



2023 ANNUAL REPORT

Office of the Vice-Provost,
Equity, Diversity, Inclusion
and Anti-Racism

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INTRODUCTION

01

The Equity, Diversity, Inclusion and Anti-Racism (EDI-AR) portfolio has achieved remarkable success within its short two years' existence. Members of Memorial University communities, across all campuses, continue to reach out to the portfolio and/or accept our invitations to collaborate and partner on projects, research and general activities.

Senior administrators, specifically Dr. Neil Bose, president and vice-chancellor *pro tempore*, and Roxanne Milan, director of resource allocation and planning for the provost and vice-president (academic), have responded to the dire needs of the portfolio by allocating dedicated funding for staff and space. The university communities increasingly reflect on ways to improve the experiences of students, staff, faculty, alumni and visitors, to ensure individuals feel accepted and welcomed at Memorial.

This report provides an update on the year's priorities, accomplishments and challenges, and outlines strategic priorities for 2023-2024.

LEADERSHIP AND INVOLVEMENT

In alignment with Memorial University's public engagement framework and strategic plan, a reciprocal relationship exists between the EDI-AR portfolio and community organizations including the St. John's YWCA, Inclusion NL and the Anti-Racism Coalition of Newfoundland and Labrador.



STRATEGIC PRIORITIES

02

EDI-AR STRATEGIC PLANNING

Eighty community-engaged consultation focus group sessions were held, and 16 personal meetings and emails submissions were received from across all campuses, including Grenfell, Harlow, Labrador, Marine Institute, Signal Hill and St. John's. In total, 824 Memorial community members participated. Also, an online survey was posted, and 935 survey responses were received.

It is anticipated that a report detailing information that was shared with EDI-AR during the consultation period will be available in December 2024. The EDI-AR Strategic Plan will be drafted from the report.



An Institutional Strategy Index (ISI) was conducted with a representative sample of 20 senior administrators (e.g., deans, directors, managers, vice-presidents, etc.) across all campuses, to determine Memorial's institutional anti-racist maturity. Discussions of the ISI results will occur in Winter 2024.

80



Consultation sessions held

824



Consultation participants

935



Online survey respondents

STRATEGIC PRIORITIES

03

HUMAN RIGHTS AND ANTI-DISCRIMINATION POLICY

A human rights and anti-discrimination policy environmental scan was conducted in 2021. The results of this scan informed a foundation for the re-envisioning, reviewing, drafting, consulting and implementing of an overarching human rights policy for Memorial University. It is anticipated that the new policy will be ready for implementation in Fall 2024.

SCARBOROUGH CHARTER (THE CHARTER)

The role of the president, as executive head of Memorial University, and other senior leadership is to champion the Charter committees, and to lead the actions and accountabilities that are outlined in the Charter. Discussions to determine areas of focus for Memorial University's Charter implementation will begin in Fall 2024.

DATA ACQUISITION

Administration of a student census remains a primary focus for Memorial University. The Data Acquisition Working Group and Advisory Group have been working to determine the best way to collect standardized student data. This work is well underway, with an anticipated pilot launch in Fall 2024.



OTHER PRIORITIES, PROGRAMS AND INITIATIVES

WEBSITE

The [website](#) for the EDI-AR portfolio was launched in the Fall 2023. The website is an important link to Memorial University communities, as well as others external to the university in the province of Newfoundland and Labrador, throughout Canada and beyond.



DIGITAL RESOURCE GUIDE

In partnership with the Queen Elizabeth II Library, a searchable [digital EDI-AR resources guide](#) was launched in Fall 2023. The guide contains a selection of resources covering topics related to EDI-AR, along with links to Memorial's anti-discrimination policies and to provincial, national and international policies related to EDI-AR.

CONFERENCE

Ongoing plans are in place to welcome participants to Memorial's first annual International EDI-AR Conference, planned for Spring 2024. Internal and external funding, as well as sponsorships, are being sought to help finance the conference and to keep the cost low for participants.

OTHER PRIORITIES, PROGRAMS AND INITIATIVES

DEVELOPING AND ENHANCING PARTNERSHIPS

The EDI-AR office has and continues to develop strong partnerships with groups and individuals across campuses and in the wider communities. There are many observations and celebration throughout the year. The EDI-AR office has partnered with community groups, as well as student, staff and faculty associations who organize and host public events, to bring awareness and education to the communities.

STAFFING AND PERSONNEL

As of June 2023, there are four full-time staff within the portfolio: one full-time permanent Executive Assistant; and one each of Program Manager, Marketing and Communications Advisor and Policy Analyst, all on 12-month contracts. In the Fall 2022 and Winter 2023 semesters, three graduate students and two undergraduate students provided support to the portfolio through the Memorial University Career Experience Program (MUCEP). In addition, Research and Contract Services (Canada Research Chair Program) agreed to share the Equity, Diversity, Inclusion and Anti-Racism Coordinator to support policy review and development within the EDI-AR portfolio.

OTHER PRIORITIES, PROGRAMS AND INITIATIVES

OFFICE SPACE

Staff within the portfolio have changed locations four times within the last year. A move to the portfolio's permanent space was anticipated in August; however, several internal and external factors contributed to a delay. An estimated occupancy is anticipated for later in Fall 2023. ↙

EDUCATION AND SKILLS DEVELOPMENT

Education and skills development is an important component of achieving EDI-AR success at Memorial. Therefore, a comprehensive digital resource guide was developed and is located on the EDI-AR website. In addition, the portfolio's new website provides links to useful external resources for EDI-AR education.

CONCLUSION

07

The Vice-Provost, EDI-AR has provided strong leadership to the portfolio with a clear vision of success, as demonstrated by various measure markers such as the conclusion of the strategic planning consultation process, a stronger EDI-AR presence internally and externally to Memorial, human rights and anti-discrimination policy review and consultation, numerous community and Memorial University collaborations and partnerships, and participation in multiple events and activities. Ongoing collective commitment from senior administrators, faculty, staff and students is necessary to advance EDI-AR at Memorial University.



**Equity,
Diversity,
Inclusion and
Anti-Racism**

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