Canada Research Chaires de recherche
Chairs   du Canada

Canada

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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.

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:

University of Toronto

Contact Name:

Andrea Gill

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The link for the EDI progress report and EDI Stipend report:

https://research.utoronto.ca/funding-opportunities/canada-research-chairs

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):

09/27/2019

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:

Leah Cowen

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:

Ensure All Faculty & Staff Members Involved with a CRC Nomination Complete Unconscious Bias Training

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

This objective and its associated actions seek to mitigate against the impact of unconscious bias in the nomination process. These biases can affect peer review processes and recruitment decisions, and there is significant evidence they can disadvantage members of under-represented groups, including candidates from the four designated groups. For example, selection committees may exhibit an implicit preference for homophily, favouring candidates who resemble already well-represented faculty members; researchers from under-represented groups are often held to higher standards than their well-represented peers; committees may rely on vague categories like "fit" or unintentionally redefine criteria to favour particular candidates; and narrow definitions of excellence can exclude scholars who experience career interruptions or whose work represents emerging or non-traditional methods, approaches, or outputs. This systemic barrier was identified through a review of a comprehensive body of research literature, as well as the expertise and resources identified in the employment systems review that was conducted for the development of our EDI Action Plan. Consistent with this evidence—and with the CRC Program requirement that all those involved in the nomination process complete unconscious bias education—this objective is designed to ensure that all committee members are familiar with not only the concept of unconscious bias, but also with best practices that help to mitigate its impacts. As noted in our institutional EDI Action Plan, we recognize that unconscious bias education is an important first step in advancing equity, diversity, and inclusion, but it is not an end itself. This training will therefore be implemented as one component of a broader strategy to embed equity and transparency into organizational processes, including the actions described in the key objectives below. In addition to unconscious bias education, the University provides a range of workshops on EDI and addressing systemic barriers.

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	Completion of unconscious bias training by all CRC selection committee members	Completed
Corresponding action 2	Completion of unconscious bias training by staff in the Division of the Vice-President, Research and Innovation	In progress
Corresponding action 3	Development/delivery of other resources and education for faculty and staff to support bias literacy and promising practices to address systemic barriers	In progress
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

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

• The reporting period for this progress report is December 15, 2021, to March 31, 2023. • U of T CRC mid-point attestation reports: These reports are completed by all CRC selection committees at U of T. In addition to addressing other CRC nomination requirements, the completed report must include a description of the unconscious bias or EDI training provided to committee members, as well as an explanation of how the committee chair or equity officer verified that committee members completed this training. The form also asks the selection committee chair to report on their participation in additional workshops on unconscious bias and EDI best practices. These reports are reviewed by the Research Services Office prior to approval of the nomination by the Division of the Vice-President, Research and Innovation (VPRI), and the Office of the Vice-Provost, Faculty & Academic Life (VPFAL). • Faculty participation in the unconscious bias/inclusive recruitment workshops offered by VPFAL • Completion rates of unconscious bias training by VPRI staff • Delivery of/level of participation in additional resources that support unconscious bias and EDI education

Outcomes and Impacts made during the reporting period:

• Research Services collected and reviewed mid-point reports for all new on-campus nominations during the April 2022 and October 2022 competitions, as well as all off-cycle nominations between December 2021 and March 2023, confirming that all committee members have documented the completion of unconscious bias education. • Unconscious bias education at the University of Toronto is supported by the Toronto Initiative for Diversity and Excellence (TIDE), a grassroots faculty service group that receives administrative support from the institution. TIDE has developed unconscious bias education modules that are available online. In September 2022, TIDE launched the third module ("Interrupting Bias"), following the original two modules ("What Is Unconscious Bias?" and "Effects of Unconscious Bias on Assessment"). • In addition to these online modules, TIDE offered two unconscious bias workshops for faculty: Unconscious Bias 101 (October 2022), which explores evidence of bias and its impact on decision-making; and Unconscious Bias 102 (November 2022), a two-part workshop providing guidance to faculty on advancing equity and inclusion. Nearly 100 people participated in the 101 and 102 sessions. • During the reporting period, TIDE also provided 27 specialized sessions (offered by request) to sessions help build capacity within academic units. Over 1,080 attendees participated in these sessions. • In Fall 2022, VPFAL offered a workshop on Bias in the Context of Academic Reviews (previously titled Inclusive Practices in Recruitment). This workshop drew 128 participants, and VPFAL recorded this session to enable asynchronous participation. • The University also provides unconscious bias education to academic administrators: VPFAL hosts an annual Retreat for New Academic Administrators (continuing academic administrators are also invited to attend), which includes content on EDI and unconscious bias. There were 50 participants at the June 2022 retreat. • VPRI staff are asked to complete Modules 1 and 2 of TIDE's unconscious bias education modules. VPRI reviews completion rates annually and conducted its most recent review in January 2023, capturing information for all VPRI staff as of December 31, 2022, including new staff onboarded in the 2022 calendar year. The rate of completion for all VPRI staff was 89%, and for new staff it was 100%.

