Thank you for taking the time to complete this report. Support provided by the Canada Research Chairs Program (CRCP) is an investment of public funds. The program’s accountability responsibilities regarding the use of award funds include reporting to the Government of Canada and program stakeholders, including Canadians, about who receives support and how funds are used to meet the program’s objectives. To help ensure accountability, award recipients must report on progress and are expected to publicly acknowledge their award funding to bring awareness of the value and impact of the CRCP within the Canadian and international research enterprise.

The information provided in this form will be aggregated to generate performance information on the entire program. Recipients are responsible for maintaining their eligibility and expending funds in accordance with program guidelines. For the program to collect data for its evaluation and performance management activities, institutions are also required to provide reports on the deployment and management of their Canada Research Chairs (CRCs) as stipulated by the program.

Should you have any questions about the information you are being asked to provide, please contact the program at information@chairs-chaires.gc.ca. If you require technical support, please contact our helpdesk at 613-995-4273 or websupport@chairs-chaires.gc.ca.
PRIVACY NOTICE STATEMENT

The Tri-agency Institutional Programs Secretariat (TIPS), which is housed within the Social Sciences and Humanities Research Council (SSHRC), is responsible for the day-to-day administration of the following tri-agency programs: Canada Research Chairs Program, Canada Excellence Research Chairs Program, Canada 150 Research Chairs Program, Canada First Research Excellence Fund, Research Support Fund, New Frontiers in Research Fund, and Canada Biomedical Research Fund. TIPS is strongly committed to the protection of all personal information collected and used in the operation and management of its activities.

The personal information is collected under the respective authority of section 4(2)(a) of the Natural Sciences and Engineering Research Council Act, section 4(2)(a) of the Social Sciences and Humanities Research Council Act, or sections 4, 5 and 26 of the Canadian Institutes of Health Research Act, depending on the program.

Your data will be collected, used, disclosed and retained in accordance with the Privacy Act. It may be used for the purposes of program operations (including recruitment for merit review processes, where applicable), planning, performance measurement and monitoring, evaluation and audits, and in aggregate form to report to government or to the public. Self-identification statistics will always be reported in aggregate form to ensure protection of the identity of any individual.

TIPS also shares aggregated self-identification data with host institutions to allow them to monitor their efforts in meeting their equity targets for the CRCP. While TIPS never shares self-identification data specific to an individual, it is possible that some institutions may be able to identify some individuals' personal information when the aggregated data shared is for fewer than five chairholders.

TIPS shares data with only one key administrative contact per institution, identified by the institution as having the authority to receive the data, under very strict confidentiality requirements. No data on sexual orientation nor the subcategories of racialized individuals and persons with disabilities is shared with institutions.

Refusal to submit the report may result in funding being put on hold until the completed report is received by TIPS.

For more information, please refer to SSHRC PPU 016, described in SSHRC's Info Source.
If you have any questions or concerns about the report, contact TIPS at information@chairs-chaires.gc.ca.

For more information about your rights under the Privacy Act, or our privacy practices, or to access or correct your personal information, please contact SSHRC's (and TIPS') ATIP Coordinator.

If you believe your personal information has been mishandled, or have concerns about SSHRC’s privacy practices, you have the right to file a complaint with the Office of the Privacy Commissioner.

Third-party hosting: The report is hosted on the platform of a third party, Voxco. As the servers used by Voxco are located in Canada, the data is hosted in Canada.

Note:
- By submitting your information, you are confirming that you have read and understood the Privacy Notice Statement outlined above and have provided your personal information in accordance with it.
- Personal information of a third party should not be disclosed within this report without their consent.

[Section break]

CONTACT INFORMATION

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<thead>
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<th>Response</th>
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<tr>
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<td>[text response]</td>
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<td>[text response]</td>
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<td>Primary Email:</td>
<td>[email]</td>
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<tr>
<td>Title of Canada Research Chair Award:</td>
<td>[text response]</td>
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</table>
**Tier 1 or Tier 2** (select the one that applies to you)

<table>
<thead>
<tr>
<th>Option</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
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<td>(radial button)</td>
</tr>
<tr>
<td>Tier 2</td>
<td>(radial button)</td>
</tr>
</tbody>
</table>

**Research Funding Agency:**

- [ ] CIHR (drop-down menu option)
- [ ] NSERC (drop-down menu option)
- [ ] SSHRC (drop-down menu option)

**University:** [text response]

**Department:** [text response]

---

**REPORTING PERIOD**

The reporting period is provided by the program by email.

**Award start date:**

**Award number**\(^1\) (e.g., CRC-XXXX-XXXXX):

\(^1\) The Award number can be found in your CRC profile on the Convergence platform (e.g., CRC-XXXX-XXXXX).
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CANADA RESEARCH CHAIRS PROGRAM (CRCP) CHAIRHOLDER REPORT

PROGRAM MONITORING

1. RESEARCH RESULTS

The CRCP stands at the centre of a national strategy to make Canada one of the world's top countries in research and development. It allocates 2,285 research chair positions and invests approximately $311 million per year to attract and retain a diverse cadre of world-class researchers. The goal: reinforce academic research and training excellence in Canadian postsecondary institutions. The program defines world-class researchers as outstanding and innovative researchers whose accomplishments have made or have the potential to make a major impact in their fields.

Chairholders are leaders in their field who aim to achieve research excellence in engineering and the natural sciences, health sciences, humanities and social sciences. They improve our depth of knowledge and quality of life, strengthen Canada's international competitiveness, and help train the next generation of highly qualified personnel (HQP) through student supervision, teaching and coordination of other researchers' work.

