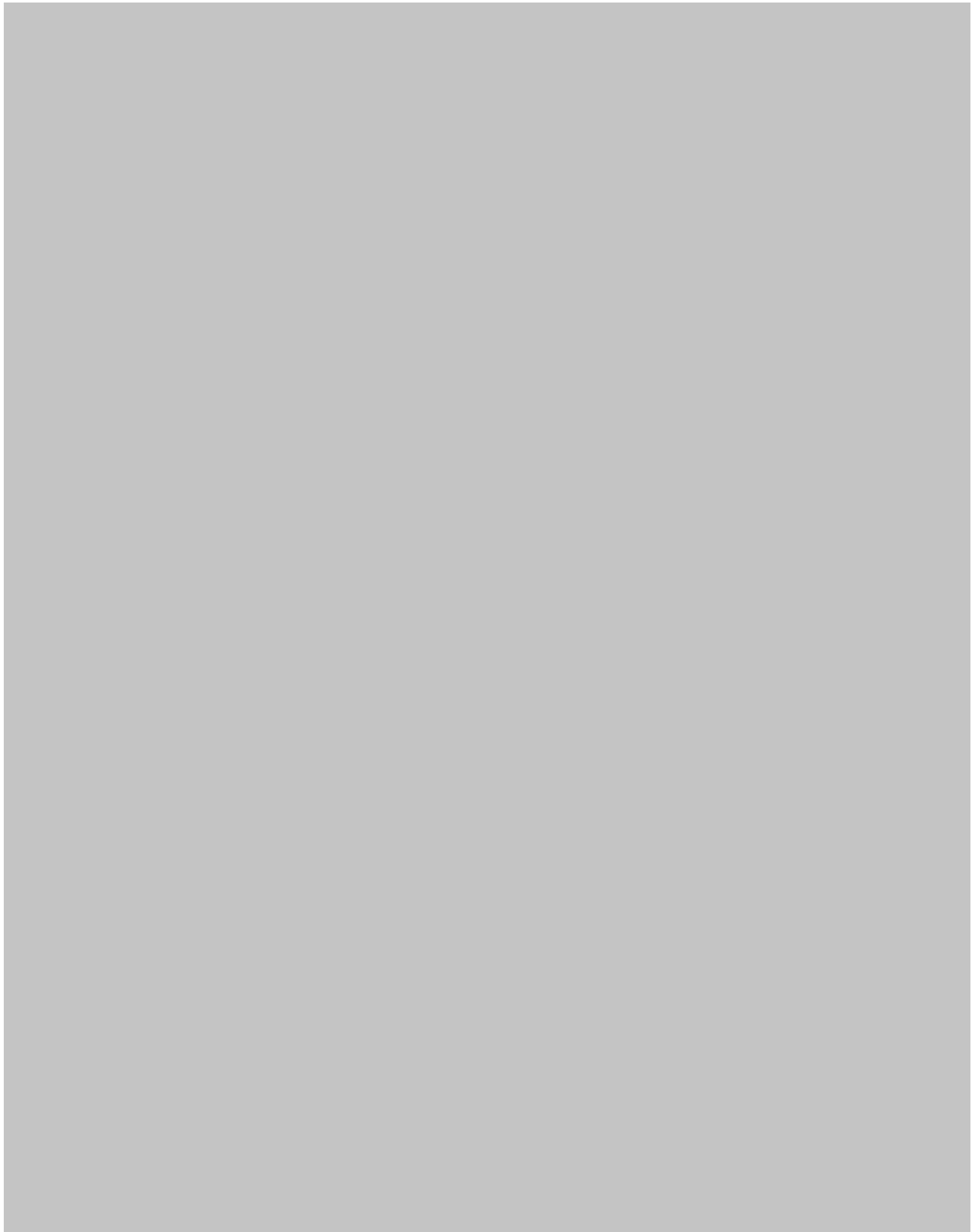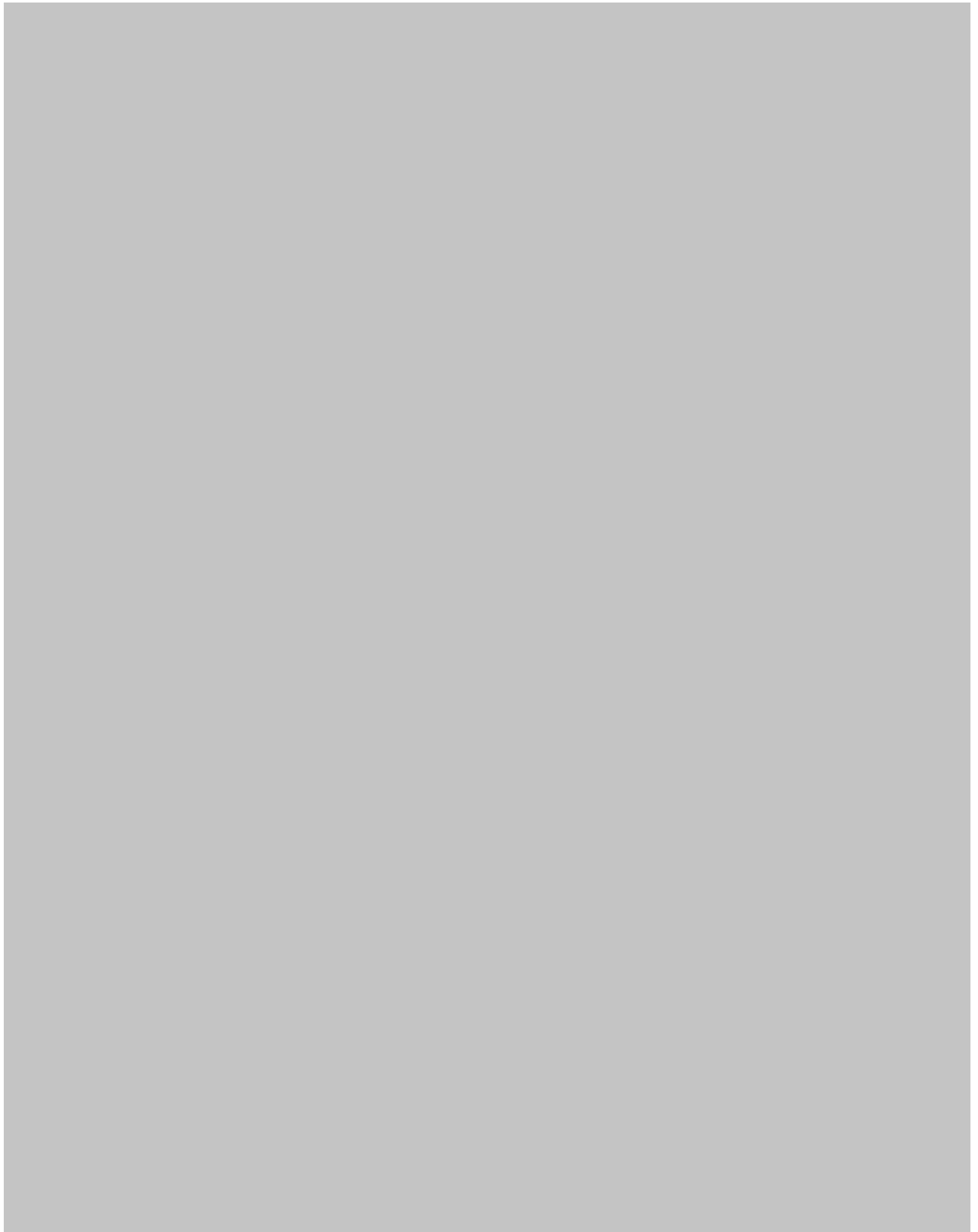
Next Steps (indicate specific dates/timelines):

