

Report for Horizon Europe on Gender Equality and Equity, Diversity, and Inclusion Practices at Ontario Tech University

1. Preamble

On July 3, 2024, [the Government of Canada and the European Commission signed an agreement](#) allowing Canada's enhanced participation in Horizon Europe under Pillar 2 of the programme.

Ontario Tech University fully supports the European Commission's [Gender Equality Strategy](#) and commitment to promoting gender equality in research and innovation. As a participating research organization, Ontario Tech understands that this opportunity comes with the commitment to implement, monitor and evaluate actions related to gender equity considerations in its operations, and particularly within a research and innovation context. At Ontario Tech gender equity planning is congruent with our institutional commitment to Equity, Diversity, and Inclusion (EDI), embodied in the institution's EDI commitment and statement of reference:

'Equitable, barrier-free access and participation in education is a foundational human right that supports the advancement of knowledge and innovation. Ontario Tech University stands firm against all forms of discrimination, racism and hate. We are committed to our leadership in advancing respectful, inclusive and collaborative exchange of knowledge that champions diversity, celebrates the identities, achievements and well-being of all, and empowers us to make society a better place for our campus community and our planet.'

2. Working Group

Ontario Tech's EDI practices are evolving and ongoing and are embedded within Ontario Tech's [2020-2025 Strategic Research Plan](#) and the [Integrated Academic-Research Plan 2023-2028](#). In the research context, EDI is led by the Office of the Vice-President Research and Innovation (VPRI), with the Office of Diversity, Inclusion and Belonging (DIB) responsible for the overall institutional EDI strategy. To optimize processes, going forward we will establish a Working Group to update this document as additional policies and frameworks are implemented at the institution.

3. Setting the Context

Equity, Diversity and Inclusion in the Canadian Research Context

The [Canada Research Coordinating Committee](#) (CRCC) and its tri-agency members (the Canadian Institutes of Health Research, the Natural Sciences and Engineering Research Council and the Social Sciences and Humanities Research Council) are committed to excellence in research practice and design. Achieving a more [equitable, diverse and inclusive Canadian research enterprise is essential](#) to creating the excellent, innovative and impactful research necessary to advance knowledge and understanding, and to respond to local, national and global challenges [1].

With these goals in mind, the agencies are committed to:

- supporting equitable access to funding opportunities for all researchers and trainees;
- promoting the integration of EDI-related considerations in research design and practices;
- increasing equitable and inclusive participation in the research system, including on research teams; and
- [collecting the data](#) and conducting the analyses needed to include EDI considerations in decision-making.

Through these practices the agencies will work with all participants in the research system to develop the inclusive culture needed to achieve outcomes that are excellent, rigorous, relevant and accessible to all population groups. As part of their commitment to EDI, the agencies are proactively integrating EDI considerations into their policies, processes and programs.

One focus is the amelioration of systemic barriers that prevent members of systemically marginalized groups from participating in Canada's research ecosystem. Systemically marginalized groups include: women and gender minorities, Indigenous Peoples (First Nations, Inuit and Métis), racially marginalized individuals, persons with disabilities, and members of the LGBTQ2+ community. In the Canadian context, government employment equity categories have been reviewed and recommendations for categories moving forward are included in the [Employment Equity Act](#).

Ontario Tech University Context

Modern and forward thinking, Ontario Tech University is a research-intensive Canadian university that advances the discovery and application of research and innovation to accelerate economic growth, technological advancement, regional development, healthy communities and social innovation. At the centre of our approach to research and innovation are partnerships with industry, community and government. Our university's priority of [Tech with a Conscience](#) grounds our activities, which is a reflection of the fact that, at Ontario Tech, it is not only about developing the next tech breakthrough, but also about understanding and integrating the social and ethical implications of that technology in our research. In 2024, Ontario Tech University was named as Canada's Research University of the Year by the premier research ranking organization, [Research InfoSource](#).

Ontario Tech is located in Oshawa, Ontario. Our campus is situated on the Traditional Territory of the Mississaugas, a branch of the greater Anishinaabeg Nation which includes Algonquin, Ojibway, Odawa and Pottawatomi. Ontario Tech has 834 employees and is home to over 11,000 students. Further information on our student population and demographics are available in the university [Factbook](#).

