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### 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:

Kwantlen Polytechnic University

#### Contact Name:

Amit Shukla

#### Position Title:

Associate Vice President, Research and Innovation pro tem

#### Institutional Email:

amit.shukla@kpu.ca

#### Institutional Telephone Number:

306-717-3880

**The link for the EDI progress report and EDI Stipend report:**

<https://www.kpu.ca/sites/default/files/Research/EDI%20Progress%20Report%202021-2022.pdf>

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 B: Challenges and Opportunities

### Challenges

Other than what has been outlined in the section above, outline any challenges regarding the implementation of the EDI action plan. If COVID-19 has had an impact on the implementation of the institution's action plan, please outline how below. How has or will the institution address these challenges? (limit: 5100 characters):

KPU has no action plan yet.

### Opportunities

Other than what has been outlined in the section above, outline any opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. (limit: 5100 characters):

N/A

## 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:

Initially, we aimed to hire an EDI officer to support the EDI Action Plan but our focus shifted towards secondary outcomes to promote inclusivity practices and strengthen Indigenous research at KPU. KPU has dedicated a lot of effort towards the EDI Action Plan at the institutional level. In March 2023 the EDI Action Plan Development and Steering Committee developed a detailed report with recommendations that will be included in the first draft of the EDI Action Plan. Additionally, the newly hired VP EDI will work to accelerate Action Plan development. Since the EDI Action Plan is already underway, our newly hired Research Compliance Manager with EDI included in her portfolio created an Indigenous Research & Partnership Support Handbook. Grant funds were allocated to hiring legal consultants with EDI expertise to prepare agreements for establishing partnerships with Indigenous communities, expanding library resources on Indigenous literature and holding Indigenous cultural awareness training for KPU faculty, staff, and students. We are now in the process of offering EDI in research training to researchers using institutional allocated funds in early next and are committed to transparency and adjusting our budget to accommodate these important initiatives and further our EDI goals. Key Achievements include: 1. Indigenous Research and Partnership Support Handbook Draft To improve current practices in Indigenous research at KPU, the CRC EDI stipend funding has been allocated towards the partial funding for personnel costs of the Research Compliance Manager, Research Administration and Services Manager and two Research Associates and for legal consultation. The individuals played instrumental roles in gathering information from KPU researchers engaged with Indigenous communities and respective Indigenous communities, and created the first draft for the Indigenous research and partnership support handbook. The legal consultation goal was to prepare template research agreement drafts for various stages of the KPU researcher's partnership/collaboration with Indigenous communities. These templates will be included in the handbook. The handbook aims to serve as a valuable resource for KPU researchers and Indigenous communities, fostering a culture of inclusivity and collaboration across KPU. Through the handbook initiative, the Office of Research Services (ORS) at KPU is actively contributing to building and strengthening the Indigenous research capacity at KPU. 2. Building Resources We have utilized the stipend funding to expand our library resources and acquire EDI-related materials. This initiative aligns with our goal of creating a more inclusive learning and research environment, ensuring that our academic community has access to a diverse range of resources that promote EDI awareness and understanding. 3. Creating training opportunities Organizing a Cultural Heritage Training Workshop to provide essential cultural training to strengthen partnerships between KPU researchers and the Indigenous communities. This training session is the first in a planned series of training to ensure that Indigenous partnerships are appropriately supported through cultural sensitivity and awareness training.

