

## CRC Institutional Report- Section 3 (EDI-1 and EDI-2)

### 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 during the reporting period as well as their impact.**

Describe the key action that was undertaken.

UM is committed to following best practices in all aspects of the recruitment and selection process to increase student, staff, faculty, and leadership diversity that reflects society. To achieve this goal, UM is creating and maintaining equitable procedures, practices, and processes that enhance diversity and inclusion in all aspects of the institution including academic programs, research, administration, hiring and retention while attending to implicit biases, and community life. One key position is the Vice-Provost, Equity, who leads the UM's overall EDIA strategy and helps coordinate learning and other supports for the community. The University of Manitoba provides mandatory EDIA training for all CRCP Search Committee members. Additionally, a non-voting EDIA expert was included as a member of each Search Committee to offer ongoing support and guidance throughout the recruitment process.

This initiative aimed to mitigate implicit biases and promote equitable assessment practices, thereby enhancing the inclusivity and diversity of the CRCP recruitment process.

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

Yes

No

Briefly describe the related objective.

The UM is committed to ensuring that all CRC nominees have fair and equitable access to opportunities throughout hiring, retention and advancement. The University recognizes that Women and gender equity seeking groups, Indigenous Peoples, Racialized Members and Person with Disabilities have been historically and are currently disadvantaged in the workforce, and its goal is to ensure equal opportunities are available for these groups. UM acknowledges that proactive initiatives are necessary to ensure that researchers who are members of these groups are better represented among nominations for Canada Research Chair positions.

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

UM's targeted calls to improve representation among the four designated groups have resulted in the appointment of three new Tier 2 CRCs for Indigenous research area, and one Tier 1 CRC for a Person with Disability. Additionally, the University has recently submitted two Tier 1 CRC nominations, for an Indigenous researcher and one for a researcher with a disability, both of which are currently pending results.

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

A key challenge in implementing mandatory EDIA training and including EDIA experts on Search Committees was ensuring full engagement and consistent application across all CRCP recruitment processes. Some committee members initially expressed uncertainty about integrating EDIA principles while maintaining traditional evaluation criteria, and scheduling training for faculty with diverse workloads posed logistical difficulties.

To mitigate these challenges, the University provided flexible, self-directed EDIA training through the UMLearn portal, allowing committee members to complete modules at their own pace. Clear guidance and resources were offered to support the practical application of EDIA principles during recruitment, and non-voting EDIA experts were included on committees to provide ongoing advice and ensure best practices were followed. These measures helped standardize inclusive practices, reinforced committee accountability, and ensured that recruitment processes reflected the University's commitment to equity, diversity, and inclusion.

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

Yes

No

Describe the key action that was undertaken.

The University of Manitoba expanded targeted outreach efforts to attract candidates from the four designated groups (women and gender equity seeking group, Indigenous Peoples, person with disabilities, and Racialized minorities) for CRCP positions. This included broad advertising to diverse professional networks, Indigenous research organizations, and affinity groups; highlighting the University's commitment to EDIA in job postings; and directly engaging potential candidates through academic conferences, workshops, and webinars.

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

Yes

No

Briefly describe the related objective.

The objective of this action is to proactively increase the representation of the four designated groups in CRCP positions by ensuring that recruitment efforts reach a wider

and more diverse pool of potential candidates. By expanding outreach to underrepresented communities and promoting the University's commitment to equity, diversity, and inclusion, UM aims to create more inclusive applicant pools, support equitable hiring outcomes, and ultimately strengthen research excellence, innovation, and impact through diverse perspectives and experiences.

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

During the reporting period, these enhanced outreach strategies increased the diversity of applicant pools for CRCP positions. The University observed higher participation rates from equity-deserving groups, resulting in a broader representation among shortlisted candidates. This contributed to more inclusive hiring outcomes, strengthened the diversity of research teams, and fostered a research environment where a wider range of perspectives and experiences could enhance innovation and excellence.

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

A key challenge was reaching underrepresented candidates in highly specialized research areas, where professional networks are smaller and less diverse. Additionally, there was a need to ensure that outreach efforts were perceived as authentic and not tokenistic.

To mitigate these challenges, the University collaborated with national and regional equity-focused networks to identify potential candidates and used multiple outreach channels to ensure visibility. Training and guidance were provided to hiring committees on how to engage candidates respectfully and inclusively. The University also monitored and evaluated outreach effectiveness to refine strategies and improve outcomes over time.

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

Yes

No

## Equity Diversity and Inclusion 2

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:

Not important

Somewhat important

Important

Very important

Do not know

Not applicable

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.

The University of Manitoba has established a Community of Practice for EDI, facilitated by the Director of EDI at the Rady Faculty of Health Sciences and the EDI Facilitator from Human Resources. This initiative brings together faculty, staff, and students to engage in monthly discussions focusing on EDI best practices, challenges, and strategies for creating an inclusive campus environment. The group invites guest speakers on specific topics of interest and facilitates group discussions around difficult cases, aiming to build community inclusion and further develop EDI best practices and skills across the institution.

This initiative is expected to: Enhance understanding and application of EDI principles across the university community, foster a collaborative environment where members can share experiences and strategies for promoting inclusion, address systemic barriers by identifying and discussing challenges related to equity and inclusion in research and

academic settings, and support the development of a more inclusive campus climate that values diversity and promotes belonging for all members.

***Hyperlinks:***

<https://umanitoba.ca/about-um/equity-diversity-inclusion>; <https://umanitoba.ca/centre-advancement-teaching-learning/support/equity-diversity-and-inclusion>

<https://umanitoba.ca/equity-transformation/office>; <https://umanitoba.ca/agricultural-food-sciences/equity-diversity-inclusion-and-accessibility-edia>;

<https://umanitoba.ca/health-sciences/equity-access-participation#equity-diversity-and-inclusion-edi-community-of-practice>; <https://umanitoba.ca/health-sciences/equity-access-participation>; <https://umanitoba.ca/science/equity-diversity-inclusion-and-accessibility>; <https://umanitoba.ca/asper/student-experience/asper-edi-task-force>.