

Canada Research Chairs  
Chaires de recherche  
du Canada

## Name of Institution:

Western University

## Institutional Vice-President Level Representative Name (with financial authority):

Deanne Babcock

## Total Amount Requested:

50000

## Total Amount Spent at March 31, 2021:

16613

## Total Funds Committed as of March 31, 2021(to be spent during the six-month phase-out period – April 1, 2021 - September 30, 2021):

33387

For each expense category you identified in your EDI Stipend application, please indicate which expenditures have been made during the reporting period (April 1 2020 to March 31, 2021) by completing the following table.

Expense Category	Budget for the period covered (as outlined in application)	Actual expenditures for the period covered	Institutional Commitment	Planned expenditures to the end of the project
Data Collection (e.g. self-identification form development)	5000			5505
Environmental Scan	28000	16613		9166
Other (specify)	17000			18716
EDI LensTool				
<b>Totals</b>	50000	16613		33387

Provide an explanation for any deviations from what was originally proposed in your EDI Stipend application (e.g. a change in expense category or amount allocated to an expense category).

There have not been any significant deviations from the original outcomes as outlined in the CRC EDI Stipend application, but the nature of the activities has evolved since the stipend application as a direct consequence of alignment with extensive EDI-related campus activities. Initiative 1: Data Collection Initiative: Western is currently working toward establishing a campus-wide EDI data collection process, which will include gathering data from students, staff and faculty. The original CRC EDI Stipend application focused on updating Western's employment equity survey for faculty and staff only. Funds are still being used to develop a comprehensive promotional package to optimize participation in the survey which is expected to be rolled out in the Fall 2021. Costs have increased to accommodate the expanded scope. Initiative 2: Costs have deviated from the originally proposed budget due to the changing landscape across Western, with the appointment of several roles dedicated to EDI. Instead of purchasing an existing tool/resource, we invested the stipend towards the creation of a Western-specific EDI resources and materials for the campus community (i.e. a specially-designed web landing page with linked resources). As originally outlined, it will include a compilation of materials which will help our community incorporate EDI-related best practices throughout our employment, academic and research-related policies, and procedures. Initiative 3: Environmental Scan, remained as submitted but costs were modestly less than budgeted. The surplus from Initiative 3 was re-directed to Initiatives 1 and 2.

The link for Statement of A