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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](#). Ensure to remove all numbers less than 5 prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders. This is a requirement of the *Privacy Act*.

Each year, institutions must also 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.

All sections of the form are mandatory (unless otherwise noted).

Contact information

Please complete the fields below.

Name of Institution:

University of Ontario Institute of Technology

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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 action plan in most recent review process:

Satisfies

Name of vice-president level representative responsible for ensuring the implementation of the plan:

Dr. Les Jacobs

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, persons with disabilities, Indigenous Peoples and racialized minorities, LGBTQ2+ 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 (either the one approved by TIPS or the one currently under review by TIPS), 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) what actions were undertaken; 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.

Key Objective 1

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 1:

Our first key objective was to embed the values of equity, diversity and inclusion into the university's academic and research culture at all levels, starting at the top. Given the broad scope of this objective, we prioritized the integration of defined EDI values into our pan-university priorities and using the resources through the grant to build, from start, an internal infrastructure to support and operationalize a data-driven EDI accountability framework for the CRC program and by extension our entire academic and research ecosystem by the 2022/23 academic year.

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 a newer university, much of our systems supporting EDI are nascent but also siloed; this is evidence by the lack of Employment Equity systems in our Human Resource operations and our lack of pre-existing institutional data collection related to FDGs prior to the launch of the CRC Action Plan and it's related projects and the lack of reporting structures that connect the various committees, departments, research centres and working groups that have any EDI mandate. Implementing an effective EDI infrastructure, across the university, requires not only start-up financial and human resources to jump start the process but also significant time to support sustainable change-management across the university. The cultural transformation and knowledge development and sharing that is required to activate and accelerate new EDI policy frameworks, new EDI procedures and new EDI operational systems to ensure that outcomes we seek requires political savvy collaboration and deep partnership across the university in order to avoid sustained cultural resistance and/or indifference to the specific requirements that flow from our high level commitments to EDI.

Corresponding actions undertaken to address the barriers:

Having identified these specific barriers, significant effort was made during the launch of the EDI office to invest much time into ongoing relationship building across the university and prioritizing partnership over accelerated execution. To that end, the Office of the Provost, the Office of the VPRI, and Human Resources prioritized collaboration and partnership to support to stewarding and the Employment Systems Review (ESR) and EDI Self-ID Data Collection, before finalizing a new EDI governance structure and university wide strategic policy development and planning. It was evident that socializing a university-wide process required strong baseline data to encourage engage and knowledge development. Additionally, the EDI Office invested significant time during the initial start-up phase in connecting with various departments across campus that were already leading EDI initiatives that would eventually support the goals of the CRC EDI Action plan as well as the long term strategic planning of the institution. The consequences of this reprioritization was the delay of some key deliverables to the 2022/23 academic year, but as mitigation strategy to tackle siloed operations and provoke strong partnership, moving forward. Given the deep growth and learning curve around Employment Equity, much of the resources and time allocated through the grant have also been invested the towards ongoing advising, coaching and training to directly support EDI best practices hiring committees for all faculty and senior administrative searches. This emphasis has created a significant upswing in requests of more training, advising and coaching across the university and we believe that type to inflow, bottom up, engagement with EDI planning is necessary for a successful executive roll out of new EDI policies, procedures and operational mandates to support our long-term EDI goals for the academic and research ecosystem and the administrative frameworks that support it.

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

Through the creation of the EDI Office in the Office of the Provost, the university now has an administrative vehicle through which it has started to connect all the EDI initiatives across the university. The university has integrated EDI value setting into the Integrated Academic and Research Plan and has initiated the integration of EDI priorities into the institutional Risk Register and its Quality Assurance Systems. The EDI Office has been able to internally support 100% of requests for training and coaching for hiring and advancement review committees during the reporting period. The awareness raising mechanism for campus-wide EDI initiatives: inclusive.ontariotechu.ca has being developed as a one-stop space to tell the university's EDI story to an internal and external audience and also to serve the needs of equity-deserving community members. This includes our social media channels: Facebook, Twitter & Instagram. Between April 1, 2022 and June 15, 2022, we saw impressive growth in our engagement on these channels: 47.5% increase in Instagram followers and 787% increase in Instagram engagement as well as a 91% increase in Twitter followers with a 1141.4% increase in Tweet engagement.

