

## Trent University Canada Research Chairs EDI Annual Report - 2025

	Key EDI Actions:
1	Implemented a requirement for applicants to open chair positions to submit a completed Self-identification form as part of their application.
2	Advertised open chair positions widely, including on platforms that focus on supporting underrepresented and equity-seeking candidates.
3	Trent University is creating a new Tier 2 CRC position focused on Indigenous scholarship, with the vacancy anticipated in Summer 2026. An internal open call was issued to academic departments followed by consultations with the President/Vice-President Executive Committee (PVP) to ensure alignment with institutional EDI targets for the coming years. The CRC Allocation Committee selected the School of Education to lead the external recruitment of an Indigenous scholar.

### Action 1:

**Describe the key action that was undertaken.**

Implemented a requirement for applicants to open chair positions to submit a completed Self-identification form as part of their application.

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

Yes

**Briefly describe the related objective.**

Objective 2: Enhanced Data Analysis and Collection Cycles

Objective 5: Reducing Systemic Barriers

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

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This action improved tracking of equity and diversity in recruitment, enabling more informed decision-making and alignment with institutional equity goals. It also broadened the applicant pool, increased visibility among equity-seeking groups, and contributed to more inclusive hiring practices.

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

No significant challenges were encountered. The Self-identification form is now a standard part of the application process as Trent is a signatory of the Dimensions Charter. Each category in the form includes an option to decline to answer, respecting applicant autonomy.

**Was funding from the CRCP EDI stipend used for this action?**

Yes

### **Action 2:**

**Describe the key action that was undertaken.**

Advertised open chair positions widely, including on platforms that focus on supporting underrepresented and equity-seeking candidates.

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

Yes

**Briefly describe the related objective.**

Objective 1: Recruitment and Retention for Research Excellence

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

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This approach broadened the applicant pool, increased visibility among equity-deserving groups, and contributed to more inclusive hiring practices.

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

Challenge: Budget constraints limited the number of platforms used. To mitigate, we prioritized high-impact platforms and leveraged free or low-cost networks through partnerships.

Challenge: Identifying and accessing appropriate platforms with sufficient reach was time-consuming. A curated list of recommended equity-focused job boards was developed and shared across departments. HR and the departments collaborate to streamline future CRC postings.

**Was funding from the CRCP EDI stipend used for this action?**

Yes

### **Action 3:**

**Describe the key action that was undertaken.**

Trent University is creating a new Tier 2 CRC position focused on Indigenous scholarship, with the vacancy anticipated in Summer 2026. An internal open call was issued to academic departments followed by consultations with the President/Vice-President Executive Committee (PVP) to ensure alignment with institutional EDI targets for the coming years. The CRC Allocation Committee selected the School of Education to lead the external recruitment of an Indigenous scholar.

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

Yes

**Briefly describe the related objective.**

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Objective 1: Recruitment and Retention for Research Excellence

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

This initiative reflects Trent's ongoing commitment to reconciliation and the advancement of Indigenous research leadership. It ensures a strategic and transparent process for filling the upcoming CRC vacancy, strengthens departmental engagement in EDI priorities, and lays the groundwork for increased Indigenous representation and research excellence within the university.

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

Challenge: ensuring departments had a clear understanding of the CRC program and Trent's expectations. To address this, we hosted an information session about the CRC program at Trent, providing departments with an overview of the program, the supports available, and our expectations for hosting a CRC. This session helped clarify the process, encourage engagement, and support departments in developing well-informed proposals.

Challenge: limited pool of eligible candidates and the need for a culturally respectful and inclusive recruitment process. To address this, departments are working with HR to design an inclusive external call. The process incorporates guidance from Indigenous faculty.

**Was funding from the CRCP EDI stipend used for this action?**

Yes

**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**

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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.

### **Trent's broader EDI efforts include:**

- Indigenous Resource Hub (<https://www.trentu.ca/indigenous-initiatives/>) & Protocol Guidebook (<https://staging.trentu.ca/fphl/sites/trentu.ca.fphl/files/documents/TrentU%20-%20INDG%20Protocol%20Guidebook%20-%202024%20-%202nd%20Edition%20FA%20Digital%20%281%29.pdf>): Updated in 2025, it offers cultural teachings, academic resources, and guidance for respectful engagement with Indigenous communities.
- EDI Training: Online courses like Embracing Diversity (<https://www.trentu.ca/careerspace/embracing-diversity-creating-equitable-work-environments>) - promote intersectionality, cultural competence, and inclusive workplace practices, and offer professional development workshops to enhance awareness and practice of EDI across the institution. In-person Positive Space training program promotes safe, affirming environments where sexual and gender identities are respected and individuals can access support and information on LGBTQ+ issues.
- Community-Based Research: Through the Trent Community Research Centre (<https://www.trentu.ca/community-based-research/>), faculty and students collaborate with local organizations on equity, climate, and health projects. For the 2024-2025 the Centre connected 126 students with 36 organizations, completing 59 projects that tackled real-world challenges in health, equity, climate, and community well-being.
- Creation of an Indigenous Research Guidebook: Work, consultation, and improvements are ongoing on a guidebook for engaging in Indigenous research. Aim to launch in late 2025.