

E. Review official communications channels and events to ensure these platforms are not celebrating research groups that do not uphold these values

KPI-I.E1: Quarterly review of communications channels and events (Type of engagements, Number of engagements, and sentiment analysis reporting)

KPI-I.E2: Number of opportunities provided to ArcticNet rights holders and stakeholders to celebrate researchers and be celebrated researchers upholding shared values and showcasing impact of research

KPI-I.E3: Number of events, platforms, and groups engaged

KPI-I.E4: Number of platforms, events and groups removed from engagement for not upholding defined values

F. Review existing policies around negative experiences that put the victim's wellbeing above organizational reputation or the pursuit of scientific excellence. Work directly in a timely manner with communities when negative experiences arise.

KPI-I.F1: Acknowledge and address negative experiences within 24 hours of becoming aware

KPI-I.F2: Review policies annually with equity seeking groups for recommended changes

G. Review any complaints for repeated behaviour. Review Code of Conduct for events and take the necessary steps to address this issue

KPI-I.G1: Reported number of workplace discrimination or harassment claims

KPI-I.G2: Reported number of acts of violence in the network

KPI-I.G3: Reported acts of incivility in the network

KPI-I.G4: Reported number of average days of missed work due to incivility issues at work

KPI-I.G5: Reported number of acts of incivility experienced in the network (day/month/year)

KPI-I.G6: Average time taken to respond with before/after sentiment analysis

KPI-I.G7: Establish a review process with equity seeking groups and EDI committee

KPI-I.G8: Request feedback on an agreed upon time frame suitable for establishing a review process from the network before starting the review process

H. Be accountable

KPI-I.H1: Number / Percentage of key performance indicators achieved across main goals and outcomes

KPI-I.H2: Number of Indigenous communities involved the process of digitization and knowledge transfer

KPI-I.H3: Number of Indigenous youth involved in Network activities and knowledge transfer

KPI-I.H4: Number of rights holders, community led organizations and Indigenous peoples involved in developing and applying the ArcticNet Data Management Policy.

II. ArcticNet Supports Work Life Balance in Research

A. Review policies, research criteria, conference organization, and opportunities to ensure they are inclusive for parents and those with care obligations

KPI-II.A1: Number of feedback submissions provided by equity-seeking groups

KPI-II.A2: Number of feedback submissions implemented

KPI-II.A3: Propose paid compensation to equity seeking groups to review policies, research criteria, conference organization, and opportunities annually

B. Ensure opportunities are accessible to those needing to supplement income or care for families

KPI-II.B1: Ensure daycare and nursing areas during ArcticNet meetings

KPI-II.B2: Solicit recommendations for assisting participants who require additional support to participate in Network activities

C. Survey for best practices and flexible solutions

KPI-II.C1: 90% satisfaction rate of recommendations implemented by ArcticNet network stakeholders and rights holders

KPI-II.C2: Number of responses provided

KPI-II.C3: Number of responses provided anonymously

KPI-II.C4: Number of responses provided publicly

KPI-II.C5: Number of responses implemented

KPI-II.C6: More than 30% of survey responses received from Indigenous populations

D. Create incentives and awards that support, perseverance and non-linear career paths

KPI-II.D1: Creation of awards and grants for perseverance and non linear career paths

KPI-II.D2: Number of applications to these awards

KPI-II.D3: Number of awards / granted offered to those providing mentorship on inclusive consultations, assistance with application processes, and/or grant writing processes, other

E. Create space for discussing and addressing EDI work at all committee, governance meetings and events

KPI-II.E1: Design a process with equity seeking groups

F. Support and celebrate different pathways in academia and research

KPI-II.F1: Celebrate 8-10 unique researcher(s) several times a year on digital media channels

G. Review one size fit all competitive criteria that favours those without financial or family obligations such as publication rates and international engagements

KPI-II.G1: Review criteria annually with equity seeking groups

KPI-II.G2: Number of hours spent integrating inclusivity into programs, events, conferences, and projects

KPI-II.G3: Survey Network members annually on sentiment towards inclusivity, sense of belonging

H. Collectively reflect on the meaning of research excellence

KPI-II.H1: Engage with Network partners, stakeholders and rightholders on criteria defining excellence in Arctic Research

III. Creating and Supporting Culturally Safe Research Environments

A. Continue to formally acknowledge the impacts of colonialism and ArcticNet's responsibility to work respectfully and in harmony with Northern communities and continue to acknowledge the privilege for having access to these waters and territories to conduct research.