1. a) Using plain (non-specialist language) provide an update on your program of research. Describe your most impactful research results over the reporting period and concisely explain their significance in the field.

(Maximum 2000 characters)

1. b) To what extent did your research program achieve expected results during the reporting period? For this question, consider what results, innovations or insights you would expect to have achieved at this point compared to what was achieved. Please consider the following definitions when reporting.

**Not at all**: no change from the previous year, or it is a new project and it is too early to report

**To a small extent**: some progress; research program did not progress as expected toward meeting objectives within the timeline

**To a good extent**: research program progressed as expected toward meeting objectives within the timeline
To a great extent: research program exceeded expected outcomes toward meeting objectives within the timeline
Not applicable: cannot report on progress (for chairholders who have not reported previously or who were on leave for the period)

☐ Not at all [if selected, go to 2.]
☐ To a small extent
☐ To a good extent
☐ To a great extent
☐ Not applicable [if selected, go to 2.]

1. c) Are the results of your research program leading to one or more of the following advances, enhancements or outcomes? Select all that apply.
☐ Artistic outcomes
☐ Critical knowledge
☐ Contribution to truth and reconciliation
☐ Cultural outcomes
☐ Economic outcomes, including commercialization
☐ Equity, diversity and inclusion
☐ Environmental outcomes
☐ Health outcomes
☐ Industry outcomes
☐ Legal outcomes
☐ New or enhanced collaborations/partnerships
☐ Patents
☐ Policy
☐ Professional practice
☐ Public discourse
☐ Quality of life/well-being
☐ Scientific outcomes
☐ Social outcomes
☐ Techniques, methodology or equipment
☐ Technological outcomes
☐ Training and skill development
☐ Other (explain in box below)

(Maximum 2000 characters)
2. TRAINING OF HIGHLY QUALIFIED PERSONNEL (HQP)

A key objective of the CRCP is the training of the next generation of diverse HQP made up of undergraduate students, master’s students, doctoral students, postdoctoral students, technicians, research assistants and other HQP—through student supervision, teaching and coordination of other researchers' work.

2. a) Indicate the number of HQP under your formal supervision who were part of your research team during the reporting period and provide the number of HQP in your research program according to their level and the research agency corresponding to their primary field of research. All fields are mandatory. Indicate “0” where appropriate.

<table>
<thead>
<tr>
<th>HQP Type</th>
<th>Undergraduate students</th>
<th>College students</th>
<th>Master’s students</th>
<th>Doctoral students</th>
<th>Postdoctoral fellows</th>
<th>Technicians and research assistants</th>
<th>Other HQP</th>
</tr>
</thead>
<tbody>
<tr>
<td>SSHRC</td>
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<tr>
<td>NSERC</td>
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<td>CIHR</td>
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<td>Total</td>
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</tr>
</tbody>
</table>

2. b) Describe "Other HQP" in box below, if applicable:

(Maximum 1000 characters)

2. c) Provide the total number of HQP per type to whom you have provided informal mentoring during the reporting period, if applicable (i.e., HQP you are not formally supervising or co-supervising but to whom you have provided advice and support related to research and academia).

<table>
<thead>
<tr>
<th>HQP Type</th>
<th>Total number of HQP informally mentored</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate students</td>
<td>Free form</td>
</tr>
<tr>
<td>College students</td>
<td>Free form</td>
</tr>
<tr>
<td>Masters’ students</td>
<td>Free form</td>
</tr>
<tr>
<td>Doctoral students</td>
<td>Free form</td>
</tr>
</tbody>
</table>
2. d) New Tier 2 chairholders (those who are in their first terms) are provided with an annual $20,000 research stipend from the program to support them as early career researchers.

If you are a new Tier 2 chairholder (in your first term), did you receive the $20,000 research stipend from your institution?

☐ Yes [if selected go to 2. f]
☐ No
☐ Do not know
☐ Not applicable

2. e) If you selected “No” or “Do not know/Not applicable”, explain and [go to 2. h]

(Maximum 1000 characters)

2. f) For new Tier 2 chairholders only: Did the Tier 2 $20,000 stipend have a positive impact on your research program?

☐ Yes
☐ Somewhat
☐ No
☐ Do not know

2. g) Please elaborate.

(Maximum 1000 characters)

2. h) If you are a new Tier 2 chairholder, indicate the number of HQP that were supported by the annual $20,000 Tier 2 stipend during the reporting period.

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## CANADA RESEARCH CHAIRS PROGRAM (CRCP) CHAIRHOLDER REPORT

<table>
<thead>
<tr>
<th>HQP supported by the Tier 2 stipend</th>
<th>[number]</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate students</td>
<td>[number]</td>
</tr>
<tr>
<td>College students</td>
<td>[number]</td>
</tr>
<tr>
<td>Master’s students</td>
<td>[number]</td>
</tr>
<tr>
<td>Doctoral students</td>
<td>[number]</td>
</tr>
<tr>
<td>Postdoctoral fellows</td>
<td>[number]</td>
</tr>
<tr>
<td>Technicians and research assistants</td>
<td>[number]</td>
</tr>
<tr>
<td>Other HQP</td>
<td>[number]</td>
</tr>
</tbody>
</table>

☐ Not applicable

2. i) (For all chairholders) To what extent has your chair position enhanced the quality of the formal training you could otherwise provide to your HQP?

**Not at all**: No change from the previous year  
**To a small extent**: Some improvement in the quality of the training provided; training did not progress as expected toward meeting objectives within the timeline  
**To a good extