

Equity Diversity and Inclusion 2

Institution: Carleton University

Reporting period: [April 1, March 31]

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

CRCP Stipend for Equity, Diversity and Inclusion

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your institution in making progress in implementing measures to address systemic barriers (required)

- ☐ Not important
- ☐ Somewhat important
- ☐ Important
- ☒ Very important
- ☐ Do not know
- ☐ Not applicable

Other EDI initiatives

Provide an example of an EDI initiative underway at the institution – that is broader than those tied to the CRCP that is expected to address systemic barriers and fos

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 in the box below. URLs should include https://. Note that collecting this information is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (clause 39.e) and provides context for the work the institution is doing in addressing barriers for the CRCP. (required)

Maximum character count: 2000 | Characters remaining: 178

We wish to note, first, that the Equitable and Inclusive Hiring Practices training module for persons on hiring committees is now the standard EDI training format for all hiring committee members, even though it was developed for purposes of CRC hirings. The CRC Program can be proud that their decision to create the Program's own EDI Action Plan and requirement that all institutions participating in the CRC Program do the same, back in 2018, has served as a catalyst for institutions to develop full institutional EDI action plans, and implement many of the actions we required first in the CRC Program context (EDI Self-identification surveys, for instance). The wider deployment of the Equitable and Inclusive Hiring Practices module at Carleton is an example of this extension beyond the CRC Program.

During the reporting year, Carleton adopted a new Human Rights Policy and Procedures (<https://carleton.ca/equity/human-rights/>), which formally came into effect on January 31, 2025. The policy affirms the university's commitment to preventing discrimination and harassment, upholding the dignity of every community member, and embedding principles of fairness and natural justice into institutional processes. Equity and Inclusive Communities (EIC) will be publishing guidelines to further support decision-making in relation to the policy.

The Human Rights Policy complements a suite of related university policies, including those addressing accessibility, academic and employment accommodation, workplace harassment and violence prevention, sexual violence, hiring processes (including those specific to Indigenous candidates), and student rights and responsibilities. Together, these frameworks establish a comprehensive approach to protecting human rights and advancing EDI across all facets of campus life.

