



## St. Francis Xavier University's Public Accountability and Transparency Plan for CRCEF funding

As a recipient, St. Francis Xavier University has an obligation to manage the awarded program funds using a robust and transparent process throughout all stages of the process and comply with the CRCEF's equity, diversity and inclusion decision-making requirements to allocate funds accordingly.

StFX does not have any affiliated health organizations, so these provisions are related only to core research operations of the university. The following strategy has been developed at St. Francis Xavier University to comply and satisfy the programs requirements:

### **StFX Strategy for equity, diversity and inclusion decision-making for the use of CRCEF funds:**

1. StFX will broadly survey all faculty researchers, across all four faculties, as well as institutes, such as the Coady International Institute to communicate awareness of CRCEF funding opportunities, as well as specific eligibility criteria associated with different stages of funding. StFX will encourage any potential CRCEF applications to be submitted to the Office of the Associate Vice President, Research and Graduate Studies (AVPRGS).
2. The StFX CRCEF Committee will be comprised of three individuals (the Associate Vice President, Research and Graduate Studies; the Dean of Arts; and the Human Rights and Equity Advisor). All three members have completed unconscious bias and EDI training. Two of the three members are from under-represented groups.
3. The office of the Associate Vice President, Research and Graduate Studies will proactively contact research groups involving research staff from designated groups to explore eligibility with CRCEF guidelines. As a small university, this type of personalized outreach is possible.
4. If the needs for CRCEF funding exceed the allocated funding available for use at StFX, the following strategies will be used to reach decisions and limit the potential for negative impact of unconscious bias and systemic barriers for both wage support and maintenance/ramp-up costs:
  - a. Priority will be given to research staff (wage support) or research maintenance/ramp-up costs involving researchers from designated or under-represented groups.
  - b. Wage support for researchers from non-designated or non-under-represented groups will only be considered once such support has been fully satisfied for researchers from designated or under-represented groups.
  - c. Funding decisions will not consider the ability of research staff members to meet pre-determined work schedules and will accord maximum flexibility for potential recipients to have flexible, remote, and reduced work schedules during the pandemic due to child/family care responsibilities or take into account increased risk related to exposure to COVID-19.
  - d. Funding decisions will place priority on any research staff (for wage support) or research efforts (for maintenance/ramp-up costs) that involves research efforts that are non-traditional or unconventional, based in Indigenous ways of knowing, outside the mainstream of the discipline, or focused on issues of gender, race or minority status.

**Senior Level Individual Responsible for the CRCEF:**

Dr. Kevin Wamsley, Academic Vice President and Provost, is the Senior Level individual responsible for ensuring the program requirements are followed. Dr. Wamsley's contact information is below:

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