A quick reflection

Which key findings stood out for you the most?

Start early

Building in flexibility to help ensure progress. Having separate plans for design, engagement etc.

Need to put indigenous compliments seperatly.

Leverage existing institutional efforts

nothing much. I have seen all this feedback coming given my attendance in the CoP

The need for different strategies to support Indigenous engagement

3 strategies for the plan makes sense

Over 50% didn't pass budget section, and that no projects passed overall

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A quick reflection

Which key findings stood out for you the most?

Separating Indigenous work from EDI plans

Leadership support

Most CFREF EDI-AP's did not satisfy agency requirements overall.

Most initiatives are slightly behind schedule in implementation (reassuring that we are not alone)

Distinction between Indigenous engagement/research from EDI writ large

The team-based approach is key for equitable workload and meaningful collaboration to ensure intersectionality and Indigenous engagement receive appropriate attention and expertise.

The need for commitment by leadership

The number of "does not satisfy" and lake of clarity from the feedback.

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A quick reflection

Which key findings stood out for you the most?

Regular meetings!

Needed more space in the template

Hope this will be shared with the session's participants, as some of us are not members of the community of practice :)

Funding for training essential for team

Indigenous engagement is not the same as EDI approach

No initiative fully satisfied on budget - maybe indicating need for different format / clearer expectations

Engagement with some communities, especially Indigenous, should not be forced. In my view, as an Indigenous person, is Indigenous should be included with EDI, but recognize that the two are separarate

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

push back on status quo

data, access to collecting data, maintaining accuracy

Bandwidth it's a big plan with many parts

Need for training of internal staff. Some organizations get the training and some don't. But then also challenge to implement in the reality of day to day in research program.

Push back - people sometimes put forward opinions that aren't best practice

Indigenous research and engagement not being reflected in the action plan.

Misunderstanding is something to navigate that slows progress

Hard to maintain the focus on the priorities due to broader political environment at the university.

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

Demographic data collection is a challenge. If not collected how do we gather?
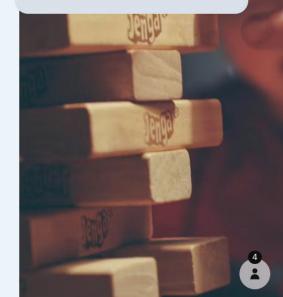
Lack of dedicated staff or putting everything on one staff person.

Constraints with external collaborations (ie USA partners) - challenge of what can and can't be discussed, what are our priorities vs theirs, what can be written vs discussed.

overburdening equity deserving groups

Also burden on small group of academic staff. Don't want them to burn out.

short timeframe to make changes

Some people just want the work done for them - can you give me a boilerplate or tell me what to write?

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What are collaboration opportunities/actions/strategies for the EDI COP to manage these challenges?

Continued from the previous question
Retention of qualified EDI personnel, especially in fast evolving space

Continued from the previous question
Disconnect between university & CFREF Admin around EDI

Continued from the previous question
Sharing Indigenous engagement strategies and impacts within sometimes limiting EDI context

Continued from the previous question
Geopolitical space: EDI personnel not feeling safe, collaborations especially with US partners challenging

Shared training opportunities

Continued sharing of experiences. Open access platform to share best practices, resources, and pathways to reciprocity. Opening up CoPs to round 1 and round 2 -> open access

Sharing emerging evidence to update literature review

Sharing resources. But also how to implement them -the COP takes onus off EDI specialist

What are collaboration opportunities/actions/strategies for the EDI COP to manage these challenges?

Sharing solutions, techniques, strategies for what has worked (with appropriate context)

Collab vs compete

Framing things as a national consensus is helpful

Vision of what we are collectively looking for and how to get there (what is working and what outcomes are being achieved). The power of what is working and the positive stories.

- Using an appropriate approach of communication, we can report our issues to CFREF as a group and use our voices as a group.

sharing what initiatives are done by other institutions to show leadership potential changes

Mentorship aspect - how to do this in a meaningful way for faculty and trainees that doesn't duplicate existing institutional practices.

learn from other institution challenges and providing honest feedback

What are collaboration opportunities/actions/strategies for the EDI COP to manage these challenges?

Even post competition, people holding back - suggest increased transparency & openness

Data collection - clear purpose so only the right data is collected; data that will be used to achieve/track an outcome.

Challenge of having time to learn about current practices.

Mid-term review is critical for COP

Community of practices have created extra work for some for those in EDI and Indigenous Engagement. How do we deal with that?

Peer support

Sharing literature review components

Mentorship space (collaboration)

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What are collaboration opportunities/actions/strategies for the EDI COP to manage these challenges?

Cross-institutional collaboration, including funds and climate survey

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