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Submit and Exit Survey

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 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. Ensure that you remove all numbers less than 5 from both the plan and the report prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders, as well as any other identifying information. This is a requirement of the Privacy Act.

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

Contact information

Please complete the fields below.

Name of Institution:

University of Guelph

Contact Name:

Ailsa Kay

Position Title:

Manager, Strategic Programs

Institutional Email:

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Institutional Telephone Number:

519-824-4120 ext. 58321

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

<https://www.uoguelph.ca/research/for-researchers/funding/apply/CRC/management>

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):

07/27/2020

Rating given to the action plan in most recent review process:

satisfies

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

Rene Van Acker

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 and gender minorities, persons with disabilities, Indigenous Peoples and racialized individuals, 2SLGBTQIA++ 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, 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) the main actions were undertaken (up to six) and how they have progressed; 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. If your institution has not yet prepared or received a formal evaluation of its CRCP EDI action plan (institutions having fewer than five Chairs) then section A is optional.

Key Objective 1

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

Increase diversity of chairholders by 2019 1.CRC Program Equity Targets are achieved by December 2019 2.Tools for transparent and equitable recruitment and hiring are provided to all CRC search committees (for internal and external searches)

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 include: a. Barriers to career advancement, e.g., effects of bias (racist, ableist, and gender) on promotion and recruitment. b. Additional barriers, e.g., including family status and caregiving responsibilities. c. Decision-making processes regarding allocation, especially for internal chairs, did not support transparency. d. Departments lacked tools to broaden the diversity of the applicant pool Findings were based on data from: • Two Employment Systems Reviews (ESR): a. The 2019 University-wide ESR. An analysis of qualitative data drawn from the University's 2019 Diversity Matters Census was undertaken by the University's Employment Equity Committee. b. The CRC-focused ESR conducted by the CRC EDI Action Plan Working Group from 2017-18. The Working Group compared the University's CRC procedures (formal and informal) with the new requirements for recruiting and nominating Canada Research Chairs and Best Practices Guide for Recruitment, Hiring, and Retention. The group discovered that some practices, particularly related to job posting and use of chairs for retention, that were not supportive of equity and transparency. • Consultation with current and past CRCs. In spring 2019, the University of Guelph engaged an independent consulting firm to conduct a climate study of the institution's CRC program. Eighty per cent of then-current CRCs identifying as racialized, with a disability, or as Indigenous participated in the interview, 55% of women-identified then-current CRCs participated in individual interviews and a focus group, and 50% of male-identified CRCs participated in individual interviews. Thirty-six per cent of past CRC chairs participated in individual interviews via email. CRCs noted that their perception was that recruiting for diversity was primarily about waiting for diverse scholars to apply rather actively reaching out to equity-seeking groups.

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	Conducted 7 targeted recruitments	Completed
Corresponding action 2	Updated guidance for chairs of search committees to align with CRC best practices	Completed
Corresponding action 3	n/a	Not yet started
Corresponding action 4	n/a	Not yet started
Corresponding action 5	n/a	Not yet started
Corresponding action 6	n/a	Not yet started

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

To monitor progress against equity targets, the University relies on data provided by the CRC Program.

Outcomes and Impacts made during the reporting period:

Increase in diverse representation at the University of Guelph such that the University is on track to exceed its 2029 targets.

Challenges encountered during the reporting period:

We continue to improve supports for CRC search committees to ensure equitable recruitment and to promote the importance of EDI to research.

Next Steps (indicate specific dates/timelines):

No further actions planned.

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?

No

Key Objective 2

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

Increase transparency and accountability in management of the CRC 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):

a. Allocation and nomination processes did not support transparency. b. Perceived lack of transparency in the University's CRC decision-making processes with regard to resource allocation, onboarding, and retention.

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	Assessed effect of revised policy and procedures on perceptions of transparency and accountability by consulting with search committee chairs, ADRs, and other stakeholders	Completed
Corresponding action 2	n/a	Not yet started
Corresponding action 3	n/a	Not yet started
Corresponding action 4	n/a	Not yet started
Corresponding action 5	n/a	Not yet started
Corresponding action 6	n/a	Not yet started

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

Collected input from CRC and CERC search chairs.

Outcomes and Impacts made during the reporting period:

reported on data collected from search chairs to inform future program delivery.

