

## CANNABINOID RESEARCH INITIATIVE OF SASKATCHEWAN EQUITY, DIVERSITY AND INCLUSION ACTION PLAN

This EDI plan was established and based on the existing plan of the Tri-Agency Program Secretariat. The complete EDI Action Plan can be found at: [http://www.chairs-chaire.gc.ca/program-programme/equity-equite/action\\_plan-plan\\_action-eng.aspx](http://www.chairs-chaire.gc.ca/program-programme/equity-equite/action_plan-plan_action-eng.aspx)

### **SECTION A: Improved transparency and implementation of best practices within recruitment processes**

	<b>Action</b>	<b>Timeline</b>	<b>Status update</b>
A.1	<b>Adhere to the University of Saskatchewan's Equity, Diversity, and Inclusion Action Plan:</b> The UofS, in keeping with the Tri-Agency Institutional Program Secretariat, has established a Strategic Research plan found at: <a href="http://www.chairs-chaire.gc.ca/program-programme/srp-prs/saskatchewan-eng.pdf">http://www.chairs-chaire.gc.ca/program-programme/srp-prs/saskatchewan-eng.pdf</a>	December 1, 2018	Completed
A.2	<b>Provide training to all individuals involved in the recruitment and nomination processes</b> Faculty and trainees must receive training on the importance of equity, diversity and inclusion within the program, and on the potential negative impact of unconscious bias on the career paths of individuals from the FDGs.	As of March 2019	Ongoing
A.3	<b>Develop and share best practices for recruitment, hiring and retention</b> The <u>Equity, Diversity and Inclusion: A Best Practices Guide for Recruitment, Hiring and Retention</u> is a tool provided for institutions to use as they assess and determine what measures are needed to meet their equity and diversity objectives.	As of March 2019	Ongoing
A.4	<b>Review and revise the program's current <u>Guidelines for ensuring a fair and transparent recruitment process</u></b> The guidelines will be revised to ensure that they are aligned with the program's mandate, and equity, diversity and inclusion goals.	As of March 2019	Ongoing

### **B) Target-setting methodology and data collection**

	<b>Action</b>	<b>Timeline</b>	<b>Status update</b>
B.1	<b>Review and revise the current equity target-setting methodology that is used to set targets within the program</b>	As of March 2019	Ongoing

	<b>Action</b>	<b>Timeline</b>	<b>Status update</b>
	Current methodology on <u>establishing equity and diversity targets</u> is available on the program's website.		
B.2	<p><b>Collect data on fair and equitable recruitment, hiring, and promotion</b></p> <p>Best practices regarding how to collect this type of data from respondents have been shared with institutions in the <u>Equity, Diversity and Inclusion: A Best Practices Guide for Recruitment, Hiring and Retention</u>. This includes how to encourage self-identification, identifying how the data will be used and communicating the privacy measures that will be taken to protect the data.</p>	As of March 2019	Ongoing

**C) Improved governance**

	<b>Action</b>	<b>Timeline</b>	<b>Status update</b>
D.1	<b>Conduct an analysis of success rates of individuals to monitor for bias in the program's peer review process</b>	As of March 2019	Ongoing
D.2	<b>Provide training on unconscious bias for governance committee and peer review committee members</b>	As of March 2019	Ongoing