The university continues to integrate EDI value setting into the [Integrated Academic and Research Plan 2023-2028 \(IARP\)](#) – recently updated through community consultations and the [Strategic Research Plan](#). Inclusion is a core value of the [IARP](#). The university commits to prioritizing reconciliation, valuing diversity and eradicating discrimination and hate.

Ontario Tech excels in nimble, collaborative multidisciplinary research in engineering, natural sciences, computer and computational science, nuclear science, health sciences, business, informational technology, social sciences, and education. Our dynamic research portfolio comprises more than 300 members with active research programs and more than 25 research chairs including 10 prestigious Canada Research Chairs.

This entrepreneurial spirit, combined with an unwavering dedication to research excellence and innovation, continues to propel our research agenda, which is detailed in our current [Strategic Research Plan 2020-2025](#) *Driving the Future with Research Excellence* showcasing our strengths and providing strategic direction through 2025.

Our research strengths include:

- Advanced Manufacturing and Materials
- Automotive Engineering, Transportation and Electrification Systems
- Community Wellness, Human Performance and Health Promotion
- Crime, Justice and Forensic Sciences
- Digital Technologies, Machine Learning and Artificial Intelligence
- Energy, Applied Bioscience and Environmental Sustainability

Ontario Tech University has six specific strategic research priority areas that will help us to become research leaders by 2025:

- Autonomous Vehicles and Systems
- Canada's Energy and Environmental Future
- Data Science, Artificial Intelligence and New Technologies
- Healthy Populations, Community Well-Being and Social Justice
- Intelligent Manufacturing and Materials Innovation
- Social Innovation, Disruptive Technologies and the New Economy

Ontario Tech houses numerous [Research Institutes, Centres and Groups](#) and world-class [Research Infrastructure](#) that further support our research and innovation agendas.

Leadership

In 2018, Ontario Tech's President tasked the Provost and VP Academic, to assemble a coordinated group, the President's Equity Taskforce (PET). The mandate of the PET included preparation of a comprehensive inventory of existing and suggested equity, diversity and inclusion initiatives within the context of the university's mission, and to provide recommendations to those initiatives, as appropriate, based on broad consultation.

The goal of the PET was to mobilize a diverse movement of people across the university to create and establish equitable and inclusive practices at Ontario Tech within a three-year term. Specific goals were to:

- Advise on the development of strategies for implementing the best equity and inclusion policies and practices at Ontario Tech;
- Advise on equity and inclusion training and programming;
- Identify ongoing initiatives at the university and coordinate complementary efforts;
- Increase outreach efforts to diverse communities, and
- Assist and advise in the analysis of workforce and employment systems to identify and propose solutions for areas of inequality and discrimination.

The work of the PET was done through broad consultation across the university community, including faculty, students, administrative staff, and other groups (e.g. Student Union, Faculty Association,

Women in Science Committee, Indigenous Education Advisory Circle, Healthy Sexuality Committee), as well as external community partners. This work culminated in 2020 with the release of the [PET Report](#). The Report made recommendations for four distinct university groups:

- Board of Governors, President and Vice-Chancellor and Senior Executive Leadership
- Provost, Vice-President Research and Innovation, Chief Financial Officer, Deans and Administrative staff
- Postdoctoral Fellows, Graduate and Undergraduate Students, Research Assistants and Student Life
- Faculty Researchers, Associate Teaching Professors, Librarians and Sessional Instructors

One of the outcomes from the PET was the creation of a centralized Office of Equity, Diversity and Inclusion in 2020. The centralized EDI office was composed of a Director of Equity, Diversity and Inclusive Engagement, an EDI Project Coordinator and an Administrative Assistant. The office was responsible for coordinating the advancement of a holistic EDI framework at the University. A co-ordinated EDI governance structure, including the EDI Steering Committee, was also established to provide strategic guidance, oversight and accountability for the co-ordinated EDI portfolio.

Responding to the needs of the community, in 2023 the Director position was transformed into an Assistant Vice-President (AVP) position in the renamed Office of Diversity, Inclusion and Belonging (DIB). The AVP hosted a number of listening sessions and feedback opportunities for the university community to share and support the DIB Office in shaping an inclusive culture.