Progress and/or Outcomes and Impacts made during the reporting period:

Ontario Tech has made sufficient headway in establishing an institutional EDI framework that is compatible with the resources and priorities of the university and will prove sustainable in the medium and longterm. The Office of Institutional Equity, Diversity and Inclusive Engagement has been established within the Office of the Provost and is currently staffed by the Director of EDI and the EDI Coordinator; this office deploys a matrixed framework to network with the Equity Advisor in the Office of Research Services, the Women in Research Council, the Equity Advisor in the Office of Student Life, the Office of Indigenous Education and Cultural Services, the Office of Human Rights (in the Office of the General Counsel), the President's Indigenous Reconciliation Taskforce, the Indigenous Education Advisory Circle, the Centre on Hate, Bias, & Extremism, the Committee for an Age-Friendly University, the Accessibility Working Group, the Equity Admissions Committee and the EDI Steering Committee to embed EDI values and accountability across the institution. By maximizing pre-existing infrastructure and pursuing a framework that integrates with the current organizational cultures of the university, Ontario Tech anticipates that the impact of the investment from the CRCP EDI Stipend and the EDI Institutional Capacity Building Grant will be long-lasting and optimally sustained. Ontario Tech has recently launched its first EDI Census for faculty and staff and is in the final stages of receiving a comprehensive external Employment Equity Systems Review; each of these will support a prioritization exercise that will allow the EDI Office to convert the EDI Steering Committee into a permanent institutional EDI Governance Committee (EDIGC) that will incorporate the Self-Assessment Team and the Women in Research Council to operate under the EDIGC starting in September 2022. As a signatory on the Scarborough Charter, the university will also establish a working group under the EDIGC that will support institutional accountability around the charter. Ontario Tech will continue to use a data-informed approach to refine its pan-university EDI framework and infrastructure by establishing functions under the permanent EDIGC to address institutional EDI needs that cannot be met through our current network of task forces/committees/teams. This EDI Office will also be launching a EDI Community of Practice to cast a wider net of shared governance and the resources from the EDI Stipend and the Capacity Building grant has allowed Ontario Tech to invest in the human resources necessary to better project manage its various EDI initiatives in a more coordinated and strategic way. Ontario Tech's stewarding of these resources also includes efforts to attract additional resources from focused on bolstering institutional EDI; the EDI Office is actively engaged with the Advancement Office to explore solicitation for support of EDI initiatives. In June 2021, the university launched its renewed Integrated and Academic Research Plan (IARP) and our new mission, vision and values statements. The University Planning Office Consulted closely with the EDI Office to ensure that EDI values and ethics were deeply embedded into both documents resulting in a comprehensive re-framing of our institutional priorities to explicitly articulate equity, diversity and inclusion as primary and fundamental strategic and operational values of our organization. This is most evident in our first two value statements: "Integrity- supporting a culture of trust and belonging by consistently promoting equity, fairness, kindness and ethics" and "Inclusion-advancing a learning community where we achieve success by prioritizing reconciliation, valuing diversity and eradicating discrimination and hate."

{https://shared.ontariotechu.ca/shared/department/provost/5442_pro_integratedacademicresearchplan_summary_v5_web.pdf}

The Campus Master Plan explicitly prioritizes AODA requirements and beyond which is evident in our newly unveiled building, Shawenjigewining Hall, which includes Mukwa's Den, an Indigenous space that offers a home away from home for Indigenous students, and space for all students to connect and learn from Indigenous culture and resources. A renewed version of the university's EDI statement which was revised in our previous reporting cycle to articulate 2SLGBTQIA+ inclusion as a mandate for the institution will be submitted by the newly convened EDI governance committee in 09/22. Additionally, the EDI Office is staffed by a Director & Coordinator who have [REDACTED] expertise [REDACTED] in 2SLGBTQIA advocacy and inclusion. In addition to activities reported in the previous period, the university contracted the Canadian Center for Diversity & Inclusion to conduct an Employment Equity Systems Review; the process included a campus-wide survey, process owner interviews and employees focus groups (including one specifically with current CRC holders) to specifically gather data about EDI climate, baseline knowledge and experiences of research, teaching, and administrative staff. The Office of the Vice President of Research and Innovation continues to support Ontario Tech University researchers with their efforts to align their projects and grant proposals with the EDI goals set out in our current CRC EDI Action Plan and our newly updated Integrated Academic and Research Plan. The Office of the Vice President of Research and Innovation has appointed Dr. Wesley Crichlow as the EDI Advisor for the Office to deepen our efforts to ensure equity, diversity and inclusion underpin all of our research endeavours and our research methods are fair and unbiased. The Provost office conducts mandatory training in unconscious bias, conscious bias, anti-racism and employment equity decision making is conducted for all CRC hiring committees as well as all committees considering the hiring, promotion and evaluation of faculty members across the university. This is further reinforced as a requirement in the Collective Agreement of our Faculty Association. The EDI Office has partnered with the Human Resources and our Indigenous Education and Cultural Services office to onboard and institutionalize the 4 Seasons of Reconciliation course for all community members, to support our ongoing efforts to indigenize and decolonize research, teaching and learning at the university. The creation of the inclusive.ontariotechu.ca and the affiliated social media channels has enabled the university to be more agile and responsive in its promotion of training opportunities that are accessible to all university members through our ongoing participation in the Canadian Centre for Diversity & Inclusion employer partnership programme as well as training resources curated by our University Library, our Teaching and Learning Centre, our Organizational Learning program and EDI related free Micro-Credentials made possible through Ontario Tech's partnership with TD Ready Commitment. As a Dimensions pilot affiliate organization we have continued to monitor the outcomes of the program and through the establishment of our Women in Research Council. We will continue to monitor and adapt recommendations and lessons learned from the pilot cohort institutions to better embed EDI into our research and campus cultures. Ontario Tech is anticipating the final recommendations of the external Employment Systems Review, conducted by the Canadian Centre for Diversity and Inclusion Consulting (CCDIC) by July 2022. Once the recommendations for that report have been accepted by the senior leadership team of the university we anticipate an acceleration of work that has already been done towards the development of an over-arching Employment Equity Policy. Ontario Tech has successfully integrated EDI best practices into our Integrated Academic and Research Plan, as well as our Strategic Research Plan. In anticipation of finalizing the revision of these policies and procedures to maintain alignment with evolving EDI best practices, the Office of the Provost has also hired a Human Rights Litigation expert to support the rapid integration of recommendations from the ESR as well as support the ongoing efforts of the Human Rights Officer in the Office of the General Counsel to refine institutional complaint and safe reporting procedures and practices. During COVID-19, the institution was able to update its procedures governing the allocation of grants to reflect EDI priorities and we continue to use those lessons learned to support the continued advancement of our decision-making systems to that are able to develop even clear and measurable accountability systems to support our ambitious EDI outcomes.

Challenges encountered during the reporting period:

During most of the reporting period, [REDACTED], was on [REDACTED] leave and therefore there were less human resources available to support all key objectives effectively. However we were able to utilize the resources available through the EDI Stipend to maintain continuous staffing of the office with the Project Coordinator role. Additionally, during the reporting period, the university's leadership, and by extension Human Resources, were managing a collective bargaining cycle with the Faculty labour union which included a labour disruption that had an impact on the institution's ability to prioritize some of the key outcomes related to the EDI infrastructure development and delayed faculty engagement with key deliverables like the Employment Systems Review and the EDI Self-ID Survey until Winter 2022.

Next Steps (indicate specific dates/timelines):

Ontario Tech is anticipating the final recommendations of the external Employment Systems Review, conducted by the Canadian Centre for Diversity and Inclusion Consulting (CCDIC) by July 2022. Once the recommendations for that report have been accepted by the senior leadership team of the university we anticipate an acceleration of work that has already been done to towards the development of an over-arching Employment Equity Policy by January 2023. Ontario Tech will continue to use a data-informed approach to refine its pan-university EDI framework and infrastructure by establishing functions under the permanent pan-university EDI governance committee to synchronize policy development and planning starting in October 2022. This EDI Office will also be launching a EDI Community of Practice in September 2022 to cast a wider net of shared governance. The university approved two new positions to support the CRC EDI Action Plan, a Research EDI Coordinator and Grants Officer- EDI position in June 2022, both positions will be hired by November 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.

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:

Create quantitative and qualitative data systems to generate and support ongoing rigorous self-assessment of the EDI needs of the university community by June 2023.

Systemic barriers -

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

Prior to the initiation of this project, the university did not comprehensively collect demographic data from any of its employee or student groups. This lack of institutional precedent created a natural high level barrier of introducing new data categories to data professionals; managing that process improvement required deeply consultative methods that needed to be managed over time with allowance for additional external benchmarking to reinforce and optimize best practice operations. The lack of systemic baseline data regarding demographics and campus climate necessitated a comprehensive process to document anecdotal data inputs and gather piecemeal data points from across the university at the unit level in order to determine the urgent data priorities that needed to be activated before any assessment systems could be designed, developed and implemented.

Corresponding actions undertaken to address the barriers:

In addition to reviewing the pre-existing institutional reports for quantitative and qualitative insight, the EDI Office conducted a review of all externally collected and managed data that could be used to infer the baseline status of the university compared to its peer institutions such as data from Stats Canada and independent surveys conducted across the postsecondary sector by private and public agencies. Once that data availability was reviewed, the university prioritized the advancement of the EDI Self-Survey instrument and the Employment Systems Review (ESR) process so that the university could utilize these data sources to integrate EDI analysis and assessment across all their pre-existing planning and assessment systems. Once again, ensuring that pre-existing systems are updated at the necessary pace, instead of rebuilding siloed EDI systems proved to be the optimal mitigation strategy for tackling systemic gaps and barriers.

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

Self Identification Data has been collected from all CRCs and all research grant applicants during the reporting cycle. In the process of stewarding the ESR 9 focus groups were conducted virtually between January and March 2022 for current CRC holders, all faculty and researchers, as well as specific groups for women, racialized employees, indigenous employees, 2SLGBTQIA+ employees and employees with disabilities. Additionally, 25% of staff members, including 27% of our faculty researchers, participated in the a long form comprehensive employment equity systems survey. Through the EDI Self-Survey instrument, the university now has demographic data for over 40% of our faculty and staff.

Progress and/or Outcomes and Impacts made during the reporting period:

Ontario Tech continues to collect and maintain self-identification data (including 2SLGBTQIA+ status) for our CRC program and, working with the Human Resources, we have institutionalized self-id data collection for all future CRC renewals and new appointments. Additionally, started May 2022, the university has begun collecting self-identification data from all employees, including researchers and faculty, so that we can measure the diversity of our CRC co-hort against our institutional availability and also to support robust EDI strategy towards planning the allocation of CRC chairs. The Employment Equity Systems Review, conducted by the Canadian Centre for Diversity and Inclusion Consulting (CCDIC) enabled the university to gather significant quantitative and qualitative data. In the process of stewarding the ESR 9 focus groups were conducted virtually between January and March 2022 for current CRC holders, all faculty and researchers, as well as specific groups for women, racialized employees, indigenous employees, 2SLGBTQIA+ employees and employees with disabilities. Additionally, 25% of staff members, including 27% of our faculty researchers, participated in the a long form comprehensive employment equity systems survey. As indicated above, the Office of University Planning, alongside the EDI Office in the Office of the Provost, developed a robust and thoroughly disaggregated EDI self-identification instrument in consultation with post-secondary best practices, the Office Human Resources, the Employment Equity Committee including labour union and the Office of the VP Research and Innovation. The instrument will be available in perpetuity for members of the university community to voluntarily share EDI related information with the institution, separate and a part from data collected for Employment Equity purposes. The instrument was launched on May 24, 2022 and will serve as a tool for the Office of University Planning to support the Office of the Provost in its efforts to use precise data to drive equity throughout the organization by setting measurable EDI outcomes and mapping progress with more specificity. This instrument will also allow the Office of University Planning to integrate EDI into all of its planning and reporting, across campus, thus supporting the EDI goals set out in the Integrated Academic and Research Plan of the institution. This level of data analysis was, up to this point, evaded the university, and we are proud that in less than 5 weeks, we achieved > 40 % participation. The Accessibility Working Group (AWG) was established at Ontario Tech University in September 2010 with the intent of creating a campus that is inclusive and barrier-free to all individuals with disabilities. In response to the Ontarians with Disabilities Act, and eventually the Accessibility for Ontarians with Disabilities Act, which mandated accessibility planning province-wide, the Accessibility Working Group published its first Multi-Year Accessibility Plan. The objective of this foundational plan was to establish the university's commitment towards developing and maintaining a study and work environment that is inclusive and facilitates the full participation of all students and employees with disabilities in all aspects of the university. Updates regarding the ongoing work of the AWG can be found at our online Accessibility Hub (<https://accessibility.ontariotechu.ca/index.php>). The university has partnered with eSENTIAL ACCESSIBILITY to deploy technology that will enhance our website experience for people with physical disabilities. Ontario Tech continues to maintain many of its partnerships with support women, indigenous and racialized university members and persons with disabilities. Our longstanding partnership with Durham Ontario Power Generation allocates resources to support groups that are underrepresented in the energy industry. In February 2022, Ontario Tech joined the Indigenous and Black Engineering and Technology PhD Project (IBET) to provide financial support and foster a supportive, equitable and inclusive research and academic environment to increase the presence of Indigenous and Black academics in engineering and technology. Ontario Tech, through its incubator in the Office of the VP of Research and Innovation (VPRI), Brilliant Catalyst, has partnered with the Dream Maker Foundation to offer micro-credentials for 500 Black entrepreneurs in skilled trades. Additionally, through its micro-credential program, Ontario Tech has partnered with TD Bank to offer 1,000 free micro-credentials across 24 areas of interest to those who are under-employed, laid off or facing changes in the workplace (often predominantly members of the four designated groups) due to disruptive factors such as the COVID-19 pandemic. The university also continues to be an active partner in the Scarborough Charter, following through on the promises made by universities and colleges in the summer of 2020 and by partner institutions at the October 2020 National Dialogues and Action for Inclusive Higher Education and Communities, to move from rhetoric to meaningful concrete action to address anti-Black racism and to promote Black inclusion.