Challenges encountered during the reporting period:

No specific challenges

Next Steps (indicate specific dates/timelines):

no specific next steps

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:

Improve institutional understanding of how equity and inclusion, and/or systemic bias and barriers are experienced by members of different FDGs within the University's CRC 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):

. Interpersonal barriers, e.g., micro-aggressions and exclusions. b. Difference in resource allocation (e.g., start-up packages) at hiring and/or differences in onboarding Findings were based on data from: • University-Wide Employment Systems Review: Some respondents noted that they were not able to achieve their full potential and productivity, due to microaggressions or other prejudices at work. • Environmental Scans: The Inclusion Framework and the GenEQ Initiative documented and address barriers to inclusion, including interpersonal barriers, at the University of Guelph. • Consultation with CRCs: Several interviewees expressed concern about inconsistencies in resource allocation among different departments and colleges, which was experienced as inequity. Some respondents noted that women are subject to a social norm to not negotiate, which may have perpetuated inconsistent resource allocations. • Comparative salary review: In the fall of 2018, the University conducted a comparative review of institutional financial support provided to the University's active chairholders. This review examined whether disparities existed in salaries and teaching loads. Findings indicate that salaries of men Tier 1 Chairs are higher than salaries of women Tier 1 Chairs. Salaries of chairholders in the other three designated groups as a whole are on par with the comparator groups.

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	Development of guidelines on salary negotiation	Not yet started
Corresponding action 2	Review and improve institutional procedures, protocols and policies for doing ethical research with and for Indigenous peoples and lands	Completed
Corresponding action 3		In progress
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

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

Indigenous Research: The first step was an environmental scan and literature review of the latest developments and practices in Indigenous research ethics. The second step was to review the existing ethics process at the University of Guelph to identify opportunities to better support ethical Indigenous research.

Outcomes and Impacts made during the reporting period:

environmental scan and process review complete.

Challenges encountered during the reporting period:

No challenges noted

Next Steps (indicate specific dates/timelines):

Complete, launch and publicize the Indigenous Research webinar and related resources (with EDI stipend funding from this reporting period)

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:

50000

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

Services provided by the Ontario Federation of Indigenous Friendship Centres (OFIFC)

EDI Stipend Impact Rating

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

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

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

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount \$	Source / Type (cash or in-kind)
1	4000	in-kind

Key Objective 4

Corresponding actions undertaken/to be undertaken to address the barriers:

	Progress to date
Corresponding action 1	Not yet started
Corresponding action 2	Not yet started
Corresponding action 3	Not yet started
Corresponding action 4	Not yet started
Corresponding action 5	Not yet started
Corresponding action 6	Not yet started

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

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1		Not yet started
Corresponding action 2		Not yet started
Corresponding action 3		Not yet started
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

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

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1		Not yet started
Corresponding action 2		Not yet started
Corresponding action 3		Not yet started
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

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.

PART B: Challenges and Opportunities

Challenges

Other than what has been outlined in the section above, outline any challenges regarding the implementation of the EDI action plan. 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? (limit: 5100 characters):

It is challenging to review and change policies and systems at the institutional level. To address, EDI has been included as a new pillar in the University's new strategic plan.

Opportunities

Other than what has been outlined in the section above, outline any opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. (limit: 5100 characters):

The IEDI Advisor in Research has been engaged to support development of larger strategic grant applications. This not only increases the application's competitiveness, it and also builds capacity among research groups.

PART C: 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.
- If you did not receive an EDI stipend during the reporting year, please leave this section blank.

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

PART C: Reporting on EDI Stipend objectives not accounted for in Part A

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 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://courselink.uoguelph.ca/d2l/home/789270>

1. In addition to the Principles of Equitable Recruitment for Faculty, created with the first EDI stipend, the University has now developed and implemented Principles of Equitable Staff Recruitment (uoguelph.ca). 2. The University of Guelph's Black and Indigenous Hiring Initiative was developed and launched to support the goals of i. Increasing the number of Black and Indigenous faculty members ii. Hiring Black and Indigenous staff to provide University-wide support for the University's goals, particularly in areas relating to curriculum, pedagogy, and faculty and student support. 3. Founded in 2021, the EDI in Research Advisory Committee that reports to the Vice-President Research continued to meet in 2022. It provided feedback and guidance to the staff of Research Services in the development of and EDI Quick Resource for researchers as well as the development and launch of a new EDI in Research webpage. It also developed a set of recommendations for the VP Research on priority actions needed to support EDI in research. These included identifying the ongoing need to develop in-house EDI information and training resources and the need for additional recruitment support through search committee training. The identification of these priorities led to the 2022 application to CRC for EDI stipend funding for this work to be undertaken. 4. The Office of the VP Research integrated IEDI priorities and KPIs into the new 5-year Strategic Research Plan for the University that was developed in 2022 and released publicly in early 2023. 5. The University and the Ontario Ministry of Agriculture Food and Rural Affairs jointly developed and integrated commitments to IEDI and reconciliation into its new 5-year agreement. 6. The Research Office has hired an Indigenization, Equity, Diversity, and Inclusion Advisor in Research (1 FTE) to support many of the initiatives listed here.

Hyperlink 1:

<https://courselink.uoguelph.ca/d2l/home/789270>

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

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:

