Canada Research Chairs   Chaires de recherche du Canada

Canada

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1. Engagement with individuals from underrepresented groups   ☑

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:

Trent U

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 to the action plan in most recent review process:

Satisfies

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 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:

Recruitment and Retention for Research Excellence, Focus all 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. There is also a gap of equity-seeking faculty at the mid-career level. The Anti-Racism Task Force report (published in October 2021) identified the need to expand the diversity of 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.

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	Implementing the usage of targeted Calls for Nominations, requiring candidates to identify as one of the four designated groups in order to be eligible for consideration.	In progress
Corresponding action 2	Requiring that applicants for open chair positions submit a completed Self-identification form	In progress
Corresponding action 3	Advertising widely, such as incareer posting locations that are focused on supporting underrepresented and equity seeking candidates	In progress
Corresponding action 4	Departments interestedin hosting a Canada Research Chair are required to include an EDI action plan as part of their applications	In progress
Corresponding action 5	Ensuring that abroad representation of gender and equity-seeking individuals are included on hiring committees	In progress
Corresponding action 6	Mandating the addition of one Indigenous Chair, in addition to the required EDI targets for 2029	Not yet started

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

Records show that the two most recent Trent calls for nominations focused on positions for candidates who are members ofthe four designated groups. - All candidates considered had submitted complete applications, including the self-identificationform. - Postings for positions targeted social media, websites, and other distribution channels utilized by members of the fourdesignated 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.

Outcomes and Impacts made during the reporting period:

Challenges encountered during the reporting period:

Trent continued to experience challenges related to the location of our Peterborough campus in rural Ontario. There is limitedavailability of public transportation to and from Peterborough, options are limited in terms of lodging, and we areexperiencing a particularly challenging housing market. In addition, although Faculty and staff hiring processes and principles are shifting to a greater commitment to equity-seeking hires, our relatively small size results in less frequent faculty hires.

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.

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, Provide training materials to the Committee on Academic Personnel and other tenure, promotion and merit committees on EDI considerations related to family and community responsibilities for equity-seeking candidates, including chairholders

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

Through the three reviews that were completed in support of the CRC EDI Action Plan, it was identified by faculty that training and training materials for the Committee on Academic Personnel (CoAP) should be prioritized and focus on potential burdens place specifically on faculty who are members of equity-seeking groups, including added family and/or community responsibilities, career interruptions, and community-based research relationship building.

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	consultation with faculty and best practice guides on 'how to read files' in personnel contexts and to determine specifics for training	Completed
Corresponding action 2	building of training materials	Completed
Corresponding action 3	establishment of training plan for optimal engagement during training sessions	Completed
Corresponding action 4	publishing of training materials	Completed
Corresponding action 5	training sessions and materials delivered	Completed
Corresponding action 6	additional training materials made available to personnel committees for on-demand use	In progress

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

Nicole Kaniki of Sonomi Solutions analyzed EDI data gathered by the Trent University Faculty Association to produce a report and training materials.

Outcomes and Impacts made during the reporting period:

Materials were presented to CoAP by the Vice-President Research & Innovation. Improved training and materials will better position the CoAP to make informed decisions within their purview, and will better position scholars from equity-seeking groups. Ultimately, our faculty, including CRCs will be assessed with an enhanced equity and diversity lens.

Challenges encountered during the reporting period:

A technical challenge encountered was balancing availability of the resources while restricting access to proprietary materials to the Trent community.

Next Steps (indicate specific dates/timelines):

Creation of primary materials and presentation to CoAP is complete. Additional materials to be made available on demand in 2023.

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:

8904

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

Completion of data analysis and production of training materials by Sonomi Solutions.

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

Major impact (the EDI Stipend had a major 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	20284	cash

Key Objective 3

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 3:

Reducing Systemic Barriers, Creation of an Indigenous Research Handbook

Systemic barriers -

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

Through three reviews that were completed in support of the CRC EDI Action Plan and additional consultation with Indigenous communities, the need for a handbook on Indigenous research was identified. This handbook, which will be a companion to the Trent Indigenous Protocol Guide will be essential to enhancing research in and with Indignous communities with appropriate protocols and consultations.

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	consultation with stakeholders within and external to Trent	Completed
Corresponding action 2	conduct environmental scan of other universities' supports for Indigenous research	Completed
Corresponding action 3	preparing a format and draft table of contents for handbook	Completed
Corresponding action 4	draft of the Indigenous Research Handbook	In progress
Corresponding action 5	additional consultation and review	In progress
Corresponding action 6	completed and published Indigenous Research Handbook	In progress

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

ARI Consulting Inc held consultations with Trent faculty and local Indigenous communities to seek guidance on the contents of the handbook.

