

Equity, Diversity, Inclusion & Anti-Racism

Introduction

Note that this is a living document and will be updated as EDI-AR supports grow at Memorial.

Preamble from SSHRC's "Guide to Addressing Equity, Diversity and Inclusion Considerations in Partnership Grant Applications":

Achieving a more equitable, diverse and inclusive Canadian research enterprise is essential to creating the excellent, innovative and impactful research necessary to advance knowledge and understanding, and to respond to local, national and global challenges. Excellence can be achieved only in an environment that fully respects and promotes EDI. Proactive consideration of EDI when forming research teams and in research design and practices contributes to addressing systemic barriers in the research ecosystem and ultimately leads to better research. When people with diverse perspectives and lived experiences participate on research teams as applicants, team members and trainees, it strengthens the quality, rigour and potential impacts of the research activities. Such an approach also helps to counter the underrepresentation or disadvantaging of groups in the research enterprise, including but not limited to women, Indigenous Peoples, persons with disabilities, racialized minorities and the LGBTQ2+ community, as well as individuals who identify as, or belong to, more than one of these groups.

Applying EDI approaches in the development of a research design—including research questions, methods, theoretical frameworks, literature reviews, analyses and interpretations, and knowledge mobilization activities—reveals complexities about the lived experiences and histories of different groups and individuals. These can be relevant, and in some cases, crucial, for conceptualizing research projects and developing solutions to important social challenges.

To ensure that only the very best projects that include EDI-AR considerations in both the design of the research project and in the make-up of the project's team are awarded funding, many agencies (Tri-Council or otherwise) now include questions related to EDI-AR in grant applications. In response, adjudication committees want to see evidence that there is a commitment to EDI from the institution (Memorial University itself), as well as your project's parameters, as well as how team members have been chosen (colleagues as well as personnel and students).

This document aims to list actions and supports that Memorial University has taken that demonstrate its commitment to EDI-AR practices in research. Contact information is included so you can contact the relevant unit if you'd like more information in how it can support your research project and/or the team involved in the research activities.

Memorial's Commitment to EDI

Administrative Leadership

Hired Vice-Provost, EDI:

<https://www.mun.ca/vpacademic/who-we-are/dr-delores-mullings-vice-provost-edi/>

Hired Vice-President (Indigenous):

<https://www.mun.ca/indigenous/about/index.php>

Hired Associate Vice-President (Indigenous Research) [AVPIR]:

<https://www.mun.ca/research/about/vpr/ford.php>

Dimensions

Memorial is a signatory to this new federal pilot program that aims to make university research more inclusive. ***Dimensions: Equity, Diversity and Inclusion Canada*** is inspired by the United Kingdom's internationally-recognized Athena SWAN program. The program's goal is to address systemic barriers, particularly those experienced by members of underrepresented or disadvantaged groups, including, but not limited to, women, Indigenous Peoples, persons with disabilities, members of visible minority/racialized groups and members of LGBTQ2+ communities.

Employment Policy & Plan

Memorial's EDI in Employment Policy and **Employment Equity and Diversity Plan**: The EDI Policy was approved by the Board of Regents in 2016. Its two main objectives are to recognize, prevent and eliminate disadvantage or discrimination and to create and maintain a culture that supports an inclusive and welcoming workplace. The Plan has five core components: promoting a culture of respect in the workplace, identifying leadership responsibilities, developing programs that are responsive to Memorial's needs and address underrepresentation, removing barriers to employment and advancement, and monitoring and accountability

Indigenous Research and Indigenization

Memorial is the first secondary education institution in North America to enact policy for [Research Impacting Indigenous Groups](#) and an [Indigenous Research Agreement](#).

The university worked in partnership with the Indigenous Peoples of Newfoundland and Labrador to develop a [Strategic Framework for Indigenization 2021-2026](#) through its [Office of Indigenous Affairs](#).

