

2025 CFREF SYMPOSIUM COMMUNITY OF PRACTICE: EQUITY, DIVERSITY AND INCLUSION

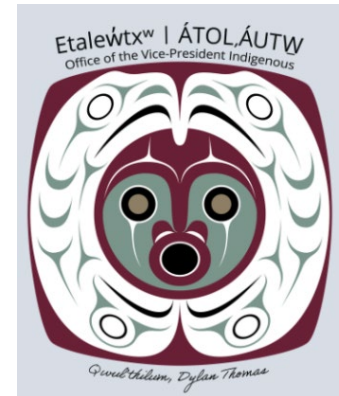
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Equity, Diversity and Inclusion
Research Officer
University of Victoria

Land Acknowledgement



[University of Toronto](#)

We wish to acknowledge this land on which the University of Toronto operates. For thousands of years it has been the traditional land of the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.



[University of Victoria](#)

We acknowledge and respect the Lək̓ʷəŋən (Songhees and X̱sepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək̓ʷəŋən and WSÁNEĆ Peoples whose historical relationships with the land continue to this day.

Guidelines in the group space

- Active listening**
- Own your intentions and your impact**
- Take care of yourself:** in small group discussions, know that you can let your peers know that you would like to listen to the conversation so you can process your thoughts.
- Take space/Make space:** participate actively and give others the opportunity to contribute
- Connect!:** take advantage of this session to expand your professional network

Check-in

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Session Agenda

Reflection – Examine key findings from the EDI Action Plan development reflection questionnaire

Moving forward – Discuss shared challenges (anticipated & already encountered) and identify collaboration opportunities and ideas for overcoming them

Network!

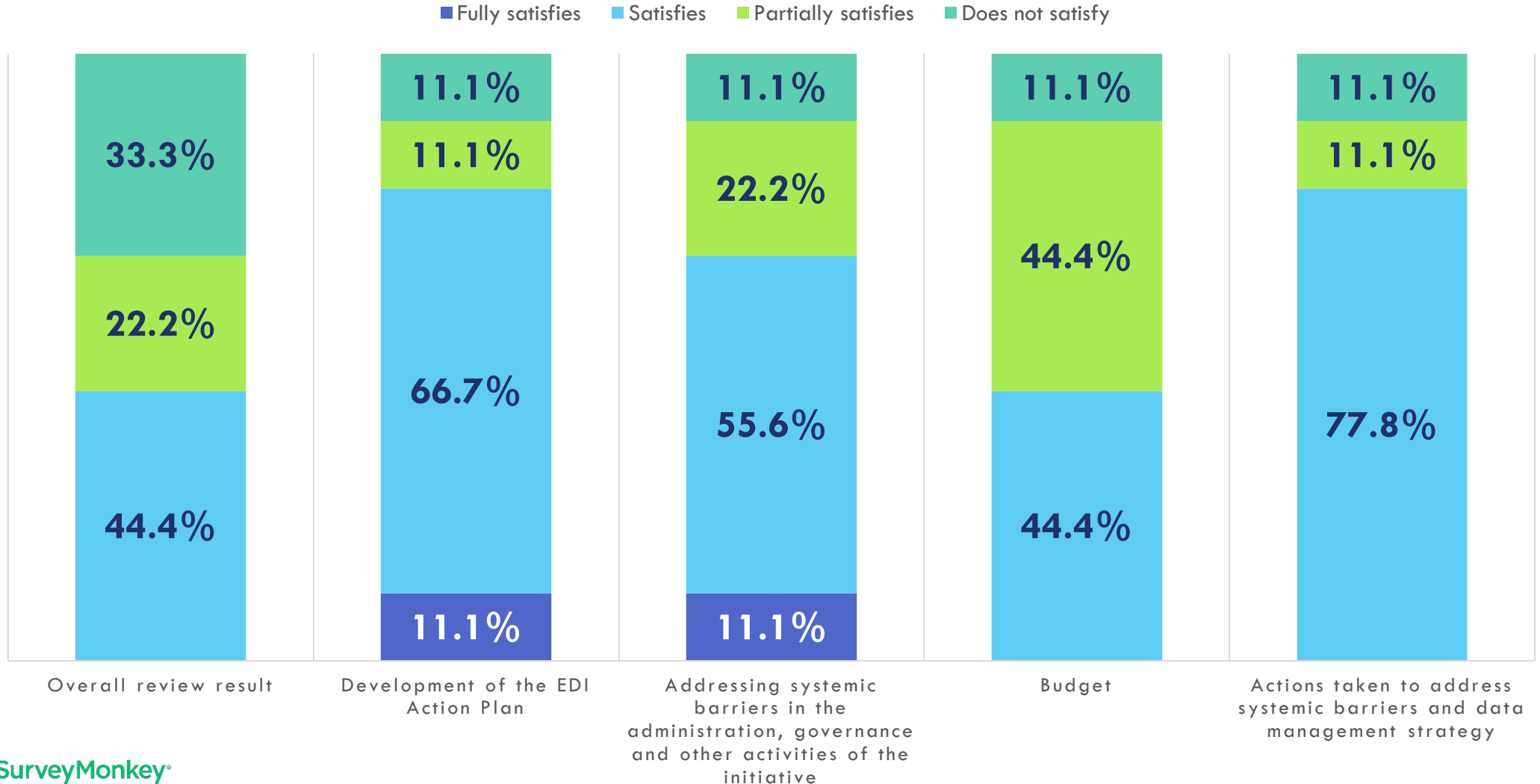
CFREF Journey – Equity, Diversity and Inclusion