Advancing Equity, Diversity, and Inclusion

Ontario Tech is committed to EDI initiatives:

- In 2017, Ontario Tech committed to EDI objectives in its [Canada Research Chairs \(CRC\) EDI Action Plan](#). To guide Equity, Diversity, and Inclusion (EDI) in the Canada Research Chairs (CRC) program and more broadly at the University, Ontario Tech University implemented the Canada Research Chair Equity, Diversity, and Inclusion Action Plan, titled: “Being Counted and Considered at Ontario Tech University”. The action plan outlines three main objectives: 1. Objective 1: Embed the values of Equity, Diversity, and Inclusion into our academic and research culture at all levels, starting from the top. 2. Objective 2: Ongoing rigorous self-assessment to keep apprised of our community’s composition and needs. 3. Objective 3: Attract and retain diverse talent to the CRC program, and to the university at large. In addition, each of the three objectives are supported by action items and timelines to guide the advancement of EDI initiatives at Ontario Tech University.
- In 2019, Ontario Tech endorsed the [Dimensions Charter](#) and committed to being a Dimensions affiliate institution.
- In 2019, Ontario Tech became one of a handful of Canadian universities to receive the Age-Friendly University (AFU) designation from the [AFU Global Network](#). The AFU network includes higher-education institutions around the world endorsing the [10 AFU principles](#) and committing themselves to becoming more age-friendly in their programs and policies. AFU-designated universities like Ontario Tech enrich the student experience and improve the quality of life of older adults in the community.
- In 2021, Ontario Tech officially endorsed the [Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education](#). The Scarborough Charter outlines principles,

actions and accountabilities to build practices of ongoing dialogue and action that remove structural barriers to equity, to yield inclusion, substantive equality, and social transformation.

- The Office of Student Life hosts discussion groups to provide opportunities for students to connect on equity-related issues impacting racialized communities based on lived experiences, and a space for 2SLGBTQI+1 students and allies to participate in activities and discussions on topics related to their identities. Current discussion groups include the following: Equity Talks, BIPOC Student Centred Space, Black Student Centred Space, Not Another Black Life and Pride Space.
- [President's Indigenous Reconciliation Task Force Strategic Plan September 2020](#)

Structure and Governance

At Ontario Tech EDI is centrally supported by the Office of Diversity, Inclusion and Belonging, which is housed within the Office of the Provost. The Assistant Vice-President (DIB) is currently working on implementing the recommendations from the President's Equity Task Force and the findings from the recent employment systems review.

The University's [CRC EDI Action Plan](#) is under the oversight of the Vice-President Research and Innovation. Progress towards achieving our CRC equity targets and the goals of our CRC EDI Action Plan are [publicly available](#).

4. Ontario Tech's EDI Report

Public Document

As suggested by Horizon Europe, gender equity plans do not have to be stand-alone documents, but may also be **comprised of different institutional documents** and must be endorsed by the organizational leadership. Ontario Tech's institutional plans, from which this Report has been developed, are available on the Ontario Tech University website. Each plan is also being shared broadly with all interested external partners and groups through the University media strategy via multiple communication avenues and social media channels.

This Report has been made publicly available on the Ontario Tech University website and will be introduced to the Ontario Tech community via the Office of the Vice-President Research and Innovation and through Faculty leaders such as Deans and Associate Deans.

The Report is a living summary and will be updated as implementation of the institutional plans continues.

Dedicated Resources

Office of Diversity, Inclusion and Belonging

The Office of Equity, Diversity, and Inclusive Engagement was rebranded to the Office of Diversity, Inclusion and Belonging (process commenced in 2022) and, to provide a higher profile to the office, it is now led by a newly created position - Assistant Vice-President, Diversity, Inclusion and Belonging (2023 hire). Reporting into the Assistant Vice-President, Diversity, Inclusion and Belonging are other EDI-focused staff that work collaboratively with the Office of Research Services, the Women in Research Council, Office of Human Rights, Indigenous Education Advisory Circle, Committee for Age-

Friendly University, the Accessibility Working Group, the Equity Admissions Committee, and the EDI Steering Committee to embed EDI values and accountability across the university. The rebranding of the EDI office, combined with the appointment of a new Assistant Vice-President, Diversity, Inclusion and Belonging (2023), are part of a broader strategy to increase the visibility and prominence of EDI at Ontario Tech with a goal of increased recruitment and retention of staff and overall cultural transformation at Ontario Tech.

Office of Student Life

In 2015 the Office of Student Life established an Equity and Inclusivity Advisor dedicated to promoting a climate of equity, inclusivity and respect among students. In addition, professional development and training is provided for Student Life staff to infuse practices in student programming and services.