Challenges encountered during the reporting period:

N/A

Next Steps (indicate specific dates/timelines):

• CRC selection committees will continue to complete and submit mid-point reports and Selection Committee Reports, with reviews by Research Services Office (ongoing) • TIDE will launch Unconscious Bias Education Module 4 (2024) and other unconscious bias education resources aimed specifically at our CRCs as well as our faculty population. The development and delivery of these resources will be supported by the 2023/2024 CRC EDI stipend. • TIDE will offer the Unconscious Bias 101 workshop (October 18, 2023), the Unconscious Bias 102 workshop (November 21 and 28, 2023), as well as a new Unconscious Bias 103 workshop (date TBD), exploring ways to mitigate bias in peer assessment and examining changes to institutional culture and policy. • TIDE offers specialized sessions to departments/units upon request (ongoing) • The most recent Retreat for New Academic Administrators was held on June 26-29, 2023.

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:

Complete a Review of U of T Administrative Processes for CRCs

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

These reviews enabled the institution to identify any gaps in our internal processes with respect to promising practices, and to update our processes to align with new requirements from the CRC Program. As described in Objective 1, unconscious biases can create negative impacts on the recruitment and retention of members of equity-deserving groups, including Chairholders from the four designated groups. Because these biases are most pronounced in the absence of clear, consistent processes that integrate equitable practices, this objective was formulated to mitigate the impacts of bias and promote equitable review and selection processes. These institutional reviews provide greater insight into nomination processes, support the development of consistent promising practices (see Objective 3), and create formal administrative process checkpoints.

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	Process review regarding the new Program requirement for the mid-point attestation	Completed
Corresponding action 2	Process review regarding selective and strategic hiring processes for Chair opportunities tied to external recruitments	In progress
Corresponding action 3	N/A	Not yet started
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

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

We reviewed the following indicators: • Reviews of our processes, informed by ongoing engagement with academic and administrative divisions to identify potential gaps or improvements, and the development of corresponding changes or updates. • New CRC Program requirements necessitating updates to our internal process

Outcomes and Impacts made during the reporting period:

• The reporting period for this progress report is December 15, 2021, to March 31, 2023. • We implemented institutional process to complete the newly required mid-point attestation, which came into effect in January 2022. We developed a new mid-point report, to be completed and signed by members of the selection committee. This report provides senior administration with the information required to sign off on the mid-point attestation form that is submitted to the Program. • There was initial engagement between the Division of the Vice-President, Research and Innovation (VPRI) and the Office of the Vice-Provost, Faculty & Academic Life (VPFAL) to explore how to implement selective and strategic hiring processes for Chair opportunities that are tied to a new faculty recruitment (as opposed to internal Chair opportunities used for the purposes of retention). This process will allow academic divisions or units to limit recruitments to members of one of the more designated groups when these faculty hires are tied to a CRC. • We provided a walkthrough of U of T nomination and renewal processes, including recent updates, at a workshop for research administration staff, held on February 7, 2023 (please see Part C, below, for further information).

Challenges encountered during the reporting period:

• While we recognize that the mid-point attestation is required by the 2019 Addendum, implementation presents an administrative challenge. Given the number of chair slots and the number of recruitments, it is difficult for institutions, especially decentralized institutions, to manage which stage a recruitment is at any given time and intercept to ensure that the midpoint attestation is completed and submitted before the division/hospital finalizes the selected candidate.

Next Steps (indicate specific dates/timelines):

• Finalize external recruitment process and develop language for posting templates and share with the academic divisions (October 2023) • VPRI, VPFAL, and the academic divisions will revisit the topic of developing and implementing a process to ensure the harmonization of Chairholder institutional support packages across the academic divisions (early 2024). • We also look forward to engaging with the CRC Program regarding the recommendation to establish guidelines for institutional support packages, as is outlined in the Management Response and Action Plan for the Evaluation of the Canada Research Chairs Program, 2015–2022.