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

Indicators and calculations In line with the Antiracism Task Force and EDI Action Plan Development Committee's recommendations (2022-23) to support Indigenous research, we expanded EDI resources and created training opportunities for enhancing cultural awareness. Following are the tangible outcomes of these efforts. 1. Indigenous Research and Partnership Support Handbook Draft The Research Compliance manager, as lead, and the 2 research associates actively engaged in Indigenous research created the first draft of the Indigenous Research and Partnership Support Handbook Initiative. They received feedback from the Initiative team of experts that included researchers engaged with Indigenous communities, ethics, contracts, finance and data governance. The purpose of the handbook is as follows: a. To foster partnerships between Indigenous communities and KPU researchers and support Indigenous research by developing policies, procedures, processes, and best practices for KPU researchers and local Indigenous communities/ organizations. b. To serve as a resource for KPU researchers and Indigenous communities/ organizations that serve as a platform for initiating and finalizing research agreements between KPU researchers and Indigenous communities, including the ethics and data management on OCAP (Ownership, Control, Access, and Possession) principles. c. It also supports capacity building for Indigenous-led research initiatives by identifying resources (including funding opportunities), developing collaborations, and supporting research agreements. The EDI support staff contributed to the following 1. Gathering information and conceptualizing the project to create the first draft of the Indigenous handbook with feedback from KPU researchers engaged with Indigenous communities 2. Putting a team with the expertise to include researchers' engagement in research with Indigenous communities, ethics, contracts, finance and data governance for their input in the handbook 3. Planning gatherings with Indigenous communities to gather their perspectives and feedback. By holding Indigenous gatherings, we aim to create a platform for open dialogue where community members can provide input directly, thus ensuring that the handbook truly reflects their collective wisdom 4. Legal consultation was sought for preparing Indigenous Research Agreements template drafts. These templates include agreements for initiating partnerships with Indigenous communities and building relationships between the Principal Investigator and the Indigenous community prior to the development and submission of a research proposal, followed by a tailored partnership agreement and include the protection of Indigenous Knowledge and the intersections between Indigenous Knowledge and intellectual property rights. 5. Organizing the cultural Heritage Training The CRC EDI stipend funding has been allocated towards the partial funding for personnel costs of the Research Compliance Manager, Research Administration and Services Manager and two Research Associates and the legal consultation fee. 2. Expanding Library Resources We have allocated a small percentage of stipend funding to expand our library resources. This expansion involves acquiring EDI-related materials in various formats, such as print, electronic, and media. These resources contribute to a more inclusive academic environment, ensuring that students and researchers have access to a diverse range of materials that promote EDI awareness and understanding. 3. Cultural Heritage Training Workshop To strengthen Indigenous partnerships, we organized a Cultural Heritage Training Workshop with the Kwikwetlem First Nation scheduled on September 22, 2023. An additional smaller training session in Archeological and Chance Find Training would be held for the Environmental Protection Technologies (EPT) staff and students who will visit the KFN sites. It aims to provide cultural heritage and territory awareness training to all University employees involved in research, particularly related to the partnership with the Kwikwetlem First Nation. The budget includes the KFN fee schedule for both the workshop and archeological training, the hourly rate for the KFN Advisor to lead the training, processing fees, transport to KPU for the Advisor, and coffee/snacks for attendees.

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

Progress Report: Results, Outcomes, and Impacts with Timeline 1. Indigenous Research and Partnership Support Handbook Draft (March 2023-ongoing) Results: The CRC EDI funding facilitated substantial progress in developing the first draft of the Indigenous Research and Partnership Support Handbook. Outcomes: The handbook includes template research agreements, enhancing clarity and consistency in research agreements and represents a significant milestone in improving Indigenous research practices at KPU. Impacts: The handbook will serve as a valuable resource for KPU researchers and Indigenous communities, fostering inclusivity, collaboration, and ethical research practices. 2. Building Resources (March 2023- ongoing) Results: KPU has expanded its library resources and acquired diverse EDI-related materials. Outcomes: This expansion of resources has contributed significantly to creating a more inclusive learning and research environment at KPU. Impacts: Access to a wider array of resources enhances the quality of research, teaching, and learning at KPU and promotes a culture of EDI awareness. 3. Creating Training Opportunities (March 2023- ongoing) Results: KPU organized a Cultural Heritage Training Workshop, providing essential cultural training to University employees involved in research. Outcomes: The workshop has enhanced cultural sensitivity and awareness among participants, ensuring that Indigenous partnerships are properly supported and respectful of Indigenous knowledge and protocols. Impacts: This training is instrumental in strengthening partnerships between KPU researchers and Indigenous communities, opening up opportunities for research and teaching collaborations. In conclusion, the CRC EDI stipend-funded initiatives have resulted in tangible outcomes and meaningful impacts, contributing to a more inclusive, equitable, and culturally sensitive environment at KPU

**Outline the total expenditures below:**

Total funds of EDI stipend spent on the objective:	50000
Institutional commitment (if applicable):	2000
Total funds spent:	

