

2024-25 Progress Report

Equity, Diversity and Inclusion 1

Institution

The University of Winnipeg

Reporting period: April 1 March 31

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

Key institutional actions in support of EDI in the CRCP:

Share up to three key EDI actions related to the CRCP that were undertaken during the reporting period as well as their impact. (required)

Describe the key action that was undertaken.

During the reporting period, the institution implemented mandatory Equity, Diversity, and Inclusion (EDI) training for all Research Office–managed committees. This includes all committees responsible for adjudicating internal awards, grants, and nominations. Each member is required to complete the CIHR Bias in Peer Review training module, ensuring greater awareness and mitigation of unconscious bias in decision-making processes. In addition, the Research Office’s Program Officer, whose portfolio specifically focuses on EDI in research, delivers tailored training sessions to complement the CIHR module. These sessions contextualize EDI principles within the institution’s research environment, reinforce inclusive assessment practices, and promote equitable participation across disciplines.

This initiative has strengthened the consistency and transparency of adjudication processes, fostered a shared understanding of bias mitigation strategies among committee members, and enhanced confidence in the fairness of research-related decisions. As a result, EDI considerations are now more systematically embedded in all stages of internal research funding and nomination processes.

Did this action relate to an objective named in your CRCP EDI Action Plan?

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Describe outcomes and impacts this action supported during the reporting period.

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Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed.

One of the main challenges encountered was ensuring full compliance with the required EDI training across all committee members, as well as maintaining consistency in how EDI principles were applied during the review of award and grant applications. In some cases, applications did not include sufficient EDI-related information, limiting the committees’ ability to fully assess these components.

To address these challenges, the Research Office implemented several mitigation strategies. Regular feedback meetings were held with committee members to identify gaps and share best practices for

equitable assessment. Additional reminders and tracking mechanisms were introduced to confirm completion of mandatory training. Furthermore, guidance materials and examples were refined to help applicants better integrate EDI considerations into their submissions. Together, these steps have improved both the quality of applications and the confidence of committees in applying EDI criteria consistently.

Was funding from the CRCP EDI stipend used for this action?

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CRCP Stipend for Equity, Diversity and Inclusion

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your institution in making progress in implementing measures to address systemic barriers

Not important

- Somewhat important
- Important
- Very important
- Do not know
- Not applicable

Other EDI initiatives

Provide an example of an EDI initiative underway at the institution – that is broader than those tied to the CRCP that is expected to address systemic barriers and foster an equitable, diverse and inclusive research environment.

For example, are there projects underway that underscore the importance of EDI to research excellence? Is there additional training being offered to the faculty at large? Are there initiatives to improve the campus climate? Please provide hyperlinks where relevant in the box below. URLs should include https://. Note that collecting this information is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (clause 39.e) and provides context for the work the institution is doing in addressing barriers for the CRCP.

We are in the early stages of running our EDI in Research certificate program. The program was initially funded through a CRC EDI stipend in its initial year which provided funding for speakers. The current form of the program will run in a similar format and take place in 2026.

Since 2022, the Program Officer position in the Office of the Vice-President, Research and Innovation, for Equity, Diversity, Inclusion, Anti-Racism, and Decolonization and Research has been the point person for EDI/AR/D training as it relates to research planning, development, and implementation at the individual faculty level and institutional planning level.