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Complete Full Report

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:

University of Manitoba

Contact Name:

Dr. Digvir Jayas

Position Title:

VP Research & International

Institutional Email:

digvir.jayas@umanitoba.ca

Institutional Telephone Number:

204 291 4505

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):

06/15/2022

Rating given action plan in most recent review process:

Fully Satisfies

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

Dr. Digvir Jayas

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:

Data Collection: To continue to build on the advantages of diversity and inclusion within the recruitment, retention and advancement of the CRCP at UM.

Systemic barriers -

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

Continue to build trust in the community through ongoing workshops and presentations by EDI experts and other professionals where people continue to learn and embrace the value of EDI.

Corresponding actions undertaken to address the barriers:

Launch annual UCount campaign in the fall 2022. Host workshops stressing the value and importance of EDI and self-identification Measure and provide reports on intersectionality. Conduct a workforce analysis 2022 Conduct employment systems reviews to identify systemic barriers including racial equity and equity impact assessments. Revise the the action plan to include initiatives to close any gaps in underrepresentation using the benchmark of representation of the 2STLGBQ+ community that has been created to track CRC representation to University and faculty benchmarks.

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

Build trust increase survey response rate concrete data through the workforce analysis report identified systemic barriers.

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

Revised workplace diversity self-declaration where every individual can see themselves in designed a report to reflect intersectionality conducting sessions re the value of self-identification.

Challenges encountered during the reporting period:

Only opportunities to enhance EDI Action Plan.

Next Steps (indicate specific dates/timelines):

Launch annual UCount campaign fall 2022 conduct a workforce analysis report identify underrepresentation - revise action plan with initiatives to close any gaps conduct an employment systems review including racial equity and equity impact assessments.

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:

To enhance training offered to CRCs by adding a fifth workshop - Dismantling Systemic Barriers and improving Implicit Bias Training for all CRC Search Committee EDI Grant Officer Position has been approved - search is underway

Systemic barriers -

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

Women, Indigenous Peoples, Racialized groups, persons with disabilities and the 2SLGBTQIA+ community continue to face discrimination in our institutions.

Corresponding actions undertaken to address the barriers:

Require that all CRC candidates provide a personal EDI statement in their application package to include two EDI related questions in all interviews. Revise Implicit Bias Training to include new requirements and add bias case studies to the sessions. Host CRC EDI requirements in grant applications training in EDI Community of Practice. Add new and fifth workshop for CRCs - Dismantling Systemic Barriers.

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

Ongoing review of CRCs hired numbers attending training

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

Aligned new EDI initiatives with Executive Lead EDI, Rady Faculty of Health Sciences EDI and anti-racism task force.

Challenges encountered during the reporting period:

Only opportunities to enhance CRC EDI.

Next Steps (indicate specific dates/timelines):

Deliver series of five training workshops in 2022 Update the CRC EDI repository of best practices and training overview and next dates on UM's CRC Public Accountability website

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:

To continuously revise CRC EDI Action Plan to include new and adopted EDI Best Practices.

Systemic barriers -

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

Women, Indigenous Peoples, Racialized groups, persons with disabilities and the 2SLGBTQIA+ community continue to face discrimination in our institutions.

Corresponding actions undertaken to address the barriers:

Continue to work with Executive Lead EDI, Rady Faculty of Health Sciences EDI and anti-racism task force to inform EDI best practices Continue to set benchmarks and indicators for equity, diversity and inclusion by using the Global Diversity & Inclusion Benchmarks to get a good sense of the diversity and inclusivity of the CRCP and where the Program should be directing improvement efforts.

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

Annually, CRCs are being invited to a Town Hall led by the Office of the VP Research & International for discussion, concerns and information sharing.

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

CRCs were listened to and trust was built.

Challenges encountered during the reporting period:

Only opportunities to improve CRC EDI Action Plan.

