

Equity Diversity and Inclusion 1

Institution: Brandon 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.

Key institutional actions in support of EDI in the CRCP:

Share up to three key EDI actions related to the CRCP that were undertaken during the reporting period as well as their impact. (required)

Key EDI Action	Actions
Brandon University finalized and launched its new Equity, Diversity, and Inclusion (EDI) Strategic Plan and Action Plan in August 2024, with the support of the 2022 CRCP EDI Stipend. The Plan was a recommendation included in the EDI report produced by an external consultant (2020 CRCP EDI Stipend) that resulted from several consultations and data gathering initiatives. https://www.brandonu.ca/president/belonging-at-bu/	View

View details

Describe the key action that was undertaken. (required)

Brandon University finalized and launched its new Equity, Diversity, and Inclusion (EDI) Strategic Plan and Action Plan in August 2024, with the support of the 2022 CRCP EDI Stipend. The Plan was a recommendation included in the EDI report produced by an external consultant (2020 CRCP EDI Stipend) that resulted from several consultations and data gathering initiatives.

<https://www.brandonu.ca/president/belonging-at-bu/>

Did this action relate to an objective named in your CRCP EDI Action Plan? (required)

- Yes
 No

Briefly describe the related objective. (required)

The creation of the EDI Strategic Plan and Action Plan addresses two objectives in the institutional CRCP EDI Action Plan: 1. Employment Systems & Processes Review - Creating the appropriate guidelines and practices to advance EDI; and 2. Leadership and Monitoring - BU leadership working towards



Describe outcomes and impacts this action supported during the reporting period. (required)

The Plan was formally launched by the President in August 2024 at two separate events, the campus-wide Fall Campus Address and the General Faculty Council. The launch of the Plan has enabled the University to streamline EDI efforts under centralized guidance. As the Plan is relatively new, more formal outcomes and impacts will be available next year. We also hope to have an EDI Officer in place who can lead this important portfolio.

View details

Creating the appropriate guidelines and practices to advance EDI; and 2. Leadership and Monitoring - BU leadership working towards creating a supportive workplace for all through EDI efforts.

Describe outcomes and impacts this action supported during the reporting period. (required)

The Plan was formally launched by the President in August 2024 at two separate events, the campus-wide Fall Campus Address and the General Faculty Council. The launch of the Plan has enabled the University to streamline EDI efforts under centralized guidance. As the Plan is relatively new, more formal outcomes and impacts will be available next year. We also hope to have an EDI Officer in place who can lead this important portfolio.

Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed. (required)

There were no major challenges. Minor challenges included some members of Brandon University wanting very specific matters addressed in the Plan as well as items outside the scope of the Plan. This was mitigated through constant communication and the acknowledgement that the Plan is a living document that will evolve over time, making it a guide for our EDI actions.

Was funding from the CRCP EDI stipend used for this action? (required)

- Yes
- No

Equity Diversity and Inclusion 2

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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: 670

The Brandon University - Brandon University Faculty Association (BU-BUFA) Collective Agreement (CA) (2023-2027) included an Equity, Diversity, Inclusion, Decolonization and Reconciliation (EDIDR) training requirement for or all BUFA Members, Academic Administrators, Deans/Directors, and Senior Administrators involved in the recommendation or decision-making process for appointments, career progress, or University policy or procedures. From the CA, "Recognizing that advancing EDIDR requires ongoing education of all Members, the Employer and the Union shall jointly develop and deliver a program of training on EDIDR that shall cover, at minimum, the principles, objectives, recent history, best practices, legal obligations, CA language, policies, rules, and institutional expectations with respect to EDIDR in employment. The implementation of the training began 2024 and is offered regularly and tracked. (<https://www.brandonu.ca/hr/files/BUFA-2023-27-Collective-Agreement.pdf>)

Another example includes the efforts of the BU Queer Committee. The Committee created resources that are available online via the BU Library Guides site. From the site, "Its purpose is to highlight 2SLGBTQIA+ and gender diverse resources available to faculty, students, staff, and the public." (<https://libguides.brandonu.ca/buqueer/home>)