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.

Key Objective 3

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

Develop an Online Guide to CRC Nominations

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

As noted above in Objective 1, unconscious biases can create negative impacts on the recruitment and retention of members of equity-deserving groups, including Chairholders from the four designated groups. Because biases are most pronounced in the absence of clear, consistent processes that integrate equitable practices, this objective and its associated actions will help us further guard against the impacts of bias and promote equitable review and selection. This online guide to nominations and renewals is designed to support committee members in carrying out review and selection processes that promote equitable outcomes and align with CRC Program requirements. The guide helps ensure that academic administrators, faculty, staff and nominees are appropriately informed about the processes, requirements and supports in place at U of T, as well as any updates to Program requirements, particularly those related to implementation of the 2019 Addendum.

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	Updates to the nomination guide in 2022 to incorporate processes for the newly required mid-point attestation	Completed
Corresponding action 2	N/A	Not yet started
Corresponding action 3	N/A	Not yet started
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

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

We reviewed the following indicators: • Updated requirements from the CRC Program (mid-point attestation) • Reviews of our processes, informed by ongoing engagement with the academic divisions, and the development of corresponding revisions to our processes. • Ongoing updates to the U of T guide to nominations and renewals to reflect these revised processes; communication of these updates to the academic division

Outcomes and Impacts made during the reporting period:

• The reporting period for this progress report is December 15, 2021, to March 31, 2023. • Updates to the guide in 2022 to reflect institutional processes for the newly required mid-point attestation (see also Objective 2). • Communication of this update and the mid-point attestation requirement to academic divisions • Implementation of the mid-point attestation report

Challenges encountered during the reporting period:

• As noted above in Objective 2, implementation of the mid-point attestation presents some administrative challenges.

Next Steps (indicate specific dates/timelines):

• Finalize updates to the guide to reflect new processes regarding selective hiring for external recruitments, and share this process across the academic divisions (see Objective 2) (October 2023) • We continue to approach the guide as a "living document" that can be updated as needed (ongoing)

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

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 4:

Encourage CRC Applicants & Nominees to Complete the University's Employment Equity Survey and the CRC Survey

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 collection and review of self-identification data from all CRC applicants both fulfills CRC Program requirements and enables University leadership to assess whether applicant pools for Chair opportunities include representation from the four designated groups. As we know from the literature, under-represented groups experience barriers in applying for opportunities, and if there is minimal diversity in the applicant pool, individuals from equity-deserving groups have a statistically lower chance of being selected. Both this applicant data and the data collected through the CRC Program self-identification forms are necessary to identify the existence of barriers or biases in the application and nomination processes. Because the CRC Program is unable to provide institutions with record-level self-identification data regarding their Chair cohorts, we must administer our own data collection initiatives to monitor our overall Chairholder representation and to forecast our ability to meet our equity targets, both for the interim targets and by December 2029. This detailed data also enables us to understand both the intersectionality of our Chair cohort and the representation of Chairs from the four represented groups across individual academic divisions and the affiliated hospitals. Moreover, as we implement the actions related to Objective 5 and develop strategies to proactively recruit and nominate Chairs who self-identify as members of the four designated groups, we require accurate record-level, intersectional data to measure progress and impact. This objective has therefore been updated since our EDI Action Plan was submitted in 2019 to include the implementation of a University process to collect self-identification data from all nominees and Chairholders, on a voluntary and confidential basis.

Corresponding actions undertaken/to be undertaken to address the barriers:

		Progress to date
Corresponding action 1	Administration of self-identification surveys for all internal applicants to CRC opportunities and for all new/renewed Chairholders	Completed
Corresponding action 2	Completion of the University's Diversity Survey (accessed through the online application portal) for all external applicants to CRC opportunities	Completed
Corresponding action 3	Monitoring and projecting our progress toward our equity targets through use of a custom-built Access database, funded by the inaugural CRC EDI stipend	Completed
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

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

• Completion of institutional equity surveys by CRC applicants, nominees, and new Chairholders • Rollout of our communications regarding self-identification surveys

Outcomes and Impacts made during the reporting period:

• The reporting period for this progress report is December 15, 2021, to March 31, 2023. • We continued to collect self-identification data for applicants to on-campus Chair opportunities that are limited to members of the four designated groups (see Objective 5), using questions and language from the CRC Program's self-identification form. • We continued to collect self-identification data for all new and renewed Chairs, across our three campuses and our affiliated hospitals, using questions and language from the CRC Program's self-identification form. • Invitations to complete the Chairholder survey are accompanied by a communication from senior leadership, explaining why the data is being collected, how the data is being used, and how respondents' privacy is protected • In spring 2023, we provided all current Chairs the opportunity to update their self-identification survey responses, if appropriate. This opportunity was also accompanied by a communication from senior leadership.