EDI Action Plan Reflection Questionnaire

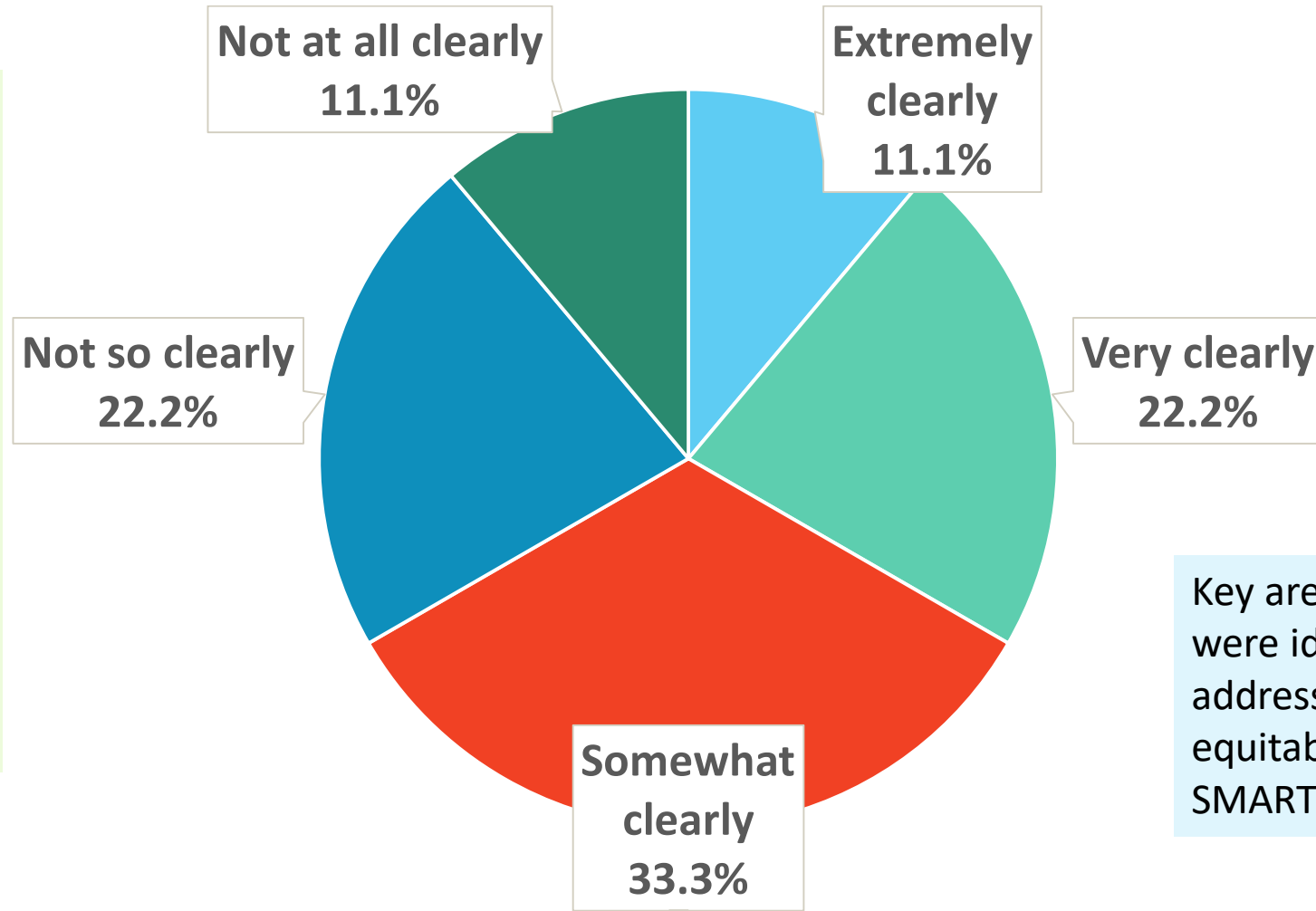
- Invited 11 initiatives from the 2022 competition
- EDI Action Plan Review categories
 1. Development of the EDI Action Plan
 2. Addressing systemic barriers in the administration, governance and other activities of the initiative
 3. Budget
 4. Actions taken to address systemic barriers and data management strategy

