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### 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 navigation buttons or the "Continue Later" 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 top of the page, it means that at least 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 TIPS. TIPS will review the report each 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 bolstering EDI at the respective institution 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 website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders, as well as any other identifying information. This is a requirement of the Privacy Act.

All sections of the form are mandatory (unless otherwise noted).

#### Contact information

Please complete the fields below.

##### Name of Institution:

Algoma University College

##### Contact Name:

Mary Wabano-McKay

##### Position Title:

Nyaagaaniid-VP Student Success, Equity and Anishinaabe Initiatives

##### Institutional Email:

mary.wabano-mckay@algomau.ca

##### Institutional Telephone Number:

705 949 2301 Ext. 4141

Does your institution have an EDI Action Plan for the CRCP?

No

## **PART A: EDI Action Plan - Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators**

In developing their action plans, institutions were required to conduct: 1) an employment systems review; 2) a comparative review; and 3) an environmental scan (see program requirements [here](#)). These assessments were required in order to identify the specific systemic barriers and/or challenges that are faced by individuals from underrepresented groups (e.g. women and gender minorities, persons with disabilities, Indigenous Peoples and racialized individuals, 2SLGBTQIA++ individuals) at the respective institution; institutions were then required to develop key S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objectives and actions to address them.

Indicate what your institution's key EDI objectives are (up to six) as outlined in the most recent version of your action plan, as well as the systemic barriers/challenges identified that these objectives must address. Please note that objectives should be S.M.A.R.T. and include a measurement strategy. List the corresponding actions and indicators (as indicated in your institutional EDI action plan) for each objective, and outline: a) what progress has been made during the reporting period; b) the main actions were undertaken (up to six) and how they have progressed; c) the data gathered; and d) indicators used to assess the outcomes and impacts of the actions. Please note that indicators can be both quantitative and qualitative and should be specific. Outline next steps and use the contextual information box to provide any additional information (e.g., course correction, obstacles, lessons learned, etc.) for each objective. If your institution has not yet prepared or received a formal evaluation of its CRCP EDI action plan (institutions having fewer than five Chairs) then section A is optional.

### **Key Objective 1**

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 2**

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**

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 4**

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 5**

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 6**

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.

## **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.
- Institutions without EDI Action Plans, use this section to report on EDI Stipend objectives.
- If you did not receive an EDI stipend during the reporting year, please leave this section blank.

Objectives associated with your institution’s EDI Stipend application

**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 1

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:

The CRCP stipend was used to help pay for a third party consultant to develop Algoma University’s inaugural EDI strategy (<https://simplebooklet.com/equitydiversityandinclusionstrategy20232028#page=32>). This work commenced November 2022 and was finalized December 2023. Algoma University will begin to socialize and implement the EDI multi-year action plan from 2024.

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

N/A

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

N/A

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	50000
Institutional commitment (if applicable):	51362
Total funds spent:	

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	51362	Cash

Table C2. EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

Provide a high level summary of how the stipend was used:

The CRCP stipend was used to help pay for a third party consultant to develop Algoma University’s inaugural EDI strategy (<https://simplebooklet.com/equitydiversityandinclusionstrategy20232028#page=32>). This work commenced November 2022 and was finalized December 2023. Algoma University will begin to socialize and implement the EDI multi-year action plan from 2024.

Do you have other objectives to add?

No

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:

The 50 thousand dollars received went towards consultation fees to a third party to develop Algoma University's first EDI strategy. With less than 5 CRCs, Algoma University is not required to have an EDI strategy. That work commenced November 2022 and the strategy awaiting final approval before being posted on the website.

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

Not applicable

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

Not applicable

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
Institutional commitment (if applicable):	0
Total funds spent:	

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	0	0
2	0	0

**Table C2. EDI Stipend Impact Rating**

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

Provide a high level summary of how the stipend was used:

Consultation Fees to go towards development of the EDI strategy

**EDI Stipend Objective 3**

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:

N/A

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

N/A

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

N/A

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
Institutional commitment (if applicable):	0
Total funds spent:	

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	0	0
2	0	0

**Table C2. EDI Stipend Impact Rating**

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

Provide a high level summary of how the stipend was used:

The 50 thousand dollars received went towards consultation fees to a third party to develop Algoma University's first EDI strategy. With less than 5 CRCs, Algoma University is not required to have an EDI strategy. That work commenced November 2022 and the strategy awaiting final approval before being posted on the website.

**EDI Stipend Objective 4**

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:

N/A

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

N/A

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

N/A

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
Institutional commitment (if applicable):	0
Total funds spent:	

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	0	0
2	0	0

Provide a high level summary of how the stipend was used:

The 50 thousand dollars received went towards consultation fees to a third party to develop Algoma University's first EDI strategy. With less than 5 CRCs, Algoma University is not required to have an EDI strategy. That work commenced November 2022 and the strategy awaiting final approval before being posted on the website.

**EDI Stipend Objective 5**

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:

N/A

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

N/A

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

N/A

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	1
Institutional commitment (if applicable):	1
Total funds spent:	

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	1	1
2	1	1

**Table C2. EDI Stipend Impact Rating**

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

Provide a high level summary of how the stipend was used:

The 50 thousand dollars received went towards consultation fees to a third party to develop Algoma University's first EDI strategy. With less than 5 CRCs, Algoma University is not required to have an EDI strategy. That work commenced November 2022 and the strategy awaiting final approval before being posted on the website.