Challenges encountered during the reporting period:

As noted in the previous section, despite our prioritization of data collection and baseline establishment in the startup of the EDI Office, both the ESR and the Self-ID Survey were delayed in final delivery due to understaffing of the EDI Office due the the [REDACTED] leave of [REDACTED] as well as the pan-university focal diffusion towards managing the consequences of COVID-19 and the breakdown of labour negotiations with our faculty union which resulted in labour disruptions on campus.

Next Steps (indicate specific dates/timelines):

The university aims to have 65% of faculty, students and staff voluntarily sharing EDI Self-ID data with the institution by June 2023. Once we have achieved that level of participating, the Office of University Planning with work with the EDI Governance committee to disaggregate all major university assessments and measures using this data. This will launch the development of standard EDI dashboard for the university which will identify gaps in pan-university service delivery by September 2023 and inform the development of our EDI Strategic Plan which will be synchronized with the Institutional Academic and Research Plan. Annual reporting around key EDI metrics and disaggregated reporting around key wider institutional indicators will begin starting December 2023. Additionally, the EDI Office will be partnering with the university's Centre of Institutional Quality Enhancement to update the university's quality enhancement framework to integrate EDI goals and operational priorities by May 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.

Key Objective 3

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

Key Objective 3:

Implement employment equity and EDI systems across the talent pipeline to better attract and retain diverse talent progressively until the university at large has attained labour market availability ratios across all designated groups.

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 previously, the university has not participated in any external frameworks, such as the Federal Contractors program that would require the collection and maintenance of data systems to support reporting the Workplace Equity Information Systems (WEIMS.) Therefore, more investment of time and resource required to jumpstart that process and support cultural and operational change management for Human Resources and all hiring managers.

Corresponding actions undertaken to address the barriers:

As noted, the university prioritized the stewardship of the Employment Systems Review, the development and implementation of the EDI Self-ID survey and Employment Equity training and coaching, thusly, reprioritizing other project components in order mitigate against this systemic risk. The university also focused on partnership and cross-functional collaboration to ensure that the EDI initiatives which are implemented are accepted widely enough to drive sustainability and process improvement.

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

The university has enabled 100% training of all hiring, review and promotion committees during the reporting period. The university has collected voluntary EDI Self-ID data from 40% of the faculty and staff complement. The university has collected Employment Equity Self-ID data for candidates for all faculty and senior administrative postings during the reporting period. The university continued to collect EDI Self-ID data from all current and former CRC holders.

