

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.

Trent University is in the final stages of developing an Indigenous Research Guidebook, an initiative identified through recommendations from both the Dimensions Charter Working Group and the Anti-Racism Task Force. The guidebook is designed to support researchers in conducting Indigenous research in a respectful, ethical, and community-engaged manner and is scheduled for deployment in Fall 2026.

To inform its development, the university undertook direct consultations with Indigenous community partners and the Chanie Wenjack School for Indigenous Studies. These consultations have helped ensure that the guidebook reflects Indigenous perspectives, community priorities, and leading practices for Indigenous research. As the project moves toward completion, the guidebook will serve as a key resource for fostering respectful and reciprocal research relationships with Indigenous communities.

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

Yes

Briefly describe the related objective.

Reducing Systemic Barriers

Describe outcomes and impacts this action supported during the reporting period.

Trent University advanced the development of its Indigenous Research Guidebook through meaningful engagement with Indigenous community partners and the Chanie Wenjack School for Indigenous Studies. These consultations helped ensure that Indigenous voices, perspectives, and priorities informed the guidebook's content and structure.

Developing the Guidebook strengthened institutional capacity to support ethical and culturally responsive Indigenous research and contributed to reducing systemic barriers that Indigenous communities and researchers may encounter when engaging in research partnerships. The initiative will also increase awareness of Indigenous research principles across the institution and established a foundation for more consistent, respectful, and reciprocal approaches to Indigenous research. Once launched, the guidebook will provide researchers with a practical resource to support community-engaged research practices and foster stronger relationships with Indigenous partners.

Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed.

A key challenge was ensuring that the guidebook reflected diverse Indigenous perspectives and community priorities while remaining relevant and useful across a broad range of research disciplines. Meaningful consultation required significant time and engagement to build consensus and gather feedback from multiple stakeholders.

To address this challenge, the university prioritized ongoing dialogue with Indigenous community partners and

the Chanie Wenjack School for Indigenous Studies throughout the development process. This approach allowed to incorporate feedback and help to ensure that the guidebook reflected community-informed practices and principles.

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

No

Describe the key action that was undertaken.

Trent University initiated a search to fill a new SSHRC Tier II CRC allocation in Indigenous Education: Language Revitalization and Pedagogy, with the position anticipated to be filled in 2027. The proposed Chair was designed to advance Indigenous scholarship and research leadership, reflecting Trent University's ongoing commitment to reconciliation, Indigenous engagement, and equity, diversity, and inclusion. The university launched an external recruitment process and advertised the position broadly to attract qualified candidates. The search was conducted in collaboration with relevant academic units, including the Chanie Wenjack School for Indigenous Studies, to ensure alignment with institutional priorities and a transparent and inclusive recruitment process. Two candidates were interviewed as part of the search. The search was ultimately halted due to the loss of the CRC allocation. Despite this outcome, the initiative provided valuable experience and reinforced institutional readiness to support future opportunities for Indigenous CRC appointments.

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

Yes

Briefly describe the related objective.

Recruitment and Retention for Research Excellence

Describe outcomes and impacts this action supported during the reporting period.

This initiative demonstrated Trent University's ongoing commitment to reconciliation and the advancement of Indigenous research leadership. The recruitment process enabled the university to engage academic units in discussions regarding Indigenous scholarship, research priorities, and Indigenous representation within the Canada Research Chairs Program. The external search attracted qualified applicants, with two candidates progressing to the interview stage.

Although the search was ultimately halted due to the loss of the CRC allocation, the process strengthened institutional readiness for future Indigenous CRC opportunities by establishing recruitment plans, fostering collaboration among participating units, and reinforcing Trent's EDI commitment. The initiative also helped maintain momentum toward increasing Indigenous representation and supporting Indigenous-focused research at the university.

Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed.

A key challenge was the limited pool of candidates with expertise in Indigenous Education, particularly in language revitalization and pedagogy. To mitigate this, the departments worked with Human Resources and Indigenous faculty to develop an inclusive external recruitment process, broaden outreach, and reduce barriers by removing the PhD requirement from the job posting and recognizing equivalent knowledge and experience.

A second challenge was the loss of the CRC allocation, which required the search to be halted. To mitigate the impact, Trent retained the recruitment materials, outreach strategies, and lessons learned from the search.

process to support future opportunities to recruit Indigenous scholars and advance Indigenous research leadership.

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

Yes

Equity, Diversity and Inclusion 2

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.

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.

Trent University is advancing several institution-wide initiatives that address systemic barriers and foster an equitable, diverse, and inclusive environment for research, teaching, and learning. One example is the President's Task Force on Indigenous Strategy, established to develop a new 10-year Indigenous Strategy for the university. The initiative reflects Trent's commitment to Truth and Reconciliation, Indigenous-led learning, and Indigenous-informed research, recognizing that research excellence is strengthened through diverse perspectives, knowledge systems, and meaningful partnerships with Indigenous communities.

The Task Force has a broad mandate that includes supporting Indigenous-led and Indigenous-informed research, incorporating Indigenous pedagogies and knowledge into curriculum development, attracting and supporting Indigenous students, and strengthening relationships with Indigenous communities and Nations. The initiative also seeks to advance Trent's contributions to the Truth and Reconciliation Commission's Calls to Action and promote collaboration between Indigenous and non-Indigenous peoples across the institution. The development of the strategy is informed by extensive consultation. More than 500 participants took part in 55 listening sessions, over 300 survey responses were received, and additional activities included consultations with Indigenous alumni, Indigenous communities, and external partners. The process is led by a task force with majority Indigenous representation and includes faculty, staff, students, alumni, Elders, Knowledge Holders, and community members.

Through this initiative, Trent works to create a more inclusive campus climate, enhance support for Indigenous scholars and students, and strengthen the integration of Indigenous ways of knowing into research and academic activities across the university. Additional information at <https://www.trentu.ca/indigenous-initiatives/presidents-task-force>