Canada Research   Chaires de recherche
Chairs   du Canada

Canadä

TABLE OF CONTENTS

You may complete sections individually by selecting them from the table of contents. At the end of each section, you will be redirected to this table of content to select another section to complete or to review. Alternatively, you may complete the full report, without going back to this table of content between each section, by selecting the option "Complete Full Report".

CRCP Institutional EDI Action Plan - Key Objective(s)   ☑

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. Ensure to remove all numbers less than 5 prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders. This is a requirement of the *Privacy Act*.

Each year, institutions must also 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.

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

Contact information

Please complete the fields below.

Name of Institution:

Trent University

Contact Name:

Dr. Catherine D. Bruce

Position Title:

Vice President, Research and Innovation

Institutional Email:

cathybruce@trentu.ca

Institutional Telephone Number:

7057481011

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):

03/04/2022

Rating given action plan in most recent review process:

Satisfactory

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

Dr. Catherine Bruce

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, persons with disabilities, Indigenous Peoples and racialized minorities, LGBTQ2+ 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 (either the one approved by TIPS or the one currently 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 progress has been made during the reporting period; b) what actions were undertaken; 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.

Key Objective 1

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

Recruitment and Retention for Research Excellence - Focus new Canada Research Chairs on recruitment and retention of equity seeking scholars

Systemic barriers -

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Upon conducting both Employment Systems and Environmental Reviews, we identified the need to continue to increase the representation of the four designated groups not only amongst Canada Research Chairs, but across the academy. For example, data indicate that a small portion of the Trent University faculty self-identify as being a member of a visible minority or as a First Nations, Métis or Inuit peoples. There is also a gap of equity-seeking faculty at the mid-career level of Associate Professor. Similarly, the Anti-Racism Task Force report (published in October 2021) identified the need to expand the diversity of the staff and faculty at the University in order to deepen Trent's commitment to equity, diversity, inclusion, and anti-racism efforts in order to foster a welcoming, inclusive and supportive environment. Our goal is to foster a welcoming, inclusive and supportive environment – across the University broadly, and in the CRC Program in particular – in order to attract, hire and retain a greater diversity of faculty who self-identify as equity deserving candidates.

Corresponding actions undertaken to address the barriers:

During the reporting period, all new Chair activity at Trent has focused on hiring of equity seeking scholars from the four designated groups. Actions implemented and that continue, include the following: 1. Implementing targeted Calls for Nominations, that include a focus on attracting candidates from the four designated groups as a form of seeking diversity and research excellence; 2. Requiring that applicants for open chair positions submit a completed Self-identification form; 3. Advertising widely, such as in career posting locations that are focused on supporting underrepresented and equity seeking candidates; 4. Ensuring that a broad representation of gender and equity-seeking individuals are included on hiring committees; 5. Departments interested in hosting a Canada Research Chair are required to include an EDI action plan as part of their applications; and 6. Setting a goal of recruiting one Indigenous Chair, in addition to the required EDI targets for 2029.

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

The data indicates that these measures have been effective. In terms of the Canada Research Chair program (which is relative to the size of our institution), results of the self-identification survey indicate that the most recent two CRC searches led to a large pool of candidates who self-identified as being from equity-seeking groups.   Additional evidence includes: - Records show that the two most recent Trent calls for nominations focused on positions for candidates who are members of the four designated groups. - All candidates considered had submitted complete applications, including the self-identification form. - Postings for positions targeted social media, websites, and other distribution channels focused on supporting members of the four designated groups. - Hiring committee records demonstrate diverse representation of individuals - All departments who submitted an application to the call to host a Canada Research Chair included EDI Action Plans related to the position.

Progress and/or Outcomes and Impacts made during the reporting period:

During this reporting period there were new Chairs hired at Trent University. The Chairs self-identify as members of the four designated groups.

Challenges encountered during the reporting period:

With the location of our Peterborough campus being in rural Ontario, there is limited availability of public transportation to and from Peterborough, options are limited in terms of lodging, and we are experiencing a particularly challenging housing market which can make it difficult to attract and secure a diverse range of faculty and CRCs. In addition, although faculty and staff hiring processes and principles are shifting to a greater commitment to equity-seeking hires, the relatively small size of our institution results in less frequent faculty hires. These efforts to enhancing the diversity and inclusivity of the environment take time to nurture.

Next Steps (indicate specific dates/timelines):

Continue to focus CRC hires from the four designated groups to build a more diverse faculty and ensure that, as a minimum, all targets are met. Timelines will align with opportunities to hire new CRCs. The Office of Research and Innovation will also share CRC best practices on hiring with departmental hiring committees and share new training materials with the Committee on Academic Personnel (COAP) in the fall of 2022.

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?

Yes

Key Objective 2

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

Expanded Training and Professional Development Resources - Four enhanced EDI training modules will be made available to the Trent community

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 data related to Trent University's CRC EDI Action Plan indicated a lack of formal training and guidance from equity experts as a consistent and robust theme.

