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CRCP Institutional EDI Action Plan - Key Objective(s)

Important Note

(Once you have read the statement below, click the radio button beside it.)

Please note that the information you enter in your report is only saved when clicking on the "Save and Next" button at the bottom of the page. Using the browser navigation buttons or the "Continue Later" button at the bottom of the page will not save the information entered on the page. If after clicking "Save and Next" you see a "Page has errors" message in red, near the top of the page, it means that at least one field is missing information. In such an instance, the empty field will have the words "Answer is incomplete" underneath it, in red.

This report includes mandatory reporting on 1) the CRCP institutional equity, diversity and inclusion action plan (IEDIAP) and 2) the \$50,000 EDI Stipend.

Your institution must submit the report by the deadline date indicated by the program, and must cover the reporting period identified by the program.

Institutions are required to post the most up to date version of their EDI action plan on their [public accountability web pages](#). Ensure to remove all numbers less than 5 prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders. This is a requirement of the *Privacy Act*.

Each year, institutions must also publicly post a copy of this report to their public accountability web pages within 7 working days after the deadline for submitting the report to TIPS. TIPS will review the report each year; in addition, the annual report(s) will be provided to the external EDI Review Committee, when it is convened every few years, to evaluate the progress made in bolstering EDI at the respective institution and to provide context for future iterations of the EDI action plan.

All sections of the form are mandatory (unless otherwise noted).

Contact information

Please complete the fields below.

Name of Institution:

The University of Winnipeg

Contact Name:

Dr. Jino Distasio

Position Title:

Vice-President, Research and Innovation

Institutional Email:

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Institutional Telephone Number:

204.982.1147

Does your institution have an EDI Action Plan for the CRCP?

Yes

PART A: EDI Action Plan - Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators

Date of most recent plan (e.g. latest revision of the public plan):

04/28/2021

Rating given action plan in most recent review process:

Fully Satisfaction

Name of vice-president level representative responsible for ensuring the implementation of the plan:

Jino Distasio

In developing their action plans, institutions were required to conduct: 1) an employment systems review; 2) a comparative review; and 3) an environmental scan (see program requirements [here](#)). These assessments were required in order to identify the specific systemic barriers and/or challenges that are faced by individuals from underrepresented groups (e.g. women, persons with disabilities, Indigenous Peoples and racialized minorities, LGBTQ2+ individuals) at the respective institution; institutions were then required to develop key S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objectives and actions to address them.

Indicate what your institution's key EDI objectives are (up to six) as outlined in the most recent version of your action plan (either the one approved by TIPS or the one currently under review by TIPS), as well as the systemic barriers/challenges identified that these objectives must address. Please note that objectives should be S.M.A.R.T. and include a measurement strategy. List the corresponding actions and indicators (as indicated in your institutional EDI action plan) for each objective, and outline: a) what progress has been made during the reporting period; b) what actions were undertaken; c) the data gathered; and d) indicators used to assess the outcomes and impacts of the actions. Please note that indicators can be both quantitative and qualitative and should be specific. Outline next steps and use the contextual information box to provide any additional information (e.g., course correction, obstacles, lessons learned, etc.) for each objective.

Key Objective 1

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 1:

Align existing systems and environmental reviews to ensure success in achieving equity, diversity and inclusion in UWinnipeg's Canada Research Chair program.

Systemic barriers -

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

The systemic barriers that existed were identified by reviewing the CRC hiring process, including existing HR hiring policies, in order to ensure compliance that our current CRCs meet the four designated groups and the CRCP's incremental equity targets. At each stage of planning for recruiting, hiring and retaining Canada Research Chairs the University of Winnipeg is committed to promoting diversity and inclusion. We strive to be inclusive and remove all biases and systemic barriers so that all researchers have equal access to and can benefit from the Canada Research Chair Program.

Corresponding actions undertaken to address the barriers:

For Canada Research Chairs, a nomination selection committee consisting of faculty members elected by their peers, the appropriate faculty Dean, the Vice-President, Research and Innovation and the Provost and Vice-President, Academic is formed. This committee puts forward a call for nominees which are then vetted and interviewed before a final applicant who will be put forward as the institutional nominee is selected. It is important to note that the committee structure, training and resources are expanded within our CRC Equity Plan. This included providing additional supports, training and resources.