Challenges encountered during the reporting period:

As noted above, because the CRC Program is unable to provide institutions with record-level self-identification data for their Chair cohorts, we must administer our own data collection initiatives to monitor our overall Chairholder representation and our ability to meet our equity targets. This need to survey all new Chairholders presents the ongoing risk of survey fatigue, and our own data set sometimes differs from the data of record maintained by the CRC Program (and thus affects our ability to know if we are actually meeting our targets). The CRC Program has indicated that they are exploring options to share record-level data in a secure way with designated institutional contacts. We understand that this change will take to time implement and will not likely come online until 2024/2025, but we look forward to updates on this new process.

Next Steps (indicate specific dates/timelines):

• We will continue to administer and promote these self-identification surveys on an ongoing basis (ongoing) • We look forward to connecting with the Program on a potential new data sharing agreement (2024)

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 5

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 5:

Develop Strategies to Recruit & Support Members of the Four Designated Groups as 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):

Based on the employment systems review and our CRC process review—as well as our responsibility to meet our institutional Chairholder equity targets—U of T has identified the need to develop and implement strategies to recruit Chairholders who identify as members of one or more of the four designated groups. Our CRC EDI Action Plan intersects with broader institutional recommendations and actions to address systemic barriers, such as those found in the 2021 report of the Anti-Black Racism Task Force. Beyond recruitment and nominations, our Action Plan also identifies the need to support these Chairholders with research and career development resources. Research has demonstrated that under-represented faculty can have less access to mentorship and career development tools, and also experience barriers in transitioning to the next stage of their careers.

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	Continuing to limit internal Chair opportunities to candidates who self-identify as member of one or more of the four designated groups	Completed
Corresponding action 2	Senior administrators review aggregated applicant pool data to determine the representation of members of the four designated groups among applicants to CRC opportunities	Completed
Corresponding action 3	The implementation of broader institutional strategies to increase the diversity of the University's faculty complement	In progress
Corresponding action 4	The development and delivery of institutional supports for faculty from under-represented groups	In progress
Corresponding action 5	The development and delivery of a range of career development resources	Completed
Corresponding action 6	N/A	Not yet started

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

• The diversity and representation of our Chairholder cohort, relative to our December 2029 targets and interim targets, as well as the diversity of the Chairholder complement in each of the academic divisions and affiliated hospitals • A review of institutional policies and practices to recruit under-represented faculty members • A review of faculty and researcher supports available from the University's Black Research Network • The numbers of delivery of career/professional development workshops, including those offered by the Office of the Vice-Provost, Faculty & Academic Life, and via the Centre for Research & Innovation Support • Reporting on the implementation of the research-related recommendations of the Anti-Black Racism Task Force

Outcomes and Impacts made during the reporting period:

• The reporting period for this progress report is December 15, 2021, to March 31, 2023, unless otherwise noted. • The University successfully met our December 2022 interim equity targets as a result of planning and intentional efforts across the reporting period. • In order to address both our interim and our 2029 targets, beginning in 2021 we restricted internal Chair opportunities to applicants who self-identify as a member of one or more of the four designated groups. We continue to work with the academic divisions and affiliated hospitals to proactively develop strategies to meet our targets through 2029. This work is supported by our use of aggregated self-identification data for the current Chair cohort in each academic division and affiliated hospital. As noted in Objective 2, during the reporting period the Division of the Vice-President, Research and Innovation (VPRI) began working with the Office of the Vice-Provost, Faculty & Academic Life (VPFAL) to develop an institutional process for strategic and selective recruitment of members of the four designated groups in cases where Chair opportunities are tied to external recruitments. • In response to a recommendation from the Anti-Black Racism Task Force, the University developed a new diversity and inclusion statement for use in postings for faculty recruitments. • The Provostial Diversity Hiring Fund supported the hiring of new tenure- and continuing-stream teaching stream faculty who identify as Black or Indigenous. • The University's Connaught Fund has partnered with the Black Research Network to launch the Major Research Challenge for Black Researchers program, which provides funding for new research collaborations led by Black researchers. The inaugural grant was awarded in early 2023. • During the reporting period, the Black Research Network awarded the inaugural round of its Ignite Grants and held its second competition for this program. These Ignite Grants support Black faculty, librarians, and post-doctoral fellows across all disciplines and provide small-scale funding towards research training, research dissemination, and research support. The BRN also held a series of workshops to provide emerging and early-career researchers with increased knowledge of research grant opportunities and equip them information and tools to navigate their academic careers. • In 2022, CRIS delivered 180+ programming offerings to the University community, ranging from panel discussions on how to succeed with funding applications to practical workshops on research project management. CRIS also offered a consolidated calendar of more than 450 training and information events. • The Indigenous Research Network at the University of Toronto, and Institutional Strategic Initiative, continued its work supporting Indigenous research projects at U of T, supporting Indigenous researchers in securing grants, providing training in Indigenous research practices, and helping to institute a new set of norms for working respectfully with Indigenous communities. • Since January 2020, VFPAL has offered workshops on "Building the Momentum: Finding Your Post-Tenure Pathway," developed for recently tenured Associate Professors to provide guidance on navigating the immediate post-tenure period and exploring post-tenure pathways. During the reporting period, 78 participants attended these workshops.