Q1: Please provide the review results of your EDI action plan.



Q2: Based on the committee discussion summary and the evaluation sheets from the reviewers, what was the level of clarity did you gain in terms of how the plan was evaluated?

- Lacked clarity and consistency
- Insufficient feedback to make necessary changes
- Inconsistencies between the review comments and the initial discussion with the CFREF program (budget, strategies...etc.)



Key areas for improvement were identified—such as addressing intersectionality, equitable workload, and SMART goals

Q3: In your EDI action plan development, did you experience any challenges or barriers which you believe should be shared with the CFREF program as well as future CFREF recipients? Please elaborate.

- Meaningfully engaging underrepresented groups (as opposed to forced relationship building activities) —especially Indigenous Peoples—while avoiding overburdening the groups
- Navigating the complexities of working across multiple institutions with different structures and resources
- Completing the literature review was time-consuming and difficult to make it comprehensive due to space limitations in the plan template
- The tight timeline between feedback and the midterm review
- Recruiting and retaining a qualified EDI lead
- Securing leadership and researcher buy-in

Q4: Follow-up to Q3, can you provide an example of how your initiative overcame one of the identified barriers?

- Leveraged existing institutional efforts to reduce burden, though reviewers noted the need for more new relationships and diverse participation
- Conducted regular EDI committee meetings helped maintain momentum
- Facilitated "meet & greet" sessions with partner institutions fostering researcher engagement
- Despite challenges with the literature review, it was reviewed by multiple committees, and the team has committed to updating it every two years to ensure relevance and improvement

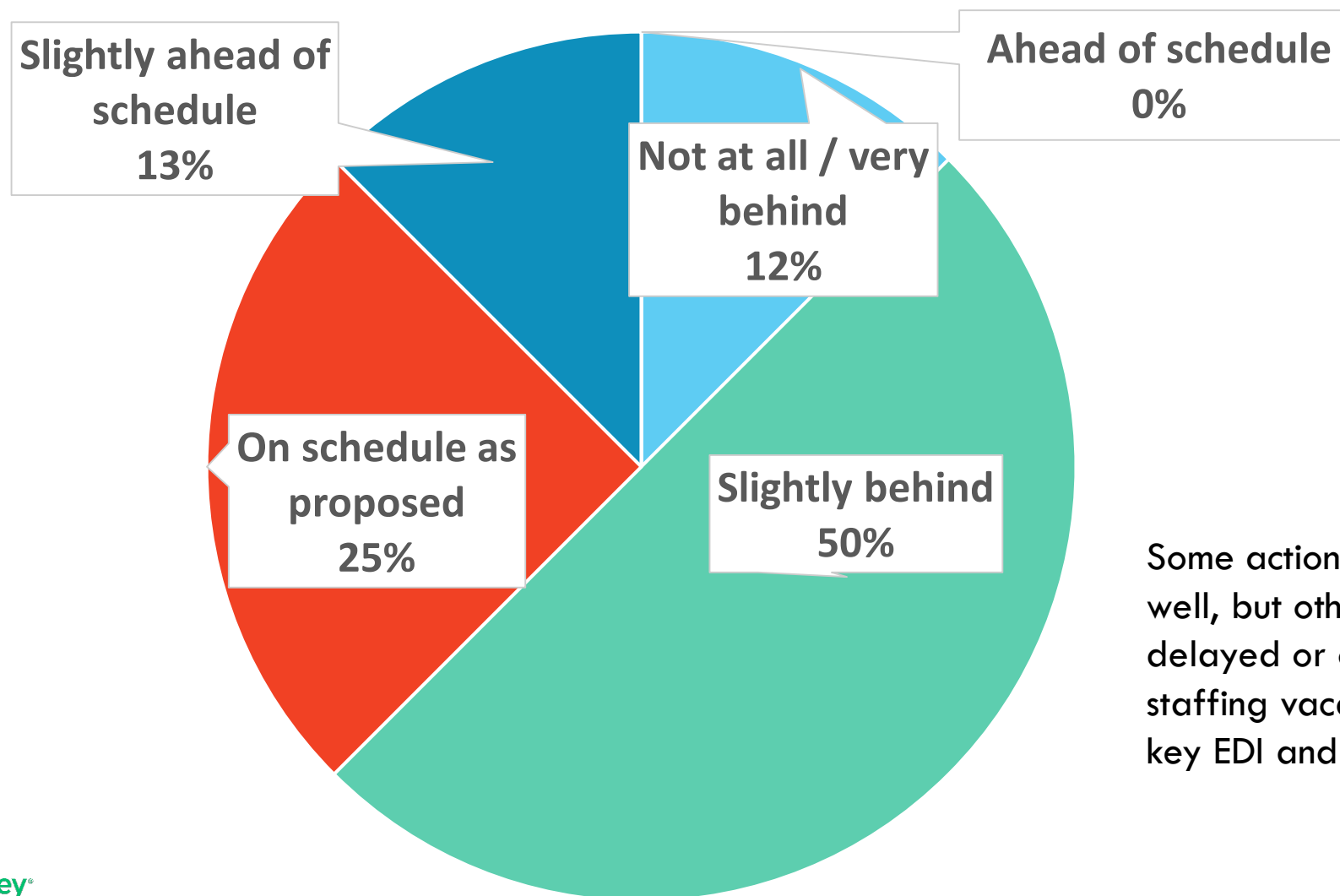
Q5: In your EDI Action Plan development, what helped the timely and meaningful development of the plan?

