

Canada Research Chairs Equity, Diversity, and Inclusion Action Plan Chairholder Survey Report

University of Toronto

Survey Design and Delivery

This survey was administered by the Research Services Office in the Division of the Vice-President, Research and Innovation, in July–August 2019. The survey questions and accompanying communications were approved by the Vice-President, Research & Innovation, and Strategic Initiatives, and the Vice-Provost, Faculty & Academic Life.

A voluntary and confidential survey was sent to all current Chairholders who hold primary appointments in one of the University's academic divisions; because the affiliated hospitals are developing their own Equity, Diversity, and Inclusion (EDI) Action Plans, hospital-based Chairs were not included in this survey.

All survey respondents had a period of three weeks to complete the survey, with a follow-up email sent approximately one week before the deadline. The cover message accompanying the survey explained the purpose of the survey and assured respondents that all information would be collected on an anonymous basis and remain confidential.

The survey asked Chairholders to indicate how well the EDI Action Plan demonstrates an institutional commitment to EDI; how well the planned actions will enable the University to address systemic barriers and establish an inclusive workplace; and how well the planned actions will enable the University to deliver effective career development and mentoring supports. The survey also included an open-ended question asking respondents to suggest improvements to the Action Plan.

As part of the survey, respondents were able to self-identify on a voluntary basis, identifying in all applicable categories. For the purposes of this survey, we included the option to self-identify as members of one or more of the four designated groups, as men, as a third gender, and as LGBTQ+.

Survey Results

Both the qualitative and quantitative results of the survey will inform our efforts to create a more equitable and inclusive community for our Chairholders. A summary of the quantitative results is presented below:

- The overall response rate was 24% (38 of 161 invited respondents).
- Of those who responded, 83% opted to complete the self-identification questions.

Responses to Question 1

Question 1 asked respondents to indicate the extent to which they agree with the following statement: “The EDI Action Plan demonstrates a strong institutional commitment to advancing EDI across the Chairholder community.”

A majority of all respondents indicated that the Action Plan demonstrates a strong institutional commitment:

- 42% strongly agree
- 39% agree
- 16% somewhat agree
- 3% neither agreed nor disagree

Responses to Question 2

Question 2 asked respondents to indicate the extent to which they agree with the following statement: “The objectives and actions outlined in the EDI Action Plan will enable the University to address barriers to participation faced by under-represented groups.”

A majority of all respondents felt that the Action Plan will help to address these barriers:

- 21% strongly agree
- 45% agree
- 26% somewhat agree
- 5% neither agree nor disagree
- 3% somewhat disagree

Responses to Question 3

Question 3 asked respondents to indicate the extent to which they agree with the following statement: “The objectives and actions outlined in the EDI Action Plan will help the University establish a supportive and inclusive workplace for all Chairholders.”

A majority of all respondents agreed or strongly agreed with this statement:

- 19% strongly agree
- 50% agree
- 18% somewhat agree
- 5% neither agree nor disagree
- 5% somewhat disagree
- 3% strongly disagree

Responses to Question 4

Question 4 asked respondents to indicate the extent to which they agree with the following statement:

“The objectives and actions outlined in the EDI Action Plan will provide Chairholders and other faculty members with more effective career development and mentoring resources.”

Although a majority of all respondents agreed or strongly with this statement, respondents reported somewhat lower satisfaction rates with these plans, when compared to questions regarding institutional commitment, a supportive and inclusive workplace, and the reduction of barriers:

- 21% strongly agree
- 32% agree
- 21% somewhat agree
- 13% neither agree nor disagree
- 8% somewhat disagree
- 5% disagree

Survey Responses Among Members of Under-Represented Groups

Among those who self-identified, similar proportions of men and women respondents agreed or strongly agreed with the statements that the Action Plan demonstrated a strong institutional commitment to EDI and that it will enable the University to address barriers to participation, although respondents who self-identified as men were significantly more likely to strongly agree with these statements.

Those who self-identified as women were more likely than those who self-identified as men to agree or strongly agree with the statements that the Action Plan will help establish a supportive and inclusive workplace and that it will help the University provide effective career development/mentoring resources.

Because of the response rate, it was difficult to identify trends or common answers from individuals who self-identified as members of under-represented groups in addition to women (racialized/persons of colour; persons with disabilities; LGBTQ+ persons; and/or Indigenous peoples). However, those who self-identified as a member of these other groups (n = 5) were less likely to agree or strongly agree with the statements in questions 1–3.

A lower proportion of those who self-identified as members of under-represented groups in addition to women agreed or strongly agreed that the EDI Action Plan would help address systemic barriers, when compared to all respondents who self-identified women and all respondents who self-identified as men.