Challenges encountered during the reporting period:

• Our previous EDI Action Plan progress report indicated that we would use funds from the 2022/23 EDI stipend to develop 1) an accessibility toolkit for researchers (including content on accessibility in both research design and research environments) and 2) a demographic data collection framework for the Centre for Research & Innovation Support to understand the diversity of those researchers who are accessing its programming and supports. Due to feasibility challenges and unforeseen delays, we were ultimately unable to move forward with these initiatives. The CRC Program has generously allowed us to apply these unused stipend funds to activities in 2023/2024.

Next Steps (indicate specific dates/timelines):

• VPRI and VPFAL have finalized the process and language for academic divisions and units to engage in selective and strategic hiring for external Chairs tied to new faculty recruitments (October 2023). • VPRI is meeting with large academic divisions (those with 30+ occupied Chairs) to ensure that each division has a chair-by-chair strategy to meet its proportional share of our institutional targets between now and December 2029 (summer/fall 2023) • The Diversity Fund will continue to support hiring of Black or Indigenous faculty (ongoing) • The Black Research Network will award the next round of Ignite Grants (application deadline: November 22, 2023) and, with VPRI, will adjudicate the next round of the Connaught Major Research Challenge for Black Researchers (application deadline: October 2, 2023). • The next VPFAL Building the Momentum session will be offered on January 18 and 22, 2024. • The Indigenous Research Network is developing a strategic plan to guide its actions and priorities over the coming years (early 2024)

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 6

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 6:

Continue to Build a Supportive & Inclusive Culture for All U of T Faculty Members by Leveraging Current Initiatives at U of T to Foster EDI Across the University

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

A commitment to equity, diversity, and inclusion extends beyond meeting our Chairholder equity targets; institutions must also sustain this representation by removing systemic barriers and creating an inclusive culture that promotes a sense of belonging. There is a large literature demonstrating that researchers from under-represented groups experience exclusionary and unwelcoming environments, including isolation, tokenism, microaggressions, ableism, and the reproduction of colonialism. Institutions must take meaningful action to address racism and discrimination; support accessibility and wellness; continue our work toward reconciliation with Indigenous peoples and communities; and dismantle biases and inequities in opportunities for mentoring, promotion, leadership, and research.

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	Actions to address a series of institutional recommendations on EDI, anti-racism, and inclusivity, including recommendations related to research	In progress
Corresponding action 2	The delivery of additional institutional initiatives to support EDI in research and innovation across the University	In progress
Corresponding action 3	N/A	Not yet started
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

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

• Progress on implementation of the 49 recommendations of the institutional Working Group on Equity and Diversity in Research and Innovation • The University response to and progress toward the recommendations from institutional working groups or task forces on anti-racism and anti-discrimination (the Anti-Black Racism Task Force and the Anti-Semitism Working Group), as well as the establishment and work of the Anti-Asian Racism Working Group) • An updated scan of other institutional programming and resources to support researchers from under-represented groups and to foster greater inclusion in research.