Corresponding actions undertaken to address the barriers:

The development and production of five enhanced EDI training modules, available to the Trent University community. The Office of Research and Innovation has assembled a series of resources on research-related equity, diversity and inclusion matters with support from an external equity consultant. These resources are available in the myTrent Portal, accessible to all members of the Trent community.   Topics include: EDI in the research lab EDI affinity bias in research EDI sharing the load EDI rethinking research outputs Reading CVs with an EDI lens

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

The enhanced EDI training modules have now been published, with a soft launch in spring 2022. Five modules were developed and published. Promotion of these modules will be formalized during fall 2022. An analytics function was added to assess number of views for the 2022-2023 reporting period.

Progress and/or Outcomes and Impacts made during the reporting period:

EDI training modules have been developed and published and are now posted for engagement by the Trent community. Modules will be further promoted in the year ahead, including sharing materials in designated meetings with Deans and Chairs of departments, as well as the Committee on Academic Personnel (COAP).

Challenges encountered during the reporting period:

With completion of modules in early 2022, COVID related fatigue helped us determine that better timing for full launch and promotion would be fall 2022. A technical challenge that we ran in to was balancing availability of the resources while restricting access to proprietary materials to the Trent community. This has been resolved through the use of Sharepoint within the Trent intranet system.

Next Steps (indicate specific dates/timelines):

Full launch and promotion of materials to faculty, CRCs, deans, department chairs, and the Provost Planning Group in fall 2022 through a series of planned meetings.

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:

Space Allocation Improvements - Initiate and complete a space benchmark exercise

Systemic barriers -

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Three gaps have been identified as they relate to equitable and appropriate research spaces. First, Canada Research Chairs in the social sciences and humanities that require significant laboratory space, must be given equitable space. Related to this, five years of strong student enrolment growth at Trent has increased the need for research, academic, and programming space across all our campuses and all disciplines. Second, Trent has aging buildings and infrastructure. In some cases, the preferred location of a Canada Research Chair's research space has not aligned with the facilities and infrastructure in that location. And third, the Office of Research and Innovation identified the need for greater attention to space allocations during the Canada Research Chair application process itself. Due to these constraints, we continue to experience challenges with providing Chairs with optimal space for conducting their research.

Corresponding actions undertaken to address the barriers:

Trent University contracted Educational Consulting Services Corp. (ECS) in early November 2021 to conduct a Space review of its Symons Campus. The review was conducted in order to assess current space use with an eye to alleviating some of the space constraints currently facing the University, by determining whether current spaces are being utilized most effectively and efficiently.

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

A quantitative comparison between Trent University's space benchmarks and the space standards established by the Council of Ontario Universities has now (during this reporting period) been provided to the Vice-President Finance and Administration, and the Trent University President and Vice-Presidents group.

Progress and/or Outcomes and Impacts made during the reporting period:

On March 31st, 2022, Educational Consulting Services Corp. submitted their completed Space review to the Vice-President Finance and Administration, and the Trent University President and Vice-Presidents group, for their review and consideration. This report provided a comparison of the Trent University's space benchmarks, the amount of space that has been currently allocated to support a certain activity, against the Council of University's Space Standards, the recommended amount of space that should be allocated to support certain activities. A recommendation was made to the Board of Governors to build a new multi-purpose residence building.

Challenges encountered during the reporting period:

The Council of Ontario Universities has an established a benchmark for research space allocation, however, this benchmark does not take into consideration the actual space requirements of individual faculty members. This benchmark was not compatible with the Trent environment and as a result, the contractors and the Trent University Space Benchmark committee developed a hybrid equitation to effective compare the determined benchmark against the recommend standard.

Next Steps (indicate specific dates/timelines):

Next steps include initiating the process for planning the development of a new building on the Peterborough Campus as well as renovations in some existing buildings, to alleviate current space pressures. As new spaces are created and others are repurposed or reallocated, the Office of Research and Innovation is establishing new processes with chairs and deans to ensure that Canada Research Chairs receive equitable and well thought out research space.

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 4

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

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

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.

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):

The current CRC EDI Action Plan was last reviewed in March 2022. Objectives for this plan are actively in progress and we anticipate having more objectives to report on in the 2022-2023 report.   Challenge 1: demographic and intersectional data collection and analysis Although we have been able to establish a baseline of demographic data, there is more work to do in this area. We continue to experience challenges around ensuring that as many people complete the employment equity survey as possible. We are engaging with faculty through the University/Faculty EDI Subcommittee on best ways to achieve this. Along with Human Resources and an external software provider, we are working to make system improvements to streamline the process and improve data accuracy for intersectional data analysis. Challenge 2: space allocations for Canada Research Chairs Previously, space allocations were late in the CRC process. To begin to address this challenge in a realistic yet responsive manner, in 2021, the Trent University Office of Research and Innovation initiated a process to begin working with selected CRC candidates to address their space requirements. This involves meetings with the candidate, the Deans and representatives from the Office of Research to identify space needs and expectations. Space is then allocated based on the following criteria: amount of space requested; type of space appropriate to the needs of the CRC; Service requirements; space utilization; and which campus the CRC will be located. In addition to these criteria, the Office of Research has increased its advocacy on behalf of the CRCs to ensure that EDI considerations are made during the space allocation exercise. This is done by utilizing the following criteria: space that is welcoming and conducive to a diverse lab of researchers; space that fits with the research program of the Canada Research Chair (being in a location to match nature of the work, such as working in and with local marginalized communities); and space that accounts for the needs of personnel from equity-seeking groups who require full access to resources such as well-equipped workstations and benches. To ensure that incoming CRCs have the access to the appropriate infrastructure for their research programs, Trent University has also established a protocol for the Deans and the Office of Research to meet with the candidate early in the application stage, regardless of discipline, to begin planning applications. Further, as part of the revised approach to ensuring that space continues to meet the needs of all Chairs, the Vice-President Research and Innovation plans to meet with CRCs on a regular check-in basis. Noteworthy Success: Collaborations between faculty and administrators have been enhanced through dedicated groups such as the EDI sub committee, the anti-racism task force, the dimensions charter work group and through ongoing meetings with the faculty association executive. These forums have provided opportunities for dialogue, building deeper understanding of challenges and finding ways to work collaboratively on a range of EDI matters.