Equity Advocates, trained student leaders who work together to develop and deliver initiatives, campaigns and events that engage and encourage students to work towards the creation of an inclusive campus community. Education events and programming have included International Women's Day (IWD) #EachforEqual Panel with the Women at Ontario Tech Committee; 16 Days of Activism against gender based violence with Durham College; Deconstructing Islamophobia in Mainstream Media; and Equity Awareness Weeks in both the fall and winter semesters.

Human Resources

The Office of Human Resources has dedicated staff with specialized knowledge of accessibility requirements and hiring legislation.

Human Rights Office

The Human Rights Office promotes a respectful campus and works with community members to ensure a study, work and living environment free from discrimination, harassment and gender-based violence.

Office of the Vice-President Research and Innovation, and the Office of Research Services

The Office of the Vice-President Research and Innovation will ensure Ontario Tech's ongoing commitment to meet Horizon Europe requirements. Within the Office of Research Services (ORS), the grants development team provide supports related to equity, diversity and inclusion in research. ORS staff receive professional development and training to infuse EDI knowledge and practices into programming and services.

Women in Research Council

In keeping with Ontario Tech University's commitment to equity, diversity and inclusion, in 2022 the Office of Equity, Diversity and Inclusion and the Office of Research Services launched the [Ontario Tech University Women in Research Council \(WIRC\)](#). The specific mandate of the Council is to develop and implement initiatives to invest in gender equity at Ontario Tech by helping to actively nurture and retain talented women who can help advance and lead the university in research, teaching and beyond. WIRC chair actively reached out to faculty members across the university and put together an advisory council with representatives from all six Faculties at Ontario Tech.

Data Collection and Monitoring

Ontario Tech's [Office of Institutional Research and Analysis](#) collects and publishes data on students and faculty annually via the university [Factbook](#). At present only the percentage representation of women in these groups is reported in the Factbook. Ontario Tech is currently reviewing socio-

demographic data collection, revising questions and categories, and developing materials to demonstrate how the data will be used to advance equity.

Employment Systems Review

In 2021, Ontario Tech engaged the Canadian Centre for Diversity and Inclusion (CCDI), to conduct an Employment Systems Review (ESR) to identify gaps or barriers in our workforce among diverse groups, including women, racialized people, Indigenous Peoples, individuals living with a disability and the 2SLGBTQIA+ community. CCDI engaged members of the University community to collaboratively manage and participate in the ESR project. Funding to support the ESR was provided by the Natural Sciences and Engineering Research Council of Canada (NSERC), through the Equity, Diversity and Inclusion Institutional Capacity-Building Grant secured by the Office of the Vice President, Research and Innovation. It is important to note that the completion of the ESR review was significantly delayed due to the impacts of COVID-19, labour disruptions, and changes to the project teams at Ontario Tech and the consulting company.

The Senior Leadership Team is assessing the insights and recommendations provided in CCDI's summary report. This report will help inform the university's employment equity work already underway, and the DIB initiatives previously identified in the Canada Research Chair Equity, Diversity and Inclusion Action Plan, the President's Equity Task Force Report and as part of the work of the Committee on Employment Equity. The university will assess and implement employment equity initiatives under the leadership of the Assistant Vice-President, DIB and Vice-President, People and Transformation.

Campuswide self-ID survey

Supported by the EDI Capacity-Building Grant, a university wide self-ID survey was deployed to provide robust demographic data for Ontario Tech to help inform EDI Strategy, priorities and programming. The self-ID survey was launched to all university employees in 2022 and was designed in collaboration with faculty experts, unions, and others at Ontario Tech to ensure it was robust and in adherence to best practices in the sector. Participation rates are as follows: 41.8% for Continuing Employees, 10.1% Limited Term Employees and 4.8% Students. The university is in the process of analyzing the data and creating a university reporting process in accordance with best practices and privacy considerations, while continuing to encourage broad participation in the self-ID survey.

Canada Research Chairs Program Accountability and Transparency

As an eligibility requirement of the Canada Research Chairs Program, Ontario Tech is required to set a CRC equity target plan with respect to the number of its Canada Research Chairs (CRC) identifying as belonging to the four underrepresented groups named by the program (i.e. women and gender-equity seeking groups, Indigenous Peoples, persons with disabilities, and racialized individuals). The number of CRCs in each underrepresented group by university are publicly available through the [CRC website](#). Ontario Tech's CRC equity targets for the 2021-2029 period are shown in Table 1. The university's progress towards the equity targets is [publicly available](#).