Outcomes and Impacts made during the reporting period:

• The reporting period for this progress report is December 15, 2021, to March 31, 2023. • All 49 recommendations of the Working Group on Equity and Diversity in Research and Innovation were in progress, completed, or implemented on ongoing basis. The Division of the Vice-President, Research and Innovation, continued to engage with other senior portfolios to address those recommendations still in progress. • Of the 58 recommendations of the Anti-Black Racism Task Force, 36 were underway and 22 were implemented. Recommendations specific to research grants and recruitment template language have been implemented. • In early 2022, the University accepted all eight recommendations from the Antisemitism Working Group —addressing definitions of antisemitism, the relationships between academic freedom and inclusion in a university setting, religious observance accommodations, and the provision of kosher food on campus—and formally entrusted its report. Six of these recommendations were implemented, the other two underway. • The University's Anti-Asian Racism Working Group began its work in the spring of 2022, with a mandate to review programming, activities, and practices across the institution and to make recommendations to support the University in addressing anti-Asian racism. • The Centre for Research & Innovation Support, in coordination with the Research Oversight and Compliance Office, launched a new workshop series on "Learning Together: Applying Equity, Diversity and Inclusion Concepts in Research Board Ethics Review." These workshops bring together experts from across the tri-campus community on a range of topics. The series launched with sessions on applying an EDI lens to TCPS2 (February 2023) and gender and sexuality in research ethics (March 2023).

Challenges encountered during the reporting period:

N/A

Next Steps (indicate specific dates/timelines):

• A strategic planning group convened in 2023 regarding the 49 Working Group recommendations, to identify priorities, work with other senior portfolios to implement the remaining recommendations, and identify clear progress indicators. • Implementation of the institutional recommendations mentioned above (ongoing) • In May 2023, the Anti-Asian Racism Working Group delivered its report, which contained 40 recommendations, including recommendations specific to research. The University has accepted and begun implementation of the recommendations, and the report was formally entrusted in June 2023. Early work is in progress to implement these actions. • The "Learning Together: Applying Equity, Diversity and Inclusion Concepts in Research Board Ethics Review" continued throughout 2023, with sessions on accessibility (April 2023), demographic self-disclosure data (June 2023), and racial bias in AI research (October 2023).

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.

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):

Ongoing Challenges: • Administrative burden: there is a significant administrative burden that comes with collecting data, implementing all nomination requirements, and gathering the information necessary to complete the Institutional Attestation as well as the mid-point attestation, in addition to the regular annual reporting requirements. These efforts require the dedication of significant University resources. This administrative burden also includes the completion of this EDI Action Plan and EDI Stipend progress report on an annual basis, a task which requires extensive collaboration across the University to collect the necessary information. The reporting template also involves repetition/duplication of information across sections and from year to year. In addition, although the report covers both implementation of the actions and use of the CRC EDI stipend funds, the reporting period does not align with the eligible period for use of the stipend (we did receive permission from the Program to report on activities through March 31, 2023.) Moreover, the report must be submitted via the Voxco platform, which is not user-friendly and does not enable collaborative work. Although we recognize that institutions are required to report annually on their progress toward meeting EDI Action Plan objectives, it is not clear how the specific information collected via these reports is used or reviewed, or why the extensive and ongoing actions detailed in these reports is not reflected in current ratings for the Action Plans (i.e., reporting has no impact on an institution's Action Plan score). • The large number of Chairholders: U of T currently has over 300 occupied Chairs, representing the largest cohort in the country. There are significant challenges in maintaining self-identification data and assessing comparative levels of institutional support. • Coordination across multiple institutions: the University and affiliated hospitals constitute ten separate employers with their own policies and practices. • The University's decentralized structure: the academic divisions allocate Chairs to their departments and lead process of selecting nominees and determining institutional support for Chairholders.

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):

Opportunities and Best Practices: • Working closely with the academic divisions and hospitals to proactively develop tailored strategies to meet our equity targets for both Tier 1 and Tier 2 Chairs. • Establishment of the Committee on Equity, Diversity & Inclusion in Research & Innovation to advise the Vice-President, Research and Innovation and Strategic Initiatives, on matters related to equity, diversity, and inclusion within the University of Toronto's research and innovation enterprise. This committee also includes representation from a researcher in the Toronto Academic Health Science Network (TAHSN). • Regular communication and cooperation with administrative leads who manage the CRC Program at each of the TAHSN hospitals. • Working closely with the TAHSN Research Committee leadership to support EDI in program administration. • A high degree of cooperation among U of T's administrative portfolios, including the Division of the Vice-President, Research and Innovation; the Division of People Strategy, Equity & Culture; and the Division of the Vice-President & Provost. • Robust equity data collection capabilities.