Supports for students, faculty and staff

Human Resources

HSS has a dedicated HR advisor for consultation in hiring of project staff (see [contact list](#)) In addition, HR has accommodations available to staff in order to support EDI-AR, such as:

- [Equity Practices of the Canada Research Chairs Program](#)
- [Equity, Diversity and Inclusion in Employment](#)
- [Kullik Lighting and Smudging](#)
- [Respectful Workplace Policy](#)

- [Sexual Harassment Policy](#)
- [Supporting and Accommodating Breastfeeding](#)
- [Workplace Accommodation Policy](#)
- [Work-flex Program](#)
- [Employee Training and Development](#)
- [Other resources and webinars](#)
- [Diversity Training Opportunities](#)

Student Life

Statement on EDI: <https://www.mun.ca/student/equity/>.

Mission: to “*foster an inclusive and holistic learning environment that maximizes the potential of each student through innovative learning experiences...that empower all students to thrive.*” Student Life Units include:

- [Accessibility Services \(the Blundon Centre\)](#) Empowers Students with Disabilities to achieve their full potential by working with campus and community partners to create an accessible, equitable and supportive learning and living environment.
- [Career Services](#) Employment can provide invaluable skill development, boost career transition and reduce financial barriers for all students. The Centre offers special services to international students and students with disabilities.
- [Student Experience Centre](#) Provides transition supports, leadership development and community engagement learning opportunities.
- [Student Support](#) Provides supports, crisis management, and educational programs that promote health and well-being, spiritual development, personal growth and academic thriving.
- [University Chaplaincy](#) Serves students of all faiths.
- [Memorial University’s Sexual and Gender Advocacy Resource Centre \(MUN SAGA\)](#)
- [Intersections: A Resource Centre for Marginalized Genders](#)
- [Accessible Education resources](#)

Internationalization Office

Memorial University is committed to internationalization, international co-operation, student mobility and cultural sensitivity. We welcome international visitors and we strive to collaborate with educational institutions, businesses, governments, foundations, benefactors and alumni around the world in order to enrich research and teaching, and to ensure we offer outstanding programs for faculty and students.

- [Housing options \(on and off-campus\)](#)
- [Career & Employment Advising](#)
- [Family Program](#)

School of Graduate Studies

SGS has “[developed both a diversity statement and a committee on diversity](#) that reflect 1) our belief that different backgrounds and views are critical to achieving personal and academic excellence and leading societal change, and 2) our commitment to eliminating barriers and fostering opportunities to students and scholars from all backgrounds.”

1) Diversity Statement:

- a. SGS acknowledges the importance of diversity and inclusion in graduate education – that different backgrounds and views are critical to excellence in personal

development, academic achievement, and societal change. Diversity is represented in many ways, including indigeneity, socioeconomic status, race, ethnicity, religion, gender, gender identity, sexual orientation, nationality, ability, ways of learning, or life experience.

