

For the fiscal year 2021-22, Emily Carr University of Art and Design is only required to report on Part D and Part E of the institutional EDI Progress Report for the Canada Research Chairs Program.

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 a small institution, Emily Carr University approaches EDI engagement institution wide as we believe that systemic barriers need to be identified first in our institutional systems as this will help create an inclusive environment at all levels.

As pointed out in the 2021 EDI Stipend report, we realized that more funding was needed to assist us in our efforts and we successfully applied to the NSERC EDI Capacity Building grant. During the Fall term in 2021 and Spring term in 2022 we engaged consultants to help us create a series of community consultations. Initial sessions were opened to the community at large and based on their feedback a series of more focused sessions for the following equity-seeking groups were organized: Indigenous Affinity Caucus, Neuro-divergent Affinity Caucus, Women Affinity Caucus, BIPOC Affinity Caucus, 2SLGBTQ+ Affinity Caucus, Open Affinity Caucus. We are now entering the second phase of our grant project and we are supporting faculty with release time to further engage in activities that will support our overall efforts in EDI.

In addition, quite a few of the immediate tasks identified in our EDI Action Plan (<https://www.ecuad.ca/edi/action-plan>) have been completed and work on other tasks is ongoing.

Part E: Other EDI Initiatives

Efforts to Address Systemic Barriers More Broadly within the Institution. Briefly outline other EDI initiatives underway at the institution (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)

In Summer 2021 and Spring 2022, our HR department organized anti-racism and gender-diversity training for regular and non-regular faculty. In addition, a gender-diversity panel was organized to include students and all staff willing to attend.

Emily Carr University continues to support community-led EDI initiatives (<https://www.ecuad.ca/edi>) and we strive to highlight the work and success of Indigenous faculty and students as well as other equity-seeking groups. A few examples of the stories published in our website can be found in the links below:

- <https://www.ecuad.ca/news/2022/exhibition-publication-spotlight-indigenous-led-cultural-safety-education-program>

- <https://www.ecuad.ca/news/2022/caleb-ellison-dysart-creating-indigenous-future>
- <https://www.ecuad.ca/news/2022/new-course-charts-the-power-of-place-and-the-new-ness-of-indigenous-creative-practices>
- <https://www.ecuad.ca/news/2022/bita-joudaki-netflix-leo>
- <https://www.ecuad.ca/news/2022/alla-gadassik-wins-prestigious-scms-award>

Commitment to EDI is also a priority in our new Strategic Research Plan which is currently under development.