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Complete Full Report

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](#).

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:

jino distasio

Contact Name:

Jino Distasio

Position Title:

Vice President of Research and Innovation

Institutional Email:

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Institutional Telephone Number:

2042284246

The link for the EDI progress report and EDI Stipend report:

<https://www.uwinnipeg.ca/research/canada-research-chairs.html>

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 satisfactory

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 underrepresented groups (e.g. women, persons with disabilities, Indigenous peoples and racialized minorities 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 current 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:

We undertook a review of our existing HR processes and internal policies to review progress 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):

Achieving the objective required us to review processes related to hiring and recruitment. We also examined internal policies.

Corresponding actions undertaken to address the barriers:

Following a review of the CRC hiring process, we adjusted the manner by which the hiring of a CRC is undertaken. This included providing additional supports, training and resources. We also assessed our current distribution of CRCs to ensure compliance with the four designated groups as mandated by the program.

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

We completed a landscape scan, a comparative review plus collected data related to the hiring process. Additionally, the posting of relevant data to the website was undertaken as per the requirements of the CRC program to ensure transparency in the process.

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

A key outcome was changing the manner in which CRCs are hired and the types of information required.

Challenges encountered during the reporting period:

No observed challenges were encountered.

Next Steps (indicate specific dates/timelines):

Continue to monitor processes to ensure we remain compliant as well as providing timely information and supports as needed.

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):

Changing culture and practice can be challenging. Our efforts to address EDI in policies and practices both related to the CRC and the institution remain ongoing. The UW is also part of the Dimensions Pilot and the NSERC EDI program and is actively working to assess and address barriers. One of our objectives is to align various efforts across the institution.

Corresponding actions undertaken to address the barriers:

Work is ongoing and part of larger efforts to address and remove barriers institutionally. It is important to note that we have had several engagements with the senior leadership team (President and Vice Presidents) and our Board of Regents. Presenting to the Board and conducting workshops is critical to creating awareness at the highest administrative level.

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

Data is being collected about ourselves. A faculty led survey is looking into the barriers and solutions. This will be supported by an HR census of staff. Our goal is to again move beyond the CRC program that has only eight Chairs and work to address issues, barriers institutionally. The HR census will also give us an opportunity to explore changes over a period of time as this is the second such effort.

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

Surveys are in final draft mode and should be deployed shortly.

Challenges encountered during the reporting period:

An challenge encountered was the loss of our President, Dr. Annette Trimbee who left the University of Winnipeg. Her leadership and direction was fundamental to the early successes and buy in. While we have made progress, it has been slower both to her lose and to the pandemic which has greatly influence actions and progress.

Next Steps (indicate specific dates/timelines):

Both surveys will be deployed shortly. There has been significant interruption due to the pandemic which has impacted all areas of operation.

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:

Providing 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 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:

Survey development has been completed both by a faculty led team and by updating the census led by HR. Additionally, we have drafted the outline for the resource hub and will begin to populate the site.

Challenges encountered during the reporting period:

Working over the past 15 months 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. Progress has been slower than expected.

Next Steps (indicate specific dates/timelines):

We expect the resource hub to be in place by October.

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:

22000

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

Funding was used to develop the resource hub and communications platform.

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):

There is little doubt that the past 15 months have impacted all aspects of operations and significantly delayed many initiatives. One of the bright spots over the past year has been in providing faculty with supports from the NSERC EDI funding to develop a faculty based survey. We expect this will help support our overall goal of aligning EDIAR resources and supports towards an intuitional strategy.

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 was 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.

NA - we are working on a communication strategy and developing a resources hub.

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

NA - Work is in progress with the HUB expected to be operational by the early fall.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	22000
Institutional commitment (if applicable):	0
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
2	0	0

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:

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

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

Funding has been used to develop a comprehensive set of resources. This has been enhanced by our use of the NSERC EDI funding that helped us create and maintain a lasting resource.

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 UW created a EDI committee for the NSERC EDI project that also established leaders to take on strategic areas. One thing that has worked well is that we also used funds to seed faculty research projects. Additionally, a large working group was established to create a survey. It is also important to note that the UW identified Indigenization as a strategic direction and a central part of our CRC EDI plan. While much more work is needed, progress has been made and will continue.

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 possible. 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)

Work remains underway toward aligning various efforts. This includes the NSERC EDI program and the Dimensions Pilot which have provided supports to help us move forward as an institution. As noted, the EDI Stipend funding is being used to form part of the resource hub. We have also hosted events, speakers and are working on several comprehensive surveys that will also help to assess challenges and provide support.

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

I have reviewed my responses and I am ready to submit my report.

A reminder that institutions are required to post a copy of this report (as submitted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS.

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit.'

Jointly administered by:

