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Equity Diversity and Inclusion 1

Institution:	Ontario Tech University (University of Ontario Institute of Technology)	**Reporting period:**	[April 1, March 31]

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. (required)

Key EDI Action	Actions
The Women in Research Council (WIRC) during the reporting year engaged in the following activities to advance EDI related to the CRCP: 1. Launched Pathway Series to support researchers learning about the trajectories of inspiring Ontario Tech Research Chairs, thought leaders and innovators. The series speakers included Canada Research Chairs (active and former), Research Excellence Chairs (internal Ontario Tech program) and Deans. Additional workshops on running a research lab featured diverse panelists who shared multidisciplinary perspectives on how to foster a productive and collaborative research environment, leading and supporting a diverse team, providing mentorship to graduate students, navigating publishing, grant applications, etc. 2. Building EDI knowledge research grant - launched the second annual EDI capacity building grant to support the advancement of EDI at Ontario Tech. 3. Graduate and Post-doctoral Fellow workshop series - Topics included how to negotiate a salary and mental health. 4. Women's Wednesdays - A virtual spotlight and profile of interesting researchers at Ontario Tech who identify as women. Over 100 plus women faculty, graduate students and PDF from across the University were profiled. 5. Development of a pilot mentorship program - The WIRC through broad consultation developed a University wide pilot mentorship program for assistant and early career Associate Professors at Ontario Tech. The pilot framework is set to launch late in 2025.	View

Describe the key action that was undertaken.

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1. Launched Pathway Series to support researchers learning about the trajectories of inspiring Ontario Tech Research Chairs, thought leaders and innovators. The series speakers included Canada Research Chairs (active and former), Research Excellence Chairs (internal Ontario Tech program) and Deans. Additional workshops on running a research lab featured diverse panelists who shared multidisciplinary perspectives on how to foster a productive and collaborative research environment, leading and supporting a diverse team, providing mentorship to graduate students, navigating publishing, grant applications, etc.

2. Building EDI knowledge research grant - launched the second annual EDI capacity building grant to support the advancement of EDI at Ontario Tech.

3. Graduate and Post-doctoral Fellow workshop series - Topics included how to negotiate a salary and mental health.

4. Women's Wednesdays - A virtual spotlight and profile of interesting researchers at Ontario Tech who identify as women. Over 100 plus women faculty, graduate students and PDF from across the University were profiled.

5. Development of a pilot mentorship program - The WIRC through broad consultation developed a University wide pilot mentorship program for assistant and early career Associate Professors at Ontario Tech. The pilot framework is set to launch late in 2025.

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

Yes

Briefly describe the related objective.

The action supported the objective "Embed the values of Equity, Diversity and Inclusion into our academic and research culture at all levels, starting at the top." Specifically, through a targeted approached led by the WIRC and supported by the Office of the Vice President Research and innovation, focused on EDI awareness and training to develop community and raise awareness of the importance EDI.

The EDI capacity building grant provided seed funding to 9 projects to support training and awareness building on a variety of topics including. Some examples listed below:

- Designing a sustainable future: the case for equity diversity and inclusion, Presenter: Dr. Laleh Behjat, Professor, University of Calgary and NSERC Chair for Women in Science and Engineering in the Prairies Region.

- Disability and EDI – Canada Conference and 2 Guest Speakers (Race and Disability Canada and Queen's University)

- EDI in Computer Science. Three full professors shared their EDI knowledge and experience with computer science faculty members and students. Speakers were from York University, Abertay University, University of Victoria.

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

1. increased social media presence on LinkedIn (~900 followers within a year) and Blue Sky to create a virtual community that shares accomplishments, news, events, etc. about our faculty and grad students. In addition, created #WomensWednesday campaign that has features over 100+ women faculty, grad students and PDFs from all 6 faculties.

2. Successfully launched Fireside Chat series to have face-to-face dialogue and mentorship sessions with successful women in research across Canada and in various academic, industry and other career positions. IN total, 4 speaker events were held with over ~240 attendees in total.

3. Inaugural Speed Networking Event aimed at bringing together any and all researchers from different faculties to make interdisciplinary connections and expand research networks.

4. Partnered with the School of Graduate and Postdoctoral Fellows to host 2 events.

5. Launches Pathway Series to learn about the trajectories of inspiring Ontario Tech research chairs, thought leaders and innovators.

6. New University wide pilot mentorship program developed and will launch in Fall 2025.

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

1. Securing internal and external resources to support the WIRC activities has been a challenge. To help mitigate this the Office of the Vice President Research has sought external funding and is working with advancement to secure additional funds.

2. Maintaining staff to support EDI initiatives. Stable funding, recruitment and retention of staff have been difficult.

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

Yes

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Equity Diversity and Inclusion 2

Institution:	Ontario Tech University (University of Ontario Institute of Technology)	**Reporting period:**	[April 1, March 31]

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.

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 (required)

○ 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 fos

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. (required)

Maximum character count: 2000 | Characters remaining: 992

The university's EDI Office over the last two years has undergone significant changes. Due to the changes, progress has been slower. Having said that the university launched a self-ID survey and launched broader EDI training and support for hiring committees. The university also created an Indigenous Education Advisory Circle to help ensure that decisions related to Indigenous education and scholarship at the. University are informed and guided by the Indigenous communities which it serves. The university also has a women for STEM program which aims to increase participation and success of women students in science, technology, engineering and mathematics based fields through initiatives like mentorship, scholarship and educational resources.

The Office of the Vice-President Research and Innovation has embedded EDI principles into all aspects of the undergraduate student awards program and other internal awards to diversify the representation of equity deserving groups amongst award holders.