KPI-III.A1: Number of rights holders, and community-led groups leading, managing and controlling funding

KPI-III.A2: Number of presentations provided to equity seeking groups on research taking place and why their doing this research and why it's important

KPI-III.A3: Number of Northern HQP

B. Implement incentives and criteria that promote completing training on EDI topics and on Canada's colonial history and its impact on Canada's Northern Communities for ArcticNet's dominant groups.

KPI-III.B1: Number of training courses and readings completed on Indigenous Awareness

KPI-III.B2: Implement incentives and funding opportunities promoting EDI training completion

KPI-III.B3: Percentage of projects involved in co-producing and bridging different types of knowledge

KPI-III.B4: 100% of funded projects required to adhere to the ArcticNet Data Management Policy

C. Design culturally safe spaces for Inuit, Métis, First Nations and racialized ArcticNet members to understand their specific experiences.

KPI-III.C1: Number of designated spaces reserved for creating and supporting culturally safe environments at conferences, events, initiatives, projects, and programs [Example: breastfeeding rooms, cultural spaces]

KPI-III.C2: Satisfaction rates after conferences, events, initiatives, projects, and programs

KPI-III.C3: Number of opportunities provided to equity seeking groups to create safe spaces

KPI-III.C4: Number of independent organizations engaged (Indigenous support organizations) for cultural transitions and being around other Indigenous people and community

KPI-III.C5: Number of ArcticNet affiliates utilizing culturally safe spaces

D. Create more space for diverse perspectives on panels, committees, presentations and communications channels.

KPI-III.D1: Number of spots reserved for equity groups on panels, committees, presentations and communications channels

E. Continue to celebrate diverse cultures and communities across Canada's northern communities.

KPI-III.E1: Number of cultural events hosted (Example: sewing circles) yearly

F. Using Inuktitut on ArcticNet's website, and images of Northern peoples benefited ArcticNet's reputation but not the people of the North. In appreciation of access to Northern territories, co-design with Northern partners an advocacy program that directly addresses some of the challenges and amplifies the successes specific to Northern communities.

KPI-III.F1: ArcticNet website and communications are accessible in English, French and Inuktitut when possible, using culturally appropriate and representative imagery

KPI-III.F2: For all knowledge transfer activities, translate materials in English, French and Inuktitut

G. Create opportunities for cultural mentorship.

KPI-III.G1: Number of mentorship opportunities implemented

KPI-III.G2: Satisfaction rate of 80% or more by equity seeking groups as it relates to mentorship opportunities received

KPI-III.G3: Number of community-led or source communities engaged for mentorship

H. Ensure criteria to promote gender equality does not come at the expense of Indigenous peoples and Northern people's representation.

KPI-III.H1: Monitor diversity within the Network across activity centres and initiatives. Aim for parity when possible.

I. Be visibly active allies for Canada's Northern peoples.

KPI-III.I1: Number of confirmed engagements and agreements by Executive members to participate in EDI activities internally and externally such as endorsing statements of commitment, keynote addresses, launches, media opportunities, or participating in equity-based events and ceremonies, and other recommendations by equity seeking groups

J. Repair by tangible actions, not empty words.

KPI-III.J1: Number of culturally sensitive counselor accommodations made at meetings to support those attending the meeting who may be experiencing trauma or experiencing a sense of cultural exclusion.

KPI-III.J2: Number of projects retaining active web presence over the long term [10+ years]

KPI-III.J3: Number of rights holders or those with lived experience designing and developing digital return systems appropriate for the Arctic

KPI-III.J4: Number of projects focusing on the digital return of archaeological and ethnographic collections

KPI-III.J5: Number of projects funded by academic funding agencies

KPI-III.J6: Number of projects funded by industry

KPI-III.J7: Number of projects integrating Vimeo, YouTube, blogs, Twitter or Facebook, flash drives, hard drives, podcasts, video and audio recordings for traditional knowledge relating to celestial or astronomical data, oral histories focusing on personal biographies, community histories, stories, myths, place names, heritage data, including a) arctic military presence and interactions with Western Arctic Inuvialuit; culture change due to contact with outsiders; education; ceremonial and spiritual life; settlement, subsistence and economic patterns; public health and wellness, childcare; research permitting processes; cumulative impacts of pollutants; industrial development; and climate change for dissemination

KPI-III.J8: Number of Indigenous and equity seeking groups included in digital return projects

IV. Improving Diverse Representation and Visibility

A. Create succession plans for ArcticNet leadership that will appropriately represent Northern communities within the decision making apparatus of the network.

KPI-IV.A1: Annual leaky pipeline survey on career growth, overall assessment of needs, and wellness to measure succession planning goals, barriers, opportunities

KPI-IV.A2: Promotion rates of equity-seeking groups

KPI-IV.A3: Length of employment of equity-seeking groups

B. Actively sponsor diverse candidates, and ensure selection criteria and candidate selection have equity frameworks to mitigate bias.