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:

Development and delivery of a one-day workshop on EDI in the Canada Research Chairs Program, aimed at senior research administration leads, research administration staff, and EDI leads across our three campuses and nine affiliated research hospitals.

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

• The number of participants in the workshop • The participation of at least one research administration lead/staff member from each of the academic divisions and affiliated hospitals • Evaluations/feedback from the participants • The development of a toolkit for participants and other research administration staff/leads

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

• Planning occurred between November 2022 and February 2023. The event took place in person on February 5, 2023. • Over 30 research administration staff and EDI leads from across the academic divisions and affiliated hospitals participated in the event. These participants were joined by staff from the Research Services Office, representatives from TIPS, and speakers and panelists from across the University community. • At least one staff member or EDI lead from each of the academic divisions and affiliated hospitals registered for the event. • The workshop included presentations and panels on the following topics: o CRC Program's EDI requirements, including the requirements for nominating and renewing Chairholders. o Processes for on-campus nominations and renewals at U of T o The 2019 Addendum and strategies for meeting 2029 Chairholder equity targets o Supporting Indigenous research • Workshop attendees participated in roundtable discussions, with each table discussing one of three topics: achieving Chairholder equity targets, addressing EDI in research funding nominations, and fulfilling the role of the equity officer in a CRC selection committee. These roundtables enabled workshop participants to engage directly with their peers the institution, asking questions, identifying challenges, and sharing strategies. • Feedback on the event was positive on the whole, with respondents indicating that "the workshop was timely and useful," that it was "an excellent session with great speakers," and that it was "extremely valuable having the TIPS colleagues attend and hearing from them directly. All of the presentations were very helpful." • Following the event, the organizers prepared a workshop report that includes a summary of the event, links to key resources, and key findings from the roundtable sessions (February–March 2023). This report was shared with TIPS and posted on our institutional CRC public accountability page.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 17753

Total funds spent:

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount $	Source / Type (cash or in-kind)
1	8550	In-kind (staff time for event planning + staff time from 8 individuals on the day of the event)

Table C2. EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

Provide a high level summary of how the stipend was used:

The requested stipend funds were used to support the costs of hosting an accessible in-person event, including venue costs and food, two hours of technical support time for event set-up and assistance, and small number of supplies. Funds were used to compensate one casual hire who helped to organize and plan the event, provided in-person assistance on the day of the event, and helped prepare the event report. A small portion of the funds were used to compensate for the dedicated time of an employee of the University's Centre for Research & Innovation Support (CRIS), who assisted in the planning of the roundtables and provided in-person facilitation support on the day of the event. Expenditures: Compensation: $12,106 (hourly pay + vacation) for casual hire (291.45 hours) Compensation: $2,143 (pay + benefits) for pro-rated CRIS employee time (35.85 hours) Hospitality costs: $2,572 (event space, technical set-up support, + food and beverages) Supplies: $932 (pens, stationery, masks, hand sanitizer)

Do you have other objectives to add?

No

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)

Our work to implement this CRC EDI Action Plan—particularly Objective 6—takes place in the context of the work of the University's Anti-Black Racism Task Force, the institutional Working Groups on Anti-Semitism and Anti-Asian Racism, and the Steering Committee for the University of Toronto Response to the Truth and Reconciliation of Canada, all of which were driven by engagement with members of these communities. The work that is specific to the CRC Program align and intersect with findings and recommendations of these bodies, as well as the ongoing work across the University to implement these recommendations. Our actions and monitoring will also be informed by the University's employee engagement survey. The University of Toronto assesses employee engagement through both pulse surveys and a broad employee engagement surveys (Speaking Out!, conducted on a bi-annual basis). The most recent Speaking Out! survey was completed in fall of 2022. The survey has 18 different focus areas, including culture, EDI climate, engagement, job satisfaction, and motivation. Data from the Speaking Out! survey is combined with the University's Employment Equity Survey to determine if additional programs and supports are required at the institutional or divisional level. In addition to their use by institutional leadership, the results of the survey will be shared broadly with the University community while ensuring that information is reported on an aggregate level that does not identify individuals. We also welcome feedback on our CRC EDI Action Plan on an ongoing basis; the University's CRC public accountability website includes an open call for comments on the Action Plan and its implementation. As we consider plans for future engagement with Chairholders, we also note that the CRC Program has included a new question in the individual Chairholder reports, asking if the Chair's institution is taking adequate measures to address systemic barriers in the administration of its allocation of Chairs and inviting comments on this issue. We wonder if these results will be shared with institutions in an aggregated and deidentified manner.

