Canada Research
Chairs

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Canada

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

https://www.uwinnipeg.ca/researc h/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

Next Steps (indicate specific dates/timelines):

Continue to monitor processes to ensure we

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 ch

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 moths have impacted all as pects 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 h elp 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 inst   itution'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

Do you have other objectives to add?

No

Additional Objectives (if applicable)

Table C1. Provide information on the objectives associated with your institution s EDA application, including the funding lines for the reporting period.