Progress and/or Outcomes and Impacts made during the reporting period:

CRC Equity targets have been established and are being met and the Office of the VPRI and the Office of the Provost are committed to using targeted hiring to ensure that Ontario Tech maintains and exceeds its CRC equity targets. In March 2021 Ontario Tech initiated a targeted hire for an Indigenous scholar to fill a Tier 2 Canada Research Chair (CRC) in Decolonizing Criminology the Faculty of Social Sciences and Humanities. The Office of the VPRI, the Office of the Provost and Human Resource continue to partner to improve the recruitment and retention of CRCs with specific emphasis on employment equity practices that will allow the university to meet and exceed its equity targets. The university has also engaged, various recruitment firm that specialize in diversity hiring, to support recruitment and hiring of CRC and other important faculty and administrative recruitment efforts to support an institution-wide investment in addressing barriers to hiring, recruiting and advancing members of designated groups across the universities research ecosystem. CRC Hiring committees continue to undergo mandatory EDI training through the EDI Office with includes bias training, bystander training and operational best practices to ensure employment equity decision-making throughout the hiring process. A member of the EDI Office or Human Resources office who is equipped and trained to interrupt bias and mediate evaluative discussions away from biased thinking and analysis sits on every CRC hiring committees. The Office of the VPRI has been working in tandem with Human Resources to update our CRC Hiring Guide to best reflect employment equity and proactive EDI measures and starting July 2022, the EDI Office has hired an EDI expert to review that guide and work further with the Senior Academic Team and Human Resource to standardize those Employment Equity hiring best practices across of senior academic and research chair recruitment processes. Since Ontario Tech University has less than 10 CRCs, it was determined that a more expansive approach to mentoring researchers belonging to designated groups would be more relevant to the needs of the university. The Womxn in Research Council was established in 2021 to serve as an intersectional resource and support programme for all womxn, including racialized women, women with disabilities, and 2sLGBTQIA womxn researchers at all levels of the university. The establishment of this group will enable to university to identify and meet the needs of new and future CRC nominees across these and set a framework to further grow a system of support for new and future nominees belonging to FDGs.

Challenges encountered during the reporting period:

Given the time prioritization given to data gathering and training objectives and the understaffing of the EDI Office sure to the [REDACTED] leave of [REDACTED] there were significant delays in delivery related to the development of the pan-university employment equity policy and the revision of the CRC Hiring guide to support robust EDI measures that can be applied across all categories of hiring on campus. Additionally, Human Resources, as a key partner in this work was limited in its ability to partner effective due to understaffing and efforts required to support collective bargaining with the faculty association and other labour unions.

Next Steps (indicate specific dates/timelines):

The Employment Systems Review (ESR) will be submitted to the Senior Leadership Team for acceptance by August 2022. The CRC Hiring Guide will be revised for university-wide hiring guidance by January 2022. The Womxn in Research Council will develop a pilot framework to support sponsoring and mentorship for current and future researchers from the designated groups by February 2023. Following the acceptance of the recommendations from the Employment Systems Review, an Employment Equity policy, procedure and plan will be submitted for implementation by May 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.

Key Objective 4

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

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

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.

Challenges and Opportunities

Other than what has been outlined in the section above, outline any challenges and opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. 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 and opportunities? (limit: 5100 characters):

During the reporting period, [REDACTED] was on [REDACTED] leave and that absence hampered the university's ability to meet some of the more ambitious goals around establishing a leadership infrastructure for university-wide EDI governance. The University also experienced labour disruptions due to strike action during collective bargaining with our Faculty Association. Additionally, much like other institutions, the administrative burden of managing the pandemic and constantly pivoting in response the public health measures and understaffing due to illness, posed a wider challenge for the effective integration and timely delivery of the some of the project deliverables related to infrastructure but also policy, procedures and tool-kit/guideline development. Despite the challenges over the past year several large initiatives - employment systems review, comprehensive self-ID survey - were advanced.

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.