KPI-IV.B1: Number of applicants of grants per year

KPI-IV.B2: Percentage of educational bursaries provided to equity groups and personas identified per year

C. Continue to appropriately represent gender diversity but with a focus on representation of racialized women, acknowledging that they are often overburdened by those tasks. Value and remunerate those contributions.

KPI-IV.C1: Number of acknowledgements for research outputs provided through (a) remuneration (b) grants awarded

KPI-IV.C2: Number of First Nations, Inuit and Métis compensated for cultural opening and closing ceremonies at all ArcticNet events

KPI-IV.C3: Names listed in academic journals as contributors

D. Review selection criteria for bias, and ensure they do not exclude specific groups.

KPI-IV.D1: Include equity seeking groups at all stages of the audit and/or review processes with annual reviews shared accessibly and transparently in the ArcticNet network through annual reports, conferences, and other opportunities

E. Complete a formal evaluation of selection of awards and candidate selection process for bias.

KPI-IV.E1: Design best practice models of outreach and recruitment with equity seeking persona groups identified

KPI-IV.E2: Consult and propose compensation equity-seeking groups for formal evaluation of selection of awards and candidate selection processes annually for bias

F. Ensure activities are overseen by those with cultural knowledge and EDI expertise.

KPI-IV.F1: Number of cultural training opportunities initiated for all existing and new staff annually

KPI-IV.F2: Number of activities and projects overseen by rights holders, source communities, and equity seeking groups annually

KPI-IV.F3: Percentage of indigenous peoples and equity seeking groups included in conference, event, initiative, program, and project planning

G. Support Indigenous and Northern peoples' business wherever possible.

KPI-IV.G1: Number of Indigenous and Northern peoples' businesses supported

KPI-IV.G2: Number of Indigenous and Northern peoples' businesses supported socially through online dissemination (Example: number of content shares/recommendations)

KPI-IV.G3: Number of communications shared regarding Indigenous and Northern peoples' businesses by ArcticNet network stakeholders (Example: promotions shared, new product or service updates shared)

H. Develop an inclusive communications strategy which amplify a broad diversity of voices from within the network.

KPI-IV.H1: Ratio of languages used in all ArcticNet communications

KPI-IV.H2: Number of digital sources that are accessible to equity groups (access permissions, language, disability)

V. Support Research that is Designed by the North for the North

A. Build equitable criteria for all Northern communities to engage with ArcticNet and research teams regardless of size or existence of regional governments.

KPI-V.A1: Engage with permitting and agencies to help support ArcticNet researchers in deploying their research projects in ways that are respectful to cultural needs, resource use, environmental stewardship and local capacity

- B. Create incentives and awards for research projects that are co-designed with Northern communities, embrace traditional knowledge with respect and answer science questions that are valuable to Northern communities. Develop incentives that increase the merit of research that serves the North.**

KPI-V.B1: Number of projects awarded for integrating Indigenous curriculum, knowledges and perspectives that are relevant to all students for transformative learning

- C. Celebrate and grow North by North initiatives.**

KPI-V.C1: Number of confirmed engagements and agreements by Executive members to participate in EDI activities internally and externally such as endorsing statements of commitment, keynote addresses, launches, media opportunities, or participating in equity-based events, and other recommendations by equity seeking groups

KPI-V.C2: Satisfaction rate of 90% or higher for partnerships between industry and Indigenous committees

- D. Host events when possible in the North, continue to explore novel ways to support interaction and networking with Northerners.**

KPI-V.D1: Number of events hosted in the North and South

KPI-V.D2: Number of events hosted online

KPI-V.D3: Number of attendees at North/South events

KPI-V.D4: Number of attendees at online events

KPI-V.D5: Number of attendees from equity groups at events online, and in the North/South

KPI-V.D6: Number of recommendations provided by equity seeking groups [interaction and relationship building]

KPI-V.D7: Number of recommendations by equity seeking groups implemented

- E. Ensure criteria for gender balance on research teams does not inadvertently exclude racialized, Inuit, First Nations, Métis and Northern scholars' participation.**

KPI-V.E1: Hire/Support regional representation on our committees (IRAs and IRA coordinator)

- F. Create specific networking and research work opportunities for Northern youth.**

KPI-V.F1: Number of Northern youth involved in the creation of networking and research work opportunities (events, initiatives, programs, projects)

- G. Continue to support groups, initiatives and organisations which promote inclusion in northern research (i.e. Polar Pride, Polar Impact, Arviat Film Society).**

KPI-V.G1: Number of groups, initiatives and/or organisations advocating for DEI annually supported: financially (\$), socially (Number of content shares)