

Equity Diversity and Inclusion 1

Institution: University of Guelph **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)

| Key EDI Action | Actions |
|---|----------------------|
| New scenario-based workshop was developed and delivered by Indigenous Initiatives, DHR, and Academic Equity and Inclusion: Equity Champion Training for Search Committees: Advancing Inclusive Excellence in Faculty Recruitment. This new training was co-developed by the AVP Indigenous Initiatives, the Academic Dean, University Academic Equity & Anti-Racism, and the Diversity and Human Rights Training Officer and is designed to develop competencies in leading equitable recruitment practices. It focuses on building key skills such as understanding the systemic nature of oppression, awareness of personal identity and bias, and the ability to listen actively and empathetically. | View |

Equity Diversity and Inclusion 2

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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 (required)

- ☐ 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 fos

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. (required)

Maximum character count: 2000 | Characters remaining: 80

The \$3.6-million Black and Indigenous Hiring Initiative (BIHI), launched in 2022 through the Office of the Provost, and supported by the Academic Dean, University Academic Equity & Anti-Racism and the AVP Indigenous Initiatives, aims to significantly increase the number of Black and Indigenous faculty and staff members in curriculum, pedagogy and instructor/student support. Under this initiative, at least 15 Black and Indigenous faculty and four or more Black and Indigenous professional staff will be hired across the University by 2025. This unique Black and Indigenous Hiring Initiative is a sustainable, multi-year approach, unlike cluster hire initiatives that may have a narrow disciplinary focus or do not consider the supports required after someone is hired. The BIHI outlines a clear vision and a plan for longer-term practices concerning the recruitment, retention, resourcing and support of talented Black and Indigenous faculty and staff.

As of date, 11 faculty and 6 staff have joined the University through the initiative. 2 faculty searches are currently in progress. Additionally, there are commitments for 3 more faculty positions. The Provost’s Office provides annual funding to support retention initiatives for the BIHI faculty and staff and the broader university community. Moreover, the Provost’s Office provides annual funding for affinity groups, including the Black Faculty and Staff Network, Queer Faculty and Staff Network, and the Indigenous Staff and Faculty Circle. The creation of resources to support and enhance equitable and inclusive faculty and staff hiring have emerged in response to requests for more IEDIA training for chair and search committees, including resources on “Diversity Statement: Guiding Principles and Assessment” (2025) and “IEDIA Interview Questions” (2025) as well as scenario-based training on “Recognizing and Mitigating Bias in Faculty Hiring” (2025).