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:

Ontario Tech University is requesting funding to hire an EDI Officer. The EDI Officer will provide expertise in support of advancing equity, diversity and inclusion (EDI) in the research enterprise, specifically to meet the EDI requirements of the CRCP. Reporting directly to the Executive Director, Office of Research Services (ORS), the EDI Officer will provide a high level of confidential administrative coordination to the Office of Research Services in the development, implementation and administration of the University's equity, diversity, and inclusion programming, and in particular, in achieving the objectives set out in Ontario Tech's CRC EDI Action Plan "Being Counted and Considered at Ontario Tech University":

1. Embed the values of Equity, Diversity, and Inclusion into our academic and research culture at all levels, starting at the top.
2. Perform ongoing rigorous self-assessment to keep apprised of our community's composition and needs.
3. Attract and retain diverse talent to the CRC program, and to the university at large.

The EDI Officer will be tasked with progressing specific actions that have been identified under each high-level objective:

1. Data Collection and Analysis:
 - Coordinator for Employment Systems Review Recommendations: Ontario Tech commissioned the Canadian Centre for Diversity and Inclusion (CCDI) to conduct an Employment Systems Review (ESR), including interviewing all of our current CRCs to update the environmental scan initially performed in house by our Office of Research Services. The EDI Officer will be the Project Lead Coordinator for the implementation and dissemination of the ESR recommendations during summer and fall 2022, in collaboration with the Senior Leadership team and the ESR Project Management Team.
 - Coordinate the deployment of an in-house Self-ID Survey: The EDI Officer will also support the developing and deployment of a comprehensive in-house collection of self-ID data from all staff and faculty members at the university. The planning for this project has already begun with Ontario Tech's Office of Institutional Research and Analysis, but the EDI Officer will take over the management of this project. Finally, the EDI Officer will support the Executive Director, ORS in analyzing the data through an EDI lens, giving consideration to intersectionality, in order to inform the pan-university EDI strategy and how to best embed EDI values in all areas of practice.
2. EDI Awareness and Training: The EDI Officer will support the Executive Director and the Office of Research Services in raising awareness of the importance of embedding EDI principles in all areas of practice at Ontario Tech and providing training and best-practice advising to support the community's transition to a more inclusive campus. Specifically, the EDI officer will assist with the development and implementation of the following:
 - Resource Development: Development of grant development and general resources for researchers to inform their EDI plans in grant applications and in ongoing research projects.
 - Training and Awareness: Support the Executive Director in creating and customizing training resources and module, for the Ontario Tech research community.
 - CRC Mentorship and support: The EDI Officer will assist the Executive Director of the Office of Research Services in the development of a robust CRC mentorship program to mentor new or future nominees, specifically from FDGs, early career researchers and newcomers to Canada.

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

- Completion of a Comprehensive Employment Systems Review Dissemination and Implementation Plan (September 2022).
- Completion of a Comprehensive university wide Self-ID Survey and Report (December 2022 and to be completed every two years).
- Completion of context-specific EDI grant development resources and training (June 2022 and through to January 2023).
- Completion of training modules for the research community (August 2022).
- Completion of pilot CRC mentorship program (December 2022)

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

Unfortunately, due to C19, Faculty Association Labour Disruption and a [redacted] leave of [redacted] progress was delayed. The new stipend (\$50k) was received March 25/22. Due to the delays nothing has been allocated in this reporting period.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
Institutional commitment (if applicable):	0
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	20000	University

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:

Don't know

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

The CRC stipends is critical support to increase EDI capacity at the institution. We are in the process of hiring an EDI coordinator to advance CRC EDI initiatives and anticipate having someone in place by August 2022.

Do you have other objectives to add?

No

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 minorities, Indigenous Peoples, persons with disabilities, women, LGBTQ2+ 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)

The full report details the university's engagement, in a variety of ways, with underrepresented groups. With the results of the employment systems review (including feedback from 8 focus groups that considered underrepresented groups and intersectionality), comprehensive self-id survey and the women in research council, amongst other initiatives completed over the past year, strong data will be available to help the university identify new gaps and implement recommendations to continue to engage all members of the community, specifically underrepresented groups.

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)

The previous sections of the CRC annual report outline the broader EDI initiatives at the university.

Before submitting your report, please ensure that your responses are complete. You will not be able to edit the information after it is submitted.

I have reviewed my responses and I am ready to submit my report.

A reminder that institutions are required to post a copy of this report (as submitted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS.

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.

Jointly administered by:

