

# Equity, Diversity, Inclusion & Anti-Racism at Memorial

## Introduction

The preamble from SSHRC's "Guide to Addressing Equity, Diversity and Inclusion Considerations in Partnership Grant Applications" summarizes the value of ensuring EDI is considered in both research design and in research practices:

*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 considerations in both the design of the research project and in the make-up of the project's team (project practice) are awarded funding, many agencies (Tri-Agency or otherwise) now include questions related to EDI in grant applications. In response, adjudication committees look for concrete and detailed evidence that there is a commitment to EDI from the institution (Memorial University itself), your project's parameters and design, how team members have been chosen (colleagues as well as personnel and students), and in the day-to-day operation and practices of the research activities.

This document aims to list actions and supports that Memorial University has taken, as an institution, that demonstrate its commitment to EDI-AR as well as the units who may be able to support you and your research team as employees and/or students of Memorial. 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.

## Evidence of Memorial's Commitment to EDI-AR

### Administrative Leadership

#### Office of the Vice-Provost, EDI-AR

In December 2019, Memorial University's Board of Regents approved the creation of the Vice-Provost, Equity, Diversity, Inclusion and Anti-Racism (EDI-AR) portfolio. The EDI-AR portfolio builds on and, where applicable, enhances the work of other and/or pre-existing EDI-AR entities across Memorial. The inaugural Vice-Provost, EDI-AR, Dolores Mullings, was hired in August 2021.

#### Office of the Vice-President (Indigenous)

The creation of an office of Vice-President (Indigenous) was approved by the Board of Regents in May 2021. This is just the second Vice-President (Indigenous) position at a Canadian university. The position focuses on continuing to build meaningful relationships with Indigenous Peoples and advancing Indigenization at Memorial University. The inaugural VPI, Catharyn Andersen, was appointed in July 2021.

#### Associate Vice-President (Indigenous Research)

The AVPIR works closely with the Vice-President (Research), senior leaders from the research portfolio and from across the university, and partners, including Indigenous leaders and governments, focusing on research involving and relating to Indigenous communities. They also provides leadership related to Memorial's Research Impacting Indigenous Groups policy. The inaugural AVPIR, Max Liboiron, was appointed to the office in September 2018. Dr. Paul Banahene Adjei is currently Interim AVPIR and has held office since May 2022.

### Signatory on Dimensions

Memorial is a signatory to a new federal pilot program that aims for more inclusive university research. **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 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. See Human Resources **Employment Equity** page for more information.

### Indigenous Research and Indigenization

In July 2020, Memorial became a national leader with the adoption of a groundbreaking new Indigenous research policy. The Board of Regents approved the **Research Impacting Indigenous Groups** policy – the first of its kind known in Canadian universities. The policy is currently undergoing a review and revision and you can **view the new policy draft online**.

Memorial has also created an [Indigenous Research Agreement](#) template – a tool to “enhance the integrity and impact of research by responding to the principles of Indigenous ownership, control, access and possession (OCAP®) of Indigenous data.”

Memorial developed a [Strategic Framework for Indigenization 2021-2026](#) which is being enacted by the [Office of Indigenous Affairs](#). The Framework was created in partnership and with extensive consultation with the Indigenous Peoples of Newfoundland and Labrador and the university population at large. The office also has an [Indigenous Student Resource Centre](#).

## Supports for students, faculty and staff

### Human Resources

HR has a dedicated Employment Equity Officer who can be consulted in hiring of project staff (see [contact list](#)). In addition, HR has policies and accommodations available to students and staff in order to support EDI-AR, such as:

- [Equity, Diversity and Inclusion Public Accountability and Transparency in the Canada Research Chairs Program](#)
- [Equity, Diversity and Inclusion in Employment policy](#)
- [Kullik Lighting and Smudging](#)
- [Respectful Workplace policy](#)
- [Sexual Harassment and Sexual Assault policy](#)
- [Supporting and Accommodating Breastfeeding policy](#)
- [Workplace Accommodation policy](#)
- [Remove Work Arrangements](#)
- [Employee Training and Development policy](#)
- [Diversity Training Opportunities](#)
- [Other Employment Equity resources](#)

### Student Life

Student Life is a unit which provides supports for both undergraduate and graduate students; they have several resources that students, faculty and staff can avail of to support equity, diversity, inclusion and accessibility in research endeavours:

- [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 Office](#) Provides transition supports, leadership development and community engagement learning opportunities.
- [Student Supports](#) Provides support, 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 \(MUN SAGA\)](#)
- [Accessible Education resources](#)
- A list of [LGBTQ+ Resources at Memorial](#), including [Intersections: A Resource Centre for Marginalized Genders](#) and the [Trans and Gender Diverse Students' Guide](#)
- [Faculty and Staff Resources](#) with supports to support students

## Internationalization Office

According to the 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.” Several of their services include EDI-AR supports, such as:

- [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) their “belief that different backgrounds and views are critical to achieving personal and academic excellence and leading societal change, and 2) [their] commitment to eliminating barriers and fostering opportunities to students and scholars from all backgrounds.” Various SGS resources reflect EDI in mission and practice:

### 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) **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.
  - a. Over 100 professional and academic skills development [workshops](#) are offered through the EDGE program.
  - b. [English Language Skills for University Success](#)
  - c. [EDGE Graduate Professional Development Certificate](#) provides programs and training to enhance graduate student development, including:

- d. [Equity, Diversity and Inclusion \(EDI\)](#) committee hosts workshops and other events such as: [Unconscious Bias Training](#) offered by the Government of Canada, lunch and learn sessions, and other periodical talks and workshops.
- e. [Entrepreneurship Training Program \(ETP\)](#)
- f. [Professional Skills Development Program for International Students \(PSDP\)](#)
- g. [Public Scholar Program \(PSP\)](#)
- h. [Teaching Assistant Training Program \(TATP\)](#)
- i. [Teaching Skills Enhancement Program \(TSEP\)](#)

### Other Memorial EDI-AR Supports

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

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