

**NSCAD University**  
**Office of Academic Affairs and Research**  
**December 12, 2018**

## **Equity, Diversity, and Inclusion Action Plan**

An inclusive campus is an environment where every member is a valued contributor. It is a campus that encourages diverse perspectives and recognizes that it is through diversity that creativity and innovation can flourish. Fostering a culture of inclusion is a process that begins with acknowledging the diversity among us and the fact that some members of our community experience barriers to education, employment, and full participation due to systemic factors. An

### 1.3 Analysis

One CRC will be made available to NSCAD over the next two years, although we hope for more through the Special Allocation process: one Tier 1 CRC. The following analysis outlines the feasibility of filling this CRC with members of the Four Designated Groups to meet Objective 1.

**Women:**

3.

## **4.1 Allocation**

The VPAR, in consultation with the Research Committee of Senate, will make the decision to allocate a vacant CRC, and the general area of research to which the chair is allocated will be in accordance with and relevant to the University's Strategic Research Plan (SRP).

## 5. Collection of Equity and Diversity Data

NSCAD University is committed to correct the conditions of disadvantage in employment experienced by women,