Table 1. Ontario Tech University CRCP Equity Targets for the 2021-2029 Period

Equity Target Deadlines	Indigenous Peoples	Persons with disabilities	Racialized individuals	Women and gender-equity seeking groups
December 2022	N/A	N/A	16.00%	33.00%
December 2025	N/A	N/A	17.50%	37.00%
December 2027	N/A	N/A	19.90%	44.00%
December 2029	N/A	N/A	22.0%	50.9%

Data Collection Moving Forward

Ontario Tech understands that more needs to be done in terms of data collection. The Office of Diversity, Inclusion and Belonging and Office of Institutional Research and Analysis are leading the development of more robust socio-economic data governance, stewardship, collection, and analysis to ensure best practices of equity data collection, governance, and analysis. They are also identifying key measures for regular reporting. These elements are essential components of Ontario Tech’s strategies and accountability to advance equity for all underrepresented groups, including gender equity. The analyses and indicators developed will form part of this Report once the data collection initiative has been implemented.

Training

Ontario Tech is committed to providing educational opportunities for its faculty, staff and students in the areas of gender equity, EDI, accessibility, and to advance reconciliation. Many units across the university are involved in offering training including Student Life, the Office of Diversity, Inclusion and Belonging, Human Resources, the Office of Research Services, and other units.

Examples of educational sessions available to the Ontario Tech community:

- The development and delivery of RISE (Respecting Individuals and Supporting Equity), a suite of workshops that provide training and education on bystander intervention skills to prevent and respond to discrimination and harassment. Participants receive foundational knowledge on how oppression manifests and what they can do on an individual level to foster a safer and inclusive community at Ontario Tech. Students can earn a RISE certificate by completing two foundational workshops, four additional RISE workshops, and a culminating reflection paper. RISE workshop topics include the following: Let’s Talk Equity, Health Equity, Sexual Violence Prevention, Let’s Talk Sex, Sexual Orientation, Gender Identity, Feminism, Anti-Racism, Religion and Spirituality, Anti-Ableism, and First Peoples.
- The Office of Research Services support the training of our faculty and staff on using [EDI best practices in research practice and design](#).
- As a member of the [Canadian Centre for Diversity and Inclusion \(CCDI\)](#) Ontario Tech has access to CCDI events, monthly newsletters and webinars.
- Inclusive hiring practices (academic staff) (in-person)

Examples of Speaker Series and Regular Ongoing Programming:

- International Women’s Day speakers and events

- Black History Month speakers and events
- Pride Month events
- Women in Research speakers and events

Ontario Tech University faculty, staff and volunteers are required to complete legislated mandatory and site-specific training. At Ontario Tech, we are committed to ensuring a healthy, safe, and accessible workplace for all employees.

Mandatory training modules (online, self-paced):

- WHMIS
- Health and Safety Awareness Training
- Workplace Violence and Harassment Prevention
- Preventing Sexual Violence – Building a Respectful Campus Together
- Accessible Instruction Training for Educators
- Accessibility for Ontarians with Disabilities Act (AODA) Training

5. Thematic Content Areas

Work-life balance and organizational culture

Policies

Institutional policies and procedures that promote work/life balance and enhance organizational culture include:

- [Respectful Campus Policy](#)
- [Working Alone Procedures](#)
- [Accessibility Policy](#)
- [Health and Safety Policy](#)
- [Disconnecting from Work Policy](#)
- [Wellness at Work](#)
- [Mental Health Action Plan](#)
- [Flexible Workspace Program](#)
- [Employee Assistance Program](#) (EAP)
- [Pension and Benefits](#)
- Maternity and parental leaves (including “supplementary unemployment benefit”). The specific provisions vary by employment group and are outlined in the relevant collective agreements for those within specific unions.
- Compassionate care leaves
- Parental/adoption leave (including “supplementary unemployment benefit”). The specific provisions vary by employment group and are outlined in the relevant collective agreements for those within specific unions.
- Part-time appointment for family care

Women-Centered Groups at Ontario Tech

There are incredible student-led groups, as well as non-profit organizations, dedicated to nurturing and expanding the role of women in various industries. They promote the inclusion and promotion of women identified students and faculty members.