The Advisory Committee on Employment Equity is scheduled to meet at least quarterly and consider whether there are any barriers in the Collective Agreement or in current Mount Allison policies a that might be taken to improve the recruitment and retention of employees from equity-deserving groups.   The Joint MAFA-MTA Working Group on Equity Issues produced interim and final reports affect next steps, including a Memorandum of Agreement (2023) between MTA and MAFA that replaces the so-called Employment Equity Report Forms "A" and "B" used in hiring processes. Additior covering that reporting period.

Was funding from the CRCP EDI stipend used for this key objective?

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

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 3:

Meet or exceed our equity targets, as defined by the CRC program.   Using the CRC program's equity targets as a guiding principle, Mount Allison is committed to ensuring that our CRC allocation equity targets will be re-evaluated, as appropriate, should the CRC program's equity targets and requirements change. Mount Allison will measure the extent to which we meet or exceed our equity filled by members of one of the four designated groups (FDGs) that are nominated and retained. This objective is continuing and will be revisited whenever a CRC position must be filled or renewed

Systemic barriers

Next Steps (indicate specific dates/timelines):

The Advisory Committee on Employment Equity is scheduled to meet at least quarterly and consider whether there are any barriers in the Collective Agreement or in current Mount Allison policies a that might be taken to improve the recruitment and retention of employees from equity-deserving groups.   The Joint MAFA-MTA Working Group on Equity Issues produced interim and final reports affect next steps, including a Memorandum of Agreement (2023) between MTA and MAFA that replaces the so-called Employment Equity Report Forms "A" and "B" used in hiring processes. Additior covering that reporting period.

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 4:

Ensure that our chairholders feel equally included, integrated, supported and are retained at Mount Allison.   Mount Allison values the research excellence of our CRCs and the leadership roles they different efforts are made to meet this objective. For instance, CRCs are offered course releases and are not required to serve on any university committee. Our Collective Agreement has provisions activities and career development at regular time intervals with the university administration, including our Office of Research Services. In 2019 an environmental scan of our past and current CRCs ascertain the lived experiences of being a CRC at Mount Allison (see below). Overall, this objective was ongoing during the reporting period of December 2021 to December 2022.

Systemic barriers

PART C: 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.
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PART C: Reporting on EDI Stipend objectives not accounted for in Part A

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:

Sub-initiative 2.1 This funding was directed towards Mount Allison maintaining its position as an Employer Partner of the Canadian Centre of Diversity and Inclusion (CCDI), a national charity that p with a mission to "help those we work with be inclusive, free of prejudice and discrimination – and to generate the awareness, dialogue and action for people to recognize diversity as an asset and EDI training opportunities beyond CCDI for specific, targeted opportunities our frontline staff may need.   Sub-initiative 2.2 This initiative saw faculty and staff members from across the University Board, Office of Research Services, and our Department of People and Culture—complete the Fundamentals of OCAP® Online Course, an online training course developed by the First Nations Infor Algonquin College Corporate Training. This self-guided training course is comprised of 7 modules and is designed to introduce the main concepts of Ownership, Control, Access & Possession (OCAP

PART C: Reporting on EDI Stipend objectives not accounted for in Part A

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.

Part D: Engagement with individuals from underrepresented groups

Outline how the institution has engaged with underrepresented groups: e.g., racialized individuals, Indigenous Peoples, persons with disabilities, wom during the implementation of the action plan (during the reporting period), including how they have been involved in identifying and implementing any applicable. For example, how was feedback gathered on whether the measures being implemented are resulting in a more inclusive research environ underrepresented groups? How has intersectionality been considered in developing and implementing the plan (if applicable)? Have new gaps been i underrepresented groups continue to be engaged? (limit: 10 200 characters)

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