- b. Following Universities Canada's principles on equity, diversity, and inclusion, SGS will actively remove barriers and improve supports for graduate students from all backgrounds, to ensure academic progress and success. Through evidence-based, collaborative practice, the School will foster a welcoming and supportive campus culture for student scholars and leaders and be deliberate in its efforts to raise awareness of diversity and inclusive excellence in all disciplines and programs.
 - c. SGS's commitment to graduate students from diverse backgrounds and lived experiences extends across the lifecycle. By creating and making more inclusive our processes, resources, and services, the School will improve the recruitment and admission, retention and experience, and completion rates and outcomes of all graduate students.
- 2) **Equity, diversity and inclusion initiatives:** The following is a list on initiatives started by the School of Graduate Studies to enable Memorial's graduate education and experience to be more diverse and inclusive:
- a. **SGS Diversity Dialogue: Lunch and Learn Series**
The Diversity committee will host a [Lunch & Learn](#) session once a month, as part of Memorial's EDI initiative. Each session will consist of a panel discussion with audience participation. Lunch is provided. For more information and to register for a session, please visit the [Equity, Diversity and Inclusion \(EDI\) Lunch & Learn web page](#).
 - b. **Holistic Review in Graduate Admissions**
SGS in partnership with Information Technology Services is working on a technology-enabled method of assessing a broad range of graduate applicant characteristics to make graduate programs more accessible to persons of all backgrounds. This project is funded through the [Collaborative Applied Research in Economics \(CARE\)](#) initiative.
 - c. **Eradicating Anti-Black Racism**
SGS faculty and staff will participate [on June 10, 2020 in the #STRIKE4BLACKLIVES](#), during which Black academics can take a break and others are able to reflect on the ways they can stomp out anti-Black racism on campus and in their communities. SGS is also allocating funding available to Black graduate students or research on Black culture and experiences to improve representation, eliminate barriers, and support the creation of information and knowledge on people of African descent. To celebrate the work and achievements of Black academics and graduate students, SGS will actively promote Black scholars and research on Black culture and experiences through our communication channels. Finally, as part of our EDI Lunch and Learn series, we will put a special focus on raising awareness of experiences and impacts of anti-Black racism.
 - d. **Dean's October 27, 2020 Statement on Graduate Admissions**
Acknowledging that the pandemic has been extraordinarily stressful and disruptive, SGS announced that marks obtained since March 2020 will not be used in the calculations for eligibility for graduate funding, that we would be flexible regarding minimum admission requirements, and that academic units would be encouraged to consider the impact the pandemic had on individual students in making their admission decisions. Keeping in mind our role in increasing access to graduate education, SGS will also be providing additional supports for Indigenous students and Black Canadian students applying for admission to doctoral programs at Memorial. [Read the full statement here.](#)

Enhanced Development of The Graduate Experience (EDGE) office: Endorsed by SGS Academic Council on September 17, 2018, high-level intellectual skills are fostered through academic programming and supports offered through Memorial's EDGE. SGS emphasizes whole-person learning that helps graduate students become the very best scholars, practitioners, and/or leaders in their chosen fields. Graduate education at Memorial is viewed as a comprehensive learning experience. In both curricular and non-curricular forms, graduate students at Memorial have opportunities to build knowledge and develop diverse skills and competencies to contribute to society in meaningful ways.

- 1) Over 100 professional and academic skills development [workshops](#) are offered through the EDGE program.
- 2) [English Language Skills for University Success](#)
- 3) [EDGE Graduate Professional Development Certificate](#) provides programs and training to enhance graduate student development, including:
- 4) [Equity, Diversity and Inclusion \(EDI\)](#) workshop and unconscious bias training: Graduate students will have participated in or viewed a recording of the SGS EDI workshop offered in both the Fall and Winter semesters, and completed the [Unconscious Bias Training Module](#) offered by the Government of Canada.
- 5) [Entrepreneurship Training Program \(ETP\)](#)
- 6) [Professional Skills Development Program for International Students \(PSDP\)](#)
- 7) [Public Scholar Program \(PSP\)](#)
- 8) [Teaching Assistant Training Program \(TATP\)](#)
- 9) [Teaching Skills Enhancement Program \(TSEP\)](#)

Other Possible Memorial EDI-AR Supports

Other Memorial services that work to reduce barriers to full participation and improve student success:

- [Child Care Centre](#)
- [English as a Second Language](#)
- [Graduate Student's Union \(GSU\)](#) services
- [Indigenous Student Resource Centre](#)
- [Internationalization Office](#)
- [Library Services for Users with Disabilities Writing Centre](#)
- [Memorial Undergraduate Student's Union \(MUNSU\)](#) services
- [MUNUp](#)
- [Online Learning \(CITL\)](#)
- [Student Wellness and Counselling Centre](#)
- [The Commons](#) – provides research, writing and computing support services [Assistive Technology](#)
- [The Works](#)
- [The Writing Centre](#)