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://people.utoronto.ca/inclusion/resources/
https://people.utoronto.ca/inclusion/employment/
https://www.sgs.utoronto.ca/awards/provosts-postdoctoral-fellowship-program/
https://www.sgs.utoronto.ca/awards/inclusive-excellence-admissions-scholarships-for-masters-students/
https://entrepreneurs.utoronto.ca/for-entrepreneurs/black-founders-network/
https://entrepreneurs.utoronto.ca/for-entrepreneurs/bfn-accelerate/

The University's Institutional Equity Office builds capacity, supports communities, and provides leadership in EDI, Indigenous initiatives, and anti-racism. This office supports and guides the Anti-Racism & Cultural Diversity Office (ARCDO), the Accessibility for Ontarians with Disabilities Act (AODA) Office, the Sexual & Gender Diversity Office, and EDI Offices on the Scarborough and Mississauga campuses, and also provides leadership to 15 Faculty & Divisional EDI Leads. Institutional partners include the Office of Indigenous Initiatives, the Family Care Office, and the Multifaith Centre. The AODA Office, in collaboration with the Institute for the Study of University Pedagogy at U of T Mississauga, developed new "Universal Design 101" training to assist staff, librarians, and faculty in understanding universal design and how to embed it into their own work and in policies, processes, and services. ARCDO provides training and resources to faculty and staff, including both regular workshops and customized training. During the reporting period, ARCDO offered a total of 118 trainings/workshops on topics including racism and discrimination, racial and sexual harassment, anti-Semitism, Islamophobia, microaggressions, anti-racism action, mentorship and EDI, and racially inclusive language. A total of 5,550 participants attended these workshops. For the 2023/24 academic year, ARCDO revamped its workshop on harassment to develop a two-part training on tools to identify and address racial and sexual harassment. In early 2023, the University launched an updated version of its voluntary and confidential Employment Equity Survey, which captures self-identification information for faculty, librarians, and staff across the tri-campus community. The survey questions were last revised in 2016, and the updated survey helps to ensure that the identities of our community are accurately reflected. The updates followed a consultation process led by an Advisory Group that included faculty, equity officers, archivists, researchers, data collectors, data analysts, and administrative staff. The University's Employment Equity Survey is open year-round, and employees are able to update their self-identification information at any time. The Provost's Postdoctoral Fellowship Program provides funding for postdocs who identify as Black or Indigenous. The fellowships enable these postdoctoral researchers to grow their research profiles while also contributing to diverse excellence at U of T. In addition, the School of Graduate Studies Inclusive Excellence Admissions Scholarships for Master's Students provide funding packages to first-year Black or Indigenous Master's students who intended to pursue a PhD and are applying to programs that are commonly stepping stones to a doctoral program. The Committee on Equity, Diversity & Inclusion on Research & Innovation provides guidance to the Vice-President, Research & Innovation, on matters related to EDI across research and innovation activities at the University. Chaired by the Associate Vice-President, Research, the Committee membership comprises faculty and staff who are active in leading or implementing EDI practices, and includes representation from the Toronto Academic Health Sciences Network. In 2022, the Black Founders Network, a University of Toronto Entrepreneurship accelerator, launched BFN Accelerate, a cohort-based accelerator program for start-ups led by Black founders. BFN Accelerate provides members with education and workshops tailored to Black entrepreneurs, as well as "office hours" with investors- and entrepreneurs-in-residence, dedicated mentorship, and co-working space. BFN Accelerate recently selected its second cohort of 10 startup companies. Employ affinity groups—include Connections & Conversations for racialized staff and QUTE for 2SLGBTQ+ staff and faculty—help to foster inclusion and create communities of support for faculty and staff. These institutional efforts are also supported by local EDI initiatives within the academic divisions and departments.

Hyperlink 1:

https://people.utoronto.ca/inclusion/resources/

Hyperlink 2:

https://people.utoronto.ca/inclusion/employment/

Hyperlink 3:

https://www.sgs.utoronto.ca/awards/provosts-postdoctoral-fellowship-program/

Hyperlink 4:

https://www.sgs.utoronto.ca/awards/inclusive-excellence-admissions-scholarships-for-masters-students/

Hyperlink 5:

https://entrepreneurs.utoronto.ca/for-entrepreneurs/black-founders-network/

Hyperlink 6:

https://entrepreneurs.utoronto.ca/for-entrepreneurs/bfn-accelerate/

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.

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