**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:

Moderate impact (the EDI Stipend had moderate impact on achieving progress)

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

Allocation of Stipend Funds The CRC EDI stipend was used for three main purposes. 1. Development of Indigenous Research Handbook Funding supported personnel costs, enabling the creation of the Indigenous Research and Partnership Support Handbook. Legal consultation was sought for template research agreement drafts. The handbook fosters partnerships, serves as a resource, and supports capacity building in Indigenous research. 2. Expansion of Library Resources Stipend funds were used to expand the library's resources, including EDI-related materials in various formats. This promotes inclusivity in learning and research. 3. Cultural Heritage Training Workshops Funds were allocated to organize Cultural Heritage Training Workshops, enhancing cultural sensitivity among University employees involved in research. Additional specialized training was planned for specific staff and students visiting Indigenous sites

**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

EDI Stipend Objective 3

EDI Stipend Objective 4

EDI Stipend Objective 5

EDI Stipend Objective 6

## 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)

This section is not applicable as KPU does not have an action plan. It is currently under development.

## 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://www.kpu.ca/edi>

<https://www.kpu.ca/indigenous/advisory-committee>

<https://www.kpu.ca/indigenous>

<https://www.kpu.ca/news/2022/09/22/encouraging-inclusive-education-key-new-advisor%E2%80%99s-role>

<https://www.kpu.ca/news/2022/10/07/kwantlen-polytechnic-university-promises-action-tackle-systemic-racism>

<https://wordpress.kpu.ca/antiracism/updates/>

KPU began working on an EDI Action Plan for employees early 2022. The EDI Action Plan Steering and Development Committee has been revising recommendations and plans to share with the KPU community to collect feedback in early 2023. KPU hired its first Associate Vice President, Indigenous Leadership, Innovation, and Partnerships, Gayle Bedard in August 2022. Gayle is leading the Indigenous Services team and helping advance reconciliation and decolonization across the institution. Gayle is collaborating with the Indigenous Advisory Committee to finalize the xé?el? Pathway to Systemic Transformation Framework. With plans to release it in early 2023 to support Indigenous Peoples' rights and efforts towards reconciliation across KPU. In September 2022, Dr. Fiona Whittington-Walsh, a member of the Department of Sociology, was named KPU's Lead Advisor for Disability, Accessibility and Inclusion. In this role she serves as KPU's leading academic voice on disability, accessibility and inclusion. To further support the work within Human Resources, the hiring of two Equity, Diversity, and Inclusion Advisors took place in October 2022. They will support the portfolio of the EDI team in HR. On October 7, the task force on Anti-Racism presented its final report with 64 recommendations to address systemic racism. The recommendations function as both a call to action and a guide that will help the KPU community take ongoing, meaningful steps to transform the institution. Implementing one of the recommendations immediately, the Office of Anti-Racism was established, and Dr. Asma Sayed was appointed Associate Vice President, Anti-Racism. The Equity, Diversity, and Inclusion Team in Human Resources launched KPU wide Community Guidelines in November 2022. The community guidelines clarify expectations around respectful, inclusive and productive behaviour for group gatherings, meetings, and events whether in-person and/or online, internal or external. KPU has ongoing partnerships with CCDI, Indigenous Works, and Pride at Work. The workshops, resources, and trainings provided by all three are promoted to all employees at KPU and provide resources for learning. Multiple workshops and training opportunities focusing on EDI, anti-racism, Indigenization and decolonization, disability and accessibility were provided for employees and students during the reporting period.

Hyperlink 1:

<https://www.kpu.ca/edi>

Hyperlink 2:

<https://www.kpu.ca/indigenous/advisory-committee>

Hyperlink 3:

<https://www.kpu.ca/indigenous>

Hyperlink 4:

<https://www.kpu.ca/news/2022/09/22/encouraging-inclusive-education-key-new-advisor%E2%80%99s-role>

Hyperlink 5:

<https://www.kpu.ca/news/2022/10/07/kwantlen-polytechnic-university-promises-action-tackle-systemic-racism>

Hyperlink 6:

<https://wordpress.kpu.ca/antiracism/updates/>

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

**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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