- [OTU Social Science & Humanities \(FSSH\) Women's Collective](#)
A sub-society of Ontario Tech Humanities Society, the Women's Collective is a space for women to connect and thrive.
- [Ontario Tech University Women's Student Association](#)
The OTU's Women's Student Association is committed to creating a vibrant community that champions women's empowerment and growth. Our mission is to provide a platform for women to connect, learn, and lead through engaging events, workshops, and collaborative initiatives. We strive to address the diverse challenges women face while celebrating their successes in personal and professional development by uniting voices and resources, we aim to inspire and support women in achieving their full potential and making a positive impact on campus and in the wider community.
- [Women in Business](#)
Ontario Tech Women in Business Association's goal is to provide resources to women on their corporate and entrepreneurial journey with our exclusive events. Women in Business want to educate, create, and inspire! They aim to provide learning opportunities for both the student population and faculty, addressing common obstacles women face in all areas of the business world. They create a fun and safe environment for students to receive resources and provide opportunities for them to thrive in both an entrepreneurial and corporate career
- [Women in IT](#)
WIT is a student-run sub-association (within the Business & IT department) that is committed to empowering and improving the experience of females in IT fields, both inside and outside Ontario Tech University. Past events include a Women in the Workplace conference, Women in Leadership events, game nights, movie nights and equity talks!
- [Women in Engineering](#)
Founded in 2004, the Women in Engineering Society at Ontario Tech University, is a non-profit organization within the Faculty of Engineering and Applied Science. It was created by a female engineering professor and an engineering advisor to address the issue of a lack of female engineers within the faculty. Since its creation, Women in Engineering has grown to include over 100 female engineering students. They also run a mentorship program for upper year engineering students, matching them with women in the engineering field!
- [ACM-W Student Chapter](#)
The Association for Computing Machinery's Women in Computing (ACM-W) Student Chapter was founded in 2016. It aims to connect students in science, technology, engineering and mathematics (STEM) and STEM-related fields. It also acknowledges women are a minority in STEM fields, especially in computing. The chapter focuses on career development, professional networking and educational support. It hosts a number of annual events to help students develop both personal and professional skills. Furthermore, the student chapter strives to bring awareness to common issues women face in the professional world, and provide them with support, encouragement and a voice on campus. The ACM-W Student Chapter is open to all

students who support women in computing! The chapter invites membership from all students who share STEM-related interests, regardless of race, religion, ethnicity or gender.

- [Women in STEM](#)

Ontario Tech University's Women for STEM program provides opportunities for female students to fulfill their potential in science, technology, engineering and mathematics (STEM)-based fields. Women for STEM is built on three pillars to engage and empower women: Mentorship and networking opportunities; Scholarships for women in STEM fields of study; Celebrating the achievements of women as innovators, entrepreneurs and change agents. Their goal is to raise \$2 million dollars to provide 200 entrance scholarships and 600 in-course scholarships to Ontario Tech students over a 10-year period.

- [SHE LEADS](#)

She Leads was created when our team was identifying certain needs on our campus and in our larger social environment and we noticed a lack of female empowerment opportunities. A female's voice is just the thing that is needed in this day and age to make a long-lasting impact throughout communities. We can accomplish a lot with the right platform and an everlasting ambition. With every project we initiate, we strive to connect females within our community so that, as per our slogan, She Leads, She Empowers, and She Succeeds.

Gender balance in leadership and decision-making

- [Board of Governors Recruitment, Appointment and Leadership Policy](#): "The Governance, Nominations and Human Resources Committee, or its successor Committee, will actively seek to broaden the demographic and cultural diversity of the Board when recruiting eligible candidates to fill any identified gaps."
- Ontario Tech has published transparent policies and procedures for the appointment and renewal of senior administrative positions: [Faculty Dean Appointment and Renewal Procedures](#), [Provost and Vice-President, Academic Appointment and Renewal Procedures](#), [Policy on Senior Academic Administrative Appointments](#), [Vice-President Responsible for Research Appointment and Renewal Procedures](#)
- As of the date of this Report (October 2024), 50% of Decanal positions at Ontario Tech are women.

Gender equity in recruitment and career progression

The university aspires to uphold employment practices and procedures in the [Ontario Human Rights Code](#) and will not, under any circumstances, permit employment practices and procedures in contravention of it.