Next Steps (indicate specific dates/timelines):

Host another CRC Town Hall for discussion, concerns and information sharing Continue to research EDI Best Practices and include those to EDI Action Plan.

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):

CRC EDI collaborates and benefits from the diverse perspectives and expertise the Executive Lead EDI, university wide, Rady Faculty of Health Sciences EDI and the Anti-Racism Task force bring to inform our approach to EDI. The Executive Lead EDI, RFHS EDI and CRC EDI work together to design EDI strategies, promote EDI best practices and embed EDI in all our work. The EDI Community of Practice continues to host meetings and invites faculty, staff and students to join with the purpose of: • Providing further training and experience to help increase skills and confidence in advocating for EDI • Empowering people to be an information source for your departments and communities about upcoming EDI events and campus & community resources, • Inviting diverse perspectives in developing future EDI Initiatives. The University of Manitoba continues to participate in Dimensions as an Affiliate; we have access to a repository of tools and references, has joined Dimensions community of practice on EDI and attends all available workshops. The UM as a member of the Inclusion Network of Canadian Research Universities (INCRU), a Canada-wide Network comprised of senior executives whose portfolio encompasses diversity and inclusiveness from eleven of the fifteen U15 Institutions. INCRU shares knowledge and advances collaborative initiatives that promote equity, diversity and inclusiveness within member institutions for all individuals, particularly those from social groups that have historically encountered, or continue to face, systemic barriers. INCRU continues to meet virtually with our annual in person meeting suspended this year. The Global Diversity & Inclusion Benchmarks (GDIB) continues to be used as a tool to measure our progress and inform EDI best practices. Ongoing Diversity & Inclusion Conversations with the deans and department heads help identify some of the challenges the units, departments or faculties face; offering EDI an opportunity to provide the support needed to address issues. The reality is that Indigenous, Black, Racialized, Persons with disabilities and the 2STLGBQIA+ communities find themselves disadvantaged within our institutions, not necessarily because of openly discriminatory barriers, but because mainstream institutions were neither designed to reflect their realities or experiences nor constructed to advance their interests or agendas. Racism is systemic. While it manifests in individual attitudes and behaviours, it is not produced by them. That is the primary reason it is so difficult to eradicate. Because systemic discrimination has become so normalized it can be hard to see, which only adds to its powerful hold. It is an established way of doing something, such that things get done that way regularly and are assumed to be the 'normal' way things get done. Systemic barriers run by itself; it does not require planning or initiative by a person or group. An institutional policy or procedure can have a racist outcome even if race is not identified in the wording of the policy or procedure. Its impact is what needs to be evaluated. Therefore, we have added racial equity and equity impact assessments to our employment systems review. It is a methodical approach to determine systemic barriers and identify who is excluded in our policies and procedures, formal and informal.

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

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)

A CRC EDI Advisory Committee was established in September 2020 to address and meet the requirements that are tied to the 2019 Addendum to the 2006 Canadian Human Rights Agreement for the CRCP. The CRC EDI Advisory Committee includes 21 current CRCs, Director, Research Services and the CRC EDI Officer. All historically and currently underrepresented groups were represented on the Advisory Committee. Four groups were developed from the Advisory Committee to address the requirements that are tied to the 2019 Addendum to the 2006 Canadian Human Rights Agreement for the CRCP. The voices of Indigenous, Black, Racialized, Persons with Disabilities and the 2SLGBTQIA+ are centered in all EDI discussions and decision making through working groups, the EDI Community of Practice and EDI committees.

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)

[Additional Training - Dismantling Systemic Barriers](#)
[Working across the University EDI to collaborate, inform and enhance CRC EDI](#)

We have added racial equity and equity impact assessments to our employment systems review. It is a methodical approach to identify systemic barriers and determine who is excluded in our policies and procedures, formal and informal.

Additional Training - Dismantling Systemic Barriers.

Working across the University EDI to collaborate, inform and enhance CRC EDI.

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

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:

