





Policy is in place Committee established # of meetings Attendance Plan developed with accountabilities. # of proposals

1.1, 1.2 and 1.3 The Saint Mary's University Employment Equity and Diversity policy is currently in place. The purpose of this policy is to document Saint Mary's University's commitment to employment equity and diversity and to define the accountabilities for Saint Mary's employment equity program. The policy will provide the foundation for the employment equity program. To increase awareness of this policy presentations have been provided to divisions and teams. Focus groups were conducted with members of the SMU community to obtain feedback on obstacles and barriers to equity diversity and inclusion. Information will be used to develop a recruitment strategy, once a workforce analysis exercise is complete, the university will develop the employment equity and diversity action plan. The university has also appointed an AVP of Diversity Excellence to support accessibility and inclusivity on campus for all persons, with a particular focus on the academic environment. The People and Culture division (Human Resources) underwent a transformation and have created a new diversity inclusion and Wellness team under the leadership of the Director, Diversity Inclusion of Wellness. 1.4 and 1.5 With the formal approval of the renewed SRP 2021-26 in March 2022, one of the listed 7 specific Action items is dir





4.1 Recent changes have been made to the internal self identification questionnaire for all employees as well as form that is used for faculty recruitment. People and Culture will roll out the new self identification form in October of 2022. 4.2 The self-identification form for faculty recruitment continues to be promoted during the equity session and faculty are encouraged to use this form. 4.3 An institution wide workforce analysis exercise is currently underway. this will provide the baseline for data analysis before the rollout of the university wide self identification campaign in the fall. this campaign will be the first time the university uses the employment equity and diversity census. with expanded categories it is anticipated there will be more robust data and therefore better decision making. 4.4 Exit interviews continued to be conducted with all exiting employees of the University. An exit interview will be conducted with the exiting chairholder this summer. Results of this interview will be shared with the Dean Graduate Studies and Research.

There was a delay in the roll out of the employment equity and diversity census due to unforeseen delays in upgrades to the banner system.

People and Culture will roll out the employment equity and diversity census in the fall of 2022. A workforce analysis will be conducted to determine under-representation.

Build on existing initiatives to ensure a supportive and inclusive environment for Chairholders.

Current CRC recruitment process lacks equity, diversity and inclusion considerations at every stage in the process.

5.1 Implement annual individual in-person meeting with chairholders and Associate Vice-President, Research. 5.2 Establish a formal mentoring progr 5.2 (speci r

5.1 While regular operations were curtailed over the last 2 years due to COVID-19, improvements wer