- Strong leadership commitment
- Regular EDI Committee meetings
- A dedicated Senior EDI Advisor supported progress, though attendance was occasionally a challenge.
- Collaboration across CFREF colleagues, faculty, trainees, and equity staff helped share the workload
- Early support from a diverse team—not just EDI specialists—was key to developing a comprehensive submission. Future action plans should explicitly require such team-based efforts.

Q6: If you were to start a whole new EDI action plan development process, what would you do differently knowing what you know now?

- Creating separate strategies for EDI-Research Practice (RP), EDI-Research Design (RD), and Indigenous engagement
- Seek more institutional support beyond the CFREF project
- Add consultation with external underrepresented groups
- Engage leadership earlier to increase their ownership

Q7: Please indicate your implementation and completion status of the proposed actions to date.



Some actions are progressing well, but other actions are delayed or on hold due to staffing vacancies, including key EDI and operations roles.

Q8: Is there anything else you would like to share with your peers, future CFREF initiatives and the CFREF program administrators?

- The plan should remain flexible and treated as a living document, as its current template is too rigid and caused challenges, especially around Indigenous research engagement
- Recruiting qualified personnel and building strong collaborations are essential
- Access to best-practice models to guide implementation
- Support for faculty and staff—through compensation for EDI-related work and learning—would improve ownership and reduce barriers
- Guidance on addressing broader institutional barriers, like healthcare inclusivity, would be helpful


Menti – what key findings stood out for you the most? (individual)

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The image shows a Menti poll interface. It has a light blue background. At the top, the word 'Instructions' is written in a dark blue font. Below this, on the left side, there is text that says 'Go to' followed by the URL 'www.menti.com' in a large, bold, dark blue font. Below the URL, it says 'Enter the code' followed by the code '4569 4797' in a large, bold, dark blue font. On the right side, there is a large QR code. Below the QR code, it says 'Or use QR code' in a smaller, dark blue font. A thin vertical line separates the text on the left from the QR code on the right.

Breakout Room Conversations

- Submit your notes via Menti



1. Pick a note taker from your table

2. Discuss two questions

You can enter multiple responses AND vote on responses if your group agree on other groups comments

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Menti – What are common challenges (anticipated / already occurring) in the implementation of equitable and inclusive actions? (Group)



Image credit: [“Three years after companies doubled down on DEI, ‘the pendulum swings back.’ Here’s why.” by Market Watch](#)

Menti – What are collaboration opportunities/actions/strategies for the EDI COP to manage these challenges? (Group)




Wrap-up

Share a word that describes your experience in this session (you can enter multiple times)

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Thank You!

Reminder

The slide deck and the menti results will be shared via email

← make sure your contact information is on the registration list (I have the list)

“

Some people
want it to happen,
some wish it would
happen, others
make it happen.

—Michael Jordan