Data gathered and Indicator(s) - can be both qualitative and quantitative:

Data was collected related to the hiring process. Information is made public and posted to the Equity, Diversity & Inclusion (EDI) webpage on the Canada Research Chairs Program website. This ensures transparency in the hiring process and the inclusion of all individuals from the program's four designated groups (FDGS): women, visible minorities, persons with disabilities, and Indigenous peoples.

Progress and/or Outcomes and Impacts made during the reporting period:

The University of Winnipeg has a strong EDI commitment in its faculty and staff hires to achieve equitable representation.

Challenges encountered during the reporting period:

One challenge was having an interim-president which has slowed down the process. Presidential search which took longer than expected. The UW has a low CRC allocation, so we did not have any open allocations during the reporting period to monitor progress. The Covid-19 pandemic has also made progress move slowly.

Next Steps (indicate specific dates/timelines):

Continue to closely monitor processes to ensure we remain compliant as well as providing timely information and supports as needed. We will continue to diligently follow our processes and those of the CRCP to ensure that our new CRCs meet the incremental equity targets.

Was funding from the CRCP EDI stipend used for this key objective?

No

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Do you have other key objectives to add?

Yes

Key Objective 2

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 2:

Ensure existing policies, agreements, and plans that may influence UWinnipeg's CRC program are written and implemented in a manner that is supportive of equity, diversity and inclusion.

Systemic barriers -

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

The systemic barriers that exist with changing practices and policies are challenging, and our efforts to address EDI practices and integrate them into policies and practices remains ongoing to ensure employment equity.

Corresponding actions undertaken to address the barriers:

An employment equity advisory committee is set to address these barriers and align our EDI efforts across the institution. The committee should be in place in Summer 2022. Workshops and speaking engagements are held to create awareness and implement EDI practices at the highest administrative level. Overall, this creates a culture where EDI is integrated into all institutional processes.

Data gathered and Indicator(s) - can be both qualitative and quantitative:

An EDI Faculty Survey is in development to collect data. A draft was developed and feedback was received from several faculty members from various equity seeking deserving groups.

Progress and/or Outcomes and Impacts made during the reporting period:

The faculty survey will allow the UW to use this data as a benchmark for representation

Challenges encountered during the reporting period:

One challenge was having an interim-president which has slowed down the process. Senior Admin and other staff were busy with other tasks. The Covid-19 pandemic has also made progress move slowly. Various staff have taken leave, or were sick due to Covid-19. The lead on the project took a parental leave.

Next Steps (indicate specific dates/timelines):

The survey should launch in August 2022 or September 2022. This data will be used to address institutional and systemic barriers which will allow us to also address these issues beyond the CRC program.

Was funding from the CRCP EDI stipend used for this key objective?

No

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 3

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 3:

Grow supports at the University that enable a more inclusive working environment.

Systemic barriers -

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Identifying and removing barriers associated with unconscious bias will remain an ongoing effort.

Corresponding actions undertaken to address the barriers:

At present, we have conducted reviews, provided updates and are part of other initiatives such as the Dimensions Pilot and the NSERC EDI program. With funds from the CRC EDI Stipend we are creating an communications platform and resources hub. This will offer a central location for access to resources and information.

Data gathered and Indicator(s) - can be both qualitative and quantitative:

Many of the actions will be influenced by the pending surveys of faculty and staff.

Progress and/or Outcomes and Impacts made during the reporting period:

Unfortunately, there has not been any progress during this reporting period. An extension was requested to continue receiving the EDI Stipend funding due to circumstances related to COVID.

Challenges encountered during the reporting period:

Planning and implementing strategies over the pandemic has been difficult. It remains challenging to balance to the needs of faculty to support remote work and teaching with additional requests for other initiatives. Staff turnover in the Research Office has also led to delays in implementing the program. Progress has been slower than expected.

Next Steps (indicate specific dates/timelines):

We expect the resource hub to be in October 2022.

Was funding from the CRCP EDI stipend used for this key objective?

Yes

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

0

If an amount was entered in the previous question, indicate specifically what the funds were spent on.

Funding has been used to set up the initiative, but none was used during this reporting period due to delays. We have an extension.

EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

Moderate impact (the EDI Stipend had moderate impact on achieving progress)

Key Objective 4

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 5

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 6

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Challenges and Opportunities

Other than what has been outlined in the section above, outline any challenges and opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. If COVID-19 has had an impact on the implementation of the institution's action plan, please outline how below. How has or will the institution address these challenges and opportunities? (limit: 5100 characters):

The past year, the EDI implementation of the EDI action plan has been affected by Covid-19. Coordination of committees and resources was difficult when everyone was working remotely. This caused significant delays. The Presidential search which took longer than expected also occupied Senior Admin's time which resulted in a delay in making decisions. One success has been the development of the EDI Faculty Survey, which has assisted greatly with supporting our goal of aligning EDI resources and supports towards an institutional strategy that works to not only support the CRC program but also the University of Winnipeg in meeting the four equity targets.

Reporting on EDI Stipend objectives not accounted for in Part A

Instructions:

- Institutions with EDI Action Plans, use this section to report on EDI Stipend objectives that are not accounted for in Section A.
- Institutions without EDI Action Plans, use this section to report on EDI Stipend objectives.

Objectives associated with your institution's EDI Stipend application

Table C1. Provide information on the objectives associated with your institution's EDI Stipend application, including the funding and timelines, for the reporting period.

EDI Stipend Objective 1

Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) towards which this funding has been directed:

Our main objective remains to create a comprehensive communication strategy and EDI learning hub.

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

We continue to work on a communication strategy and developing a resource hub.

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

Work is in progress with the EDI learning hub to be operational in the Fall of 2022

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 22000

Total funds spent:

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	15000	NSERC EDI Supported work

Table C2. EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Don't know

Provide a high level summary of how the stipend was used:

The stipend was not used during this period, but was used to set up the institution's work for objective 3. However, we have an extension and will continue to use this funding to develop a comprehensive and accessible set of EDI resources.

Do you have other objectives to add?

No

Additional Objectives (if applicable)

Table C1. Provide information on the objectives associated with your institution's EDI Stipend application, including the funding and timelines, for the reporting period.

EDI Stipend Objective 2

EDI Stipend Objective 3

EDI Stipend Objective 4

EDI Stipend Objective 5

EDI Stipend Objective 6

Part D: Engagement with individuals from underrepresented groups

Outline how the institution has engaged with underrepresented groups: e.g., racialized minorities, Indigenous Peoples, persons with disabilities, women, LGBTQ2+ individuals, during the implementation of the action plan (during the reporting period), including how they have been involved in identifying and implementing any course corrections/adjustments, if applicable. For example, how was feedback gathered on whether the measures being implemented are resulting in a more inclusive research environment for chairholders of underrepresented groups? How has intersectionality been considered in developing and implementing the plan (if applicable)? Have new gaps been identified? How will members of underrepresented groups continue to be engaged? (limit: 10 200 characters)

The EDI Faculty Survey will allow for more qualitative data of unrepresented groups. The NSERC EDI project established leaders to take on strategic areas pertaining to EDI. The UW identified Indigenization as a strategic direction and a central part of our CRC EDI plan. This has led to a Indigenous language program led by Dr. Lorena Fontaine. In addition, there is now an Indigenous academic advisory group.

PART E: Efforts to Address Systemic Barriers More Broadly within the Institution

Briefly outline other EDI initiatives underway at the institution (that are broader than those tied to the CRCP) that are 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, using the hyperlink boxes provided below (URLs should include https://). Note that collecting this information from institutions is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement and provides context for the work the institution is doing in addressing barriers for the CRCP. (limit: 4080 characters)

<https://www.uwinnipeg.ca/graduate-studies/issp/index.html>

<https://www.uwinnipeg.ca/graduate-studies/p2gs/index.html>

The UW is a part of the Dimensions Pilot Program and the NSERC EDI programs and is actively working to assess and address barriers. Department Hiring Committees have undergone unconscious bias training from the HR office along with the President's search committee. Academic Hiring Guidelines are in place looking for designated or preference hires. The Employment Equity Advisory Committee are piloting anti-racist training. Canadian Centre for Diversity and Inclusion (CCDI) – webinars are open to staff and faculty to sign up. We are also a member, and will pay again for the membership next year. The Research Office integrates EDI considerations into all activities, including strategic research planning. The Indigenous Summer Scholars and Pathway to Graduate Studies Programs continue to provide valuable research experiences for Indigenous students.

<https://www.uwinnipeg.ca/graduate-studies/issp/index.html>

<https://www.uwinnipeg.ca/graduate-studies/p2gs/index.html>

Before submitting your report, please ensure that your responses are complete. You will not be able to edit the information after it is submitted.

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Introduction

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit'. You will receive a confirmation email with a copy of your completed form in HTML format once it is submitted.

Jointly administered by:

