

April 14, 2026

Re: Transparency Statement – Exception to the Two-Year Nomination Window

The Tri-Agency's commitments to equity, diversity, and inclusion seek to ensure that recruitment and nomination processes are transparent, rigorous, and responsive to the diverse circumstances of nominees, particularly those from equity-deserving groups.

In keeping with these principles of openness and transparency, Emily Carr University of Art + Design (ECU) intends to use a job posting that is more than two-years-old to nominate two candidates selected during the corresponding recruitment process.

Upon the original posting date of September 18, 2023, ECU worked in a timely manner to conduct a thorough search process aligned with the CRC program's requirements. A search committee was assembled, provided multiple sessions of anti-bias training, and engaged in a search and interview process, all of which was completed within approximately three months of the original job posting.

However, after this point, two significant disruptions occurred that impacted the nomination timelines, related to ECU being a specialized special purpose teaching university focused on art and design with limited resources to support the nomination process.

The first disruption was related to internal staffing challenges, which left severely diminished resourcing to support the preparation of job offers. As ECU needed to create a new secondary salary scale that required provincial approval alongside making substantial updates to previous CRC contracts to modernize these agreements, this process resulted in a multi-month delay in issuing the contracts.

The second disruption was related to the additional time the candidates requested for the process. The nominees are Indigenous scholars, whose professional responsibilities extend across teaching, institutional service, and significant community-engaged and cultural commitments. Additionally, the nature of scholarship in art and design, particularly when it is practice-based and community-engaged, can require different timelines and processes than more conventional research outputs.

The nominees separately indicated that additional time would be required to complete outstanding projects before they could begin to prepare their nomination materials in a manner that would appropriately reflect the depth and impact of their research, creative practice, and community-engaged work.

ECU supported the candidates' requests for extended internal deadlines in good faith, with the intention of ensuring strong and competitive nomination packages that align with the objectives of the CRC program, and to ensure ECU can meet and exceed our CRC Equity Targets.

At the same time, in doing so, ECU did not fully appreciate that providing this extended timeline would result in these nominations being outside of the program's allowable submission window.

ECU has requested an exception to the two-year window and has posted this transparency statement and justification for the purposes of that request.

Throughout this process, ECU's equity targets have been taken into consideration in the decision and by proceeding, ECU will continue to meet and exceed our current equity targets.

This has been approved by Diyan Achjadi, VP-Academic + Provost, who can be emailed at provost@ecuaad.ca.

For more information or for any questions or concerns regarding the nomination, please email Justin Langlois, AVP-Research + Dean of Graduate Studies at jlanglois@ecuaad.ca.