- The university's CRC recruitment procedures were revised to ensure they reflect current and best practices on EDI training, job posting EDI statements and EDI candidate evaluation criteria.
- Each Ontario Tech job posting includes the following equity statement: "Ontario Tech University is actively committed to equity, diversity, inclusion, indigenization and decolonization (EDIID), and welcomes applications from all qualified candidates, while especially encouraging applications from First Nations, Metis, Inuit peoples, Indigenous peoples of North America, racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+."

- Transparent hiring and compensation – governed by relevant collective agreements and the “non-academic staff” policy.
- [Graduate Equity Diversity and Inclusivity and Non-Standard Admission Policy](#)
- The Faculty Association Collective Agreement (CA) outlines transparent processes for recruitment, selection, hiring, career progression, tenure, research leave etc.
- Ontario Tech University and the Faculty Association (FA) have committed to a number of initiatives to advance greater equity, diversity and inclusion on campus, particularly as they pertain to faculty working conditions.
 - First and foremost, the FA and university negotiated its first Letter of Understanding (LOU) on Employment Equity in the 2015-2016 negotiating round for tenure and tenure-track faculty members. The LOU was referenced in the Teaching Faculty Collective Agreement in 2017 and in the 2018-2019 round.
 - Secondly, Ontario Tech and the FA established a joint committee on employment equity to identify, address and correct systemic discrimination. Some measures for which this committee is responsible include creating and implementing a self-identification survey; reviewing and identifying best practices at other institutions; developing equity training for hiring and career review committees; and creating and monitoring an employment equity action plan. An improved equity statement in postings acknowledges all equity-seeking groups (including those based on sexual orientation, gender identity and gender expression) and search committees identify candidates from equity-seeking groups. A joint salary anomaly committee has also been created to address and correct salary discrepancies, some of which may be rooted in equity matters.
 - In addition to these measures, a number of EDI additions have been made to the collective agreement (CA) from 2015 to 2020, including the addition of gender identity and gender expression to the list of prohibited grounds of discrimination and the adoption of non-gendered pronouns.

Integration of gender dimensions into research and teaching content

- [CIHR SGBA+ training](#) – mandatory for applicants to CIHR
- [Demonstrating Principles of Diversity, Inclusion and Belonging in Curriculum Design and Enhancement](#)
- [Women in Research Council](#)
- Engineering outreach for girls – [elementary](#) and [high school](#)
- Teaching and Learning Centre courses and workshops (including Universal Design for Learning, EDI and Inclusive Design in Open Educational Resources, Trauma-informed learning, Alternative Grading Strategies, etc.)
- The Office of Research Services provides resources, tools and workshops to educate the research community on the importance of incorporating EDI in research practice and EDI in research design into funding proposals.
- The Office of Research Services offers several internal research funding streams and awards. In order to ensure equitable assessment process, attention is paid to the composition of the adjudication committees and assessment criteria. All committee members must complete unconscious bias training. In addition, applicants are given the opportunity to address interruptions in their career.

Measures against gender-based violence, including sexual harassment

Ontario Tech has taken measures against gender-based violence, including the creation of policies and procedures that guide behavioural expectations:

- Harassment, violence, or discrimination complaints are investigated under the [Policy Against Harassment, Violence and Discrimination in the Workplace](#), and in accordance with any applicable collective agreements.
- [Student Sexual Violence Policy and Procedures](#)
- [Respectful Campus Policy](#)
- Respectful Campus – [Student Harassment and Discrimination Procedures](#)
- Respectful Campus – Employment Harassment and Discrimination [Procedures to Prevent and Address Discrimination and Harassment by or Against Employees](#)
- [Policy](#) and [Procedure](#) Against Violence in the Workplace
- [Policy Against Violence in the Workplace](#) (does not mention gender explicitly)
- [Change of Gender Policy](#)

At Ontario Tech we are committed to:

- Supporting survivors of all identities if they have experienced sexual violence.
- Connecting our community members to the tools they need to provide effective support for individuals who may disclose.
- Engaging our campus community in programming initiatives to help build a culture of consent and empower individuals to intervene in situations where sexual violence has taken or may take place.

Ontario Tech established [Sexual Violence Support and Education](#) resources to provide education, resources and referral services for students affected by sexual violence. [Employees](#) can assess the university's Employee Assistance Program as well as off-campus community resources for support services.

6. References

[1] [Best practices in equity, diversity and inclusion in research practice and design](#)