Equity, Diversity and Inclusion 1

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 by the institution during the reporting period as well as their impact. (required)

Describe the key action that was undertaken.
update the CRC EDI Action Plan

Did this action relate to an objective named in your CRCP EDI Action Plan?
Yes

Briefly describe the related objective.
UofG's CRC EDI Action Plan was drafted five years ago in 2020. Since then several planned actions have been achieved and the context and organizational oversight of EDI has changed in significant ways. The current Action Plan no longer accurately reflects or guides EDI actions for the CRC program and requires updating. An updated CRC EDI Action Plan will seek to build on positive achievements to date, identify and address remaining gaps, and guide the program into the future in coordination with related efforts, such as the University's of Guelph's participation in Dimensions Canada.

Describe outcomes and impacts this action supported during the reporting period.
During the reporting period, the University initiated recruitment for a data specialist to address the data gaps related to IEDI.

Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed.
The University has experience turnover at multiple levels related to the CRC and IEDI portfolios. Particularly, the Provost and VPR roles have been in transition and the AVP Diversity role became vacant during this period. These gaps in leadership have impeded decision-making and progress on major initiatives, including this one.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?
Yes

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:
Very important

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 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 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.
The U of G applied and was invited to join a cohort of 18 post-secondary institutions participating in Dimensions Canada 2025/26. Through outreach and collaboration among members of our research community, including members of equity-deserving groups, the objectives of our participation in Dimensions Canada are to:
- Identify the successes and best practices already achieved at the University of Guelph so that they can be celebrated and knowledge of them shared across the research community.
- Identify persistent obstacles and inequities that continue to prevent equitable participation and representation in research, and work to co-create solutions.
- Strengthen consideration of Equity, Diversity, Inclusion and Indigenization in research design and practice.

The recent creation of the IEDIA Data Analyst position demonstrates the University's commitment to advancing Indigenization, equity, diversity, inclusion and accessibility (IEDIA) through data-informed strategies. As the University enhances its use of data to support institutional priorities, this role will help improve access to meaningful and actionable information, strengthen equity-informed and ethical data collection, analysis and reporting processes, and support a deeper understanding of the university community to inform decision-making, establish metrics, and identify areas for action.

IEDIA training for chairs and search committees continued to evolve to strengthen alignment with Tri-Agency requirements for CRC, CERC and IMPACT+ programs, including DORA principles. Sessions explored Indigenous and equity-informed research assessment and safeguards to support equitable, transparent and accountable decision-making. Through scenarios and practical examples, committee members examined potential biases and strengthened their approaches to developing hiring materials and evaluation metrics.