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 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

Do you have other objectives to add?

No

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 D: Engagement with individuals from underrepresented groups

Outline how the institution has engaged with underrepresented groups: e.g., racialized minorities, Indigenous Peoples, persons with disabilities, women, LGBTQ2+ individuals, during the implementation of the action plan (during the reporting period), including how they have been involved in identifying and implementing any course corrections/adjustments, if applicable. For example, how was feedback gathered on whether the measures being implemented are resulting in a more inclusive research environment for chairholders of underrepresented groups? How has intersectionality been considered in developing and implementing the plan (if applicable)? Have new gaps been identified? How will members of underrepresented groups continue to be engaged? (limit: 10 200 characters)

Engagement with underrepresented groups has been multifaceted.   Broad Consultation The University/Faculty EDI subcommittee continues to meet to finalize recommendations for action to the Provost. The EDI Sub-Committee includes members from under-represented equity groups and of various ranks, with a commitment to and focus on equity concerns in their work. Membership includes faculty from Gender and Social Justice, Philosophy, Indigenous Studies, Biology, Nursing, Geography, members of the executive of the faculty association, a Canada Research Chair from the Sciences, the Vice-President Human Resources, the Vice President of Research and Innovation, the Dean of Nursing, and the University's Equity Officer. Members of this committee are regularly engaging and consulting with the broader faculty membership of the university.   Allocation of Space All Chair consultations related to space allocation have been with members of the four designated groups. We intend to continue with this process with refinements identified by Chairs.   Data Collection and Analysis Continued consultation with members of the four designated groups, through the EDI Subcommittee, identified gaps in the employment equity survey, particularly as it relates to intersectionality. Small revisions were made to the survey tool to address data input, however, gaps remain in terms of our ability to analyze data for intersectionality. We are engaging with an external software provider to address these gaps.   Indigenization Trent established a goal to recruit an Indigenous Canada Research Chair, recognizing that the there is work to be done related to deeply understanding ways to conduct research in and with Indigenous communities that has value for those communities. Building on the Michi Saagiig Protocol Guidebook, consultation has continued with local Indigenous communities and Indigenous scholars within the institution. Consultation and development of an Indigenous Research Guidebook will take place in the year ahead.

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://www.trentu.ca/vpacademic/initiatives/anti-racism-task-force
https://nobellum.com/
https://www.trentu.ca/teaching/research/research-pedagogy/indigenization

The Trent University Anti-Racism Task Force (established in 2020) has made a series of recommendations to the Provost and Vice President Academic based on three consultations in the 2021-22 academic year: 1) Diversity and Equity Campus Climate Survey; 2) Confidential Written Submissions; and 3) Facilitated Listening Sessions. The recommendations were based on identified barriers from these consultations. The Provost subsequently presented the report and recommendations to the Senior Administration and the Board of Governors, with one pivotal recommendation – the creation of a Senior position focused on equity, diversity and inclusion. A key role of this position will be to implement recommendations from the report. A second effort underway is a partnership with Nobellum, an organization dedicated to supporting black entrepreneurs. The project is funded by an internal Strategic Initiatives Research Grant, to create programming and opportunities for black entrepreneurs within the university community. Through the Entrepreneurship and Social Innovation Centre (ESIC), this project is largely focused on students and aims to create opportunities and capacity in entrepreneurship and innovation activities.   A third effort is related to Indigenization of curriculum and pedagogy through the Centre for Teaching & Learning (CTL). The CTL offers a selection of materials and programming for use in teaching.

https://www.trentu.ca/vpacademic/initiatives/anti-racism-task-force

https://nobellum.com/

https://www.trentu.ca/teaching/research/research-pedagogy/indigenization

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

TABLE OF CONTENTS

You may complete sections individually by selecting them from the table of contents. At the end of each section, you will be redirected to this table of content to select another section to complete or to review. Alternatively, you may complete the full report, without going back to this table of content between each section, by selecting the option "Complete full report".

Introduction ☑

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:

CIHR IRSC   NSERC CRSNG   SSHRC CRSH