Outcomes and Impacts made during the reporting period:

The creation of the handbook is well underway. One outcome already achieved is enhanced partnerships with local Indigenous communities on their research needs and processes.

Challenges encountered during the reporting period:

As with any process involving multiple academic and non-academic stakeholders, scheduling and delays are always a challenge.

Next Steps (indicate specific dates/timelines):

A draft of the handbook will be completed and further consultation will occur in 2023. A public launch of the handbook will be held in 2024.

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:

11300

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

Services rendered by J. Dockstator of ARI Consulting Inc, including consultations with stakeholders, completion of an environmental review, and ongoing preparations for the draft handbook.

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)

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):

Slow turnaround times on customization of HR software by the developer has limited ability to efficiently collect EDI related data; this has been addressed by hiring an expert to analyze and report on employment equity data already collected, with a focus on intersectionality. Additionally, the concept of the Indigenous Research Handbook was well-received, however it turned out to be a larger undertaking than anticipated; consequently, the creation of the handbook was re-thought and broken into 3 phases. Lastly, increasing cooperation between faculty at the two campuses through research collaborations was delayed by COVID; we will continue to work to move this ahead through collaborations such as the Earth District, and through the creation of additional incentives for faculty to collaborate (e.g., internal grants that incentivize collaboration).

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 space benchmarking exercise moved forward by contracting an external firm with expertise in this area to review and compare Trent University space to Ontario standards. Additionally, the CRC EDI Action Plan was used as a model for revising general faculty hiring processes during bargaining for the new faculty collective agreement. Lastly, regular meetings between VPRI and CRCs (minimum once per year, and up to four times per year, depending on individual schedules and needs) were established to help to understand the experience of Chairholders, including those from equity deserving 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

Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) towards which this funding has been directed:

> Enhanced Data Analysis and Collection Cycles, Implement further refinements of Employment Equity Survey tool and related reporting features.

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

> The steps to completion will involve: (1) Additional faculty consultation; (2) Consultation with VIP service provider; (3) Sandbox (test) version of enhanced employment equity survey data analysis tools; (4) Testing of enhancements; (5) Implementation of enhanced reporting features. Each of these steps will be monitored by the EDI Sub-Commitee which includes faculty and CRC representation, in order to ensure success. The project will require funds for analysis (in the form of staffing, consultation, and customization with VIP service provider) to be successfully completed.

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

An expert was hired to undertake this work in January 2023. This will be reported on in the next EDI stipend report.

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 D: Engagement with individuals from underrepresented groups

Outline how the institution has engaged with underrepresented groups: e.g., racialized individuals, Indigenous Peoples, persons with disabilities, women, 2SLGBTQIA+ 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)

One-on-One meetings with CRCs and the VPRI have been established to discuss research, barriers, progress, and other matters related to CRC research activity. Additionally, analysis of available employment equity information has moved forward to gain a better understanding of intersectionality within the Trent community to improve and guide engagement. Also, Trent's Anti-Racism Task Force released a report recommending the creation of a senior level position focused on EDI, which will be filled in 2023. Lastly, a new faculty association collective agreement was bargained (beginning July 2022), including new EDI measures, including the hiring 5 mid-career or senior faculty from equity deserving groups, and an agreement that all new faculty hires will be preferred equity hires.

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/sites/trentu.ca.vpacademic/files/documents/ARTF Report and Recommendations January 18 2022 Final - AODA.pdf
https://www.trentu.ca/humanresources/sites/trentu.ca.humanresources/files/documents/X-434%20Director,%20Equity,%20Diversity%20&%20Inclusion.docx
https://www.trentu.ca/fphl/cultural-support/cultural-programming

The results of Trent's Anti-Racism Task Force report were released in January, 2022, and implementation of recommendations are ongoing (hyperlink 1); the position of Director, Equity, Diversity and Inclusion was created and posted in September, 2022 (hyperlink 2); the First Peoples House of Learning offers a suite of cultural programming to the entire Trent community on an ongoing basis (hyperlink 3).

Hyperlink 1:

https://www.trentu.ca/vpacademic/sites/trentu.ca.vpacademic/files/documents/ARTF Report and Recommendations January 18 2022 Final - AODA.pdf

Hyperlink 2:

https://www.trentu.ca/humanresources/sites/trentu.ca.humanresources/files/documents/X-434%20Director,%20Equity,%20Diversity%20&%20Inclusion.docx

Hyperlink 3:

https://www.trentu.ca/fphl/cultural-support/cultural-programming

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

I have reviewed my responses and I am ready to submit my report.

A reminder that institutions are required to post a copy of this report (as submitted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS.

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: