

Action Plan

At the outset, the committee wishes to be clear about the following:

1. This Action plan is presented as a condensed list of Actions.
2. The process whereby these Actions were identified is described under the **Process for Developing Western's CRC Equity, Diversity and Inclusion Action Plan** section.
3. The goal of the action plan is to ensure that we are promoting equity, diversity and inclusion in our culture and practices. Achieving equity targets is a measure of the success in achieving our EDI action plan.

We view the statement of the plan as the first step in an ongoing process to revisit and refine the plan.

The following are key actions that have been or will be undertaken as part of Western's CRC EDI Action Plan.

Objective 1: Attract and retain the best talent available in an increasingly diverse workforce to achieve and maintain an equitable and diverse representation of the four designated groups in our Canada Research Chairs Allocations.

1.1 During the summer of 2019, Western allocated up to 14 CRCs as a Special Call for CRCs to increase representation for members of three designated groups; women, persons with disabilities and Indigenous persons. As the action plan continues to be implemented, Western has allocated Special Calls for CRCs: 3 CRCs for Indigenous Faculty; and 1 CRC for a Scholar with a Disability

1.2 Western will continue to use the opportunity provided by the CRCP through the "corridors of flexibility", in our management of CRC allocations in an effort to create opportunities to attract a broad and diverse pool of applicants.

1.3 In advertising for new CRC searches, committees are instructed, and reviews are conducted, to ensure qualifications are not narrowly specified and qualifications are stated as broadly as relevant to the research field in order to attract a broad applicant pool.

1.4 To ensure individuals are not disadvantaged for legitimate career interruptions, language will be included in all CRC advertisements encouraging individuals to explain the impact that career interruptions have had and to submit a full career or extended CV.

1.5 As part of the recruitment process, consultants from the Office of Faculty Recruitment and Retention meet with short-listed applicants to provide information on relocating to Western and the resources available at Western and within the London community.

1.6 Steering Committee assigns CRCs that are aligned with the Strategic Research Plan and Faculty Academic Plans with emphasis on allocations where field of research is more broadly defined and in areas where units have identified a diverse applicant pool.

Key Objective 2: Continue Institutional monitoring of Employment Equity through the provisions of the Faculty Collective Agreement and annual reporting on Recruitment and Retention, Promotion and Tenure and Career Trajectory Analysis as required.

2.1 The Joint Employment Equity Committee (JEEC) currently monitors adherence to Western's [Faculty Employment Equity Guide](#) (for Appointment and Promotion and Tenure Committees) as described in the [Current Provisions for Equity, Diversity and Inclusion](#) section. Effective January 2017, a more intensive monitoring of CRC recruitment processes was instituted by the Office of Faculty Recruitment and Retention (OFRR) which continues.

2.2 The 2022-2024 Faculty Collective Agreement continues provisions for monitoring EDI to ensure women and members of other designated groups are not disadvantaged in recruitment processes and academic progression. An added provision of the new collective agreement is the inclusion of a committee member who will be designated as an Equity Representative on all Appointments committees, Search committees, Promotion, Tenure and Continuing Status committees, Annual Performance Evaluation committees and Chair/Director Selection committees. This extends beyond CRC committees.

Key Objective 3: Ensure equitable pay, workload and research supports for new CRCs.

3.1 Standards have been developed for workloads and salary stipends as indicated in the Level of Support section. Ongoing monitoring will continue to ensure adherence. In particular, special attention will be paid to the workload and career planning support of Indigenous scholars in recognition of the differential demands on their time due to the small numbers and the demands associated with implementation of the Indigenous Strategic Plan.

3.2 The Office of Faculty Recruitment and Retention developed additional online resources on Academic Leaves which incorporates leaves such as elder care and parental leave, and includes information on supports for maintaining laboratories on leave and entitlement to alternative or reduced workload arrangements under the UWOFA collective agreement. Additional resources will be developed as applicable.

3.3 A career trajectory analysis conducted in 2017 for all full-time Faculty members indicated no gender anomaly in current complement. In accordance with the 2018-2022 collective agreement, this analysis was conducted in the 2022, and in the recently ratified collective agreement, a career trajectory analysis will be completed in the final year of the agreement. In addition, a comparative review was conducted to specifically assess current equity within CRCs, particularly relating to research stipends (compensation), workload and research supports.

Key Objective 4: Ensure Mentoring is Available for Tier 2 CRCs

4.1 Development of career progression and development support for all faculty is under review which will include all CRC holders.

Key Objective 5: Implement EDI awareness and practice as core leadership competencies, with accountabilities to ensure EDI is advanced throughout the institution.

5.1 Western's annual Academic Leaders Summer Conference brings together academic leaders to help support and develop their leadership competencies. At Western, we recognize the importance of senior leaders modelling their personal commitment to EDI and the impact that this can have on all leaders within our institution. As such, at the 2019 conference, the importance of EDI was focal to the curriculum:

- In each of their opening remarks, Western's President and the Provost included specific aspects of equity, diversity and/or inclusion and their importance to Western's academic and research missions.
- An "Equity, Diversity and Inclusion" session was co-delivered by the Vice-Provost (Academic Planning, Policy and Faculty), a previous Associate Vice-President of Research and a UWOFA Representative of Western's Joint Employment Equity Committee.
- A keynote address entitled "Indigenizing Western" was delivered by the Special Advisor to the Provost (Indigenous Initiatives).

Western continues to support and develop leadership competencies have implemented additional Academic Leaders Conferences in the Fall and Winter. Topics focused on The Office of Indigenous Initiatives, Accessibility as EDI, Faculty Recruitment and Equity, Diversity and Inclusion and Embedding Anti-Racism, Decolonial and Indigenous Approaches in Curriculum.

5.2 We have designated EDI awareness and practice as being core leadership competencies and an objective for the CRC EDI program. Leaders will have accountabilities to ensure equity, diversity and inclusion are advanced throughout the institution.

Western has embedded EDI-related policies, principles and best practices into various aspects of our Excellence in Leadership at Western Program. This development program is for academic and research leaders, as well as administrative leaders. EDI awareness and accountabilities for human rights, equity and accessibility have been incorporated into a half-day learning session called "Supervisor Responsibilities: What a Western Leader Needs to Know". Additionally, an online training module on 'Leadership Recruitment at Western' was developed in 2019, which includes a special focus on EDI-related best practices in hiring.

A number of additional leadership development opportunities continue to provide Academic Leaders support of increased awareness of equity, diversity and inclusion. They include: Accessibility, Accommodation and Inclusion at Western; More than Words: Land Acknowledgements; Indigenizing the University: Transformative Leadership.

Key Objective 6: Equity Training for All Faculty

6.1 Since 2017, equity training, incorporating the CRC Unconscious Bias Module, has been provided to CRC search committee members, academic leaders and administrators. This training is on-going to ensure all individuals involved in CRC recruitments and appointments

have the opportunity to participate. During the summer of 2018, Equity & Human Rights services extended this training for all appointments committee members. The current Collective Agreement broadens this training to include a requirement that a minimum of one member each of Appointments committees, Search committees, Promotion, Tenure and Continuing Status committees, Annual Performance Evaluation Committees and Chair/Director Selection committees be trained and serve as that Committee's Equity Representative. To facilitate this requirement, additional training during the summer and fall of 2019, 2020, 2021, 2022 and 2023 continues. A full description of training activities is included in the Management and Allocation of Canada Research Chairs section.