**EDI Stipend Objective 6**

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:

N/A

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

N/A

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

N/A

Provide a high level summary of how the stipend was used:

The 50 thousand dollars received went towards consultation fees to a third party to develop Algoma University's first EDI strategy. With less than 5 CRCs, Algoma University is not required to have an EDI strategy. That work commenced November 2022 and the strategy awaiting final approval before being posted on the website.

## 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, women, 2SLGBTQIA+ 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)

The EDI Strategy is a living document and a strong foundation and commitment to create a welcoming, inclusive and safer environment for all. It's rooted in key principles that underlie and affirm the University's core values, and commitments to decolonization and reconciliation. This empowers Algoma University to address the systemic barriers that impact underrepresented groups (URG) in disproportionate, distinct and complex way — including women; Indigenous, Black and racialized persons; persons with disabilities; and 2SLGBTQIPA+ persons. In this manner, we strive to achieve inclusive excellence across our organization and further cement Algoma's commitment to our Special Mission to cross-cultural learning, respect and reconciliation. This EDI Strategy is the product of an extensive EDI Climate Study and community consultation process conducted by Higher Education Strategy Associates (HESA) and was shaped by input and the collaborative efforts of engaging with students, faculty, staff, administrators, EDI leaders and community knowledge holders from across all our campuses. There were 20 group consultations, 13 consultations with Indigenous stakeholders and 28 individual interviews. Therefore the principles and values in the strategy reflect Algoma University's diverse community across all of our campuses – from Brampton to Timmins to Sault Ste. Marie.

## PART E: Efforts to Address Systemic Barriers More Broadly within the Institution

Briefly outline other EDI initiatives underway at the institution (that are 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 relevant, using the hyperlink boxes provided below (URLs should include https://). 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)

<https://algomau.ca/about/equity-diversity-and-inclusion/edi-climate-study/>  
<https://algomau.ca/wp-content/uploads/2023/04/2023-AU-Honouring-Commitments-8.5x11-v4.pdf>  
<https://algomau.ca/special-mission/gabagendaadowin/>  
<https://algomau.ca/wp-content/uploads/2022/10/Strategic-Plan-for-Research-and-Creative-Works-2022-2027-1.pdf>  
<https://simplebooklet.com/strategicplan202120232#page=1>  
<https://simplebooklet.com/equitydiversityandinclusionstrategy20232028#page=32>

In November 2022, Algoma University concluded its inaugural EDI Climate Study and immediately embarked on the development of its EDI strategy and multi year action plan to embed EDI in everything we do. Braiding decolonization with the Special Mission and EDI have become foundational to Algoma University's EDI Work. Decolonization entails addressing the power dynamics it perpetuates. Algoma University commits to our Special Mission in cross cultural learning and to reconciliation through honouring our commitment to the Truth and Reconciliation Calls to Action as a direct response to the 2015 New Principles on Indigenous Education. Updates to our commitment can be accessed in the First Quarter and Second Quarter Progress Reports. Makwa Waakaa'igan project: Makwa Waakaa'igan is a national centre of cross cultural excellence and will provide new cultural, gathering and teaching/learning spaces at the Sault Ste. Marie campus. As a centre of cross-cultural learning, healing and reconciliation, Makwa Waakaa'igan centers Anishinaabe - Gikendaasowin (knowledge) and global Indigenous Knowledges creating safe, welcoming and inclusive places for sharing, teaching, learning and healing together. The Gabagendaadadowin Training is a special learning that provides participants foundational knowledge of Canada's historical and present-day relationships with Indigenous peoples. The Algoma University Senate passed a motion to create an Indigenization, Equity, Diversity and Inclusion (IEDI) Ad Hoc Committee on February 1, 2022. The objective of this committee was to develop an IEDI framework to enable revision of the Senate By-Laws from an IEDI lens. This initial work has led to the creation of a standing I-EDI Senate Committee. The Strategic Plan for Research and Creative Works 2022-2027 now uses EDI as a framing principle. Ongoing review of policies and programs. The IEDI resource was developed and is embedded in the policy on the establishment of University policies and procedures to provide an EDI guide when developing policies. Implementing best practices in recruitment such as blind sourcing candidates and blind presenting candidates through the recruitment process to eliminate name and gender-based bias Sharing our Special Mission through in-person and virtual Truth Walks for all new hires Updated the University's diversity statement for job descriptions and job postings to share our values more broadly with candidates to gather voluntary EDI self-disclosure information to help us to identify areas of underrepresentation. Ongoing review of job descriptions and requirements to identify potential barriers to entry for equity deserving groups

### Hyperlink 1:

<https://algomau.ca/about/equity-diversity-and-inclusion/edi-climate-study/>

### Hyperlink 2:

<https://algomau.ca/wp-content/uploads/2023/04/2023-AU-Honouring-Commitments-8.5x11-v4.pdf>

### Hyperlink 3:

<https://algomau.ca/special-mission/gabagendaadowin/>

### Hyperlink 4:

<https://algomau.ca/wp-content/uploads/2022/10/Strategic-Plan-for-Research-and-Creative-Works-2022-2027-1.pdf>

Hyperlink 5:

<https://simplebooklet.com/strategicplan202120232#page=1>

Hyperlink 6:

<https://simplebooklet.com/equitydiversityandinclusionstrategy20232028#page=32>

**Before submitting your report, please ensure that your responses are complete. You will not be able to edit the information after it is submitted.**

I have reviewed my responses and I am ready to submit my report.

A reminder that institutions are required to post a copy of this report (as submitted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS.

**This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit'. You will receive a confirmation email with a copy of your completed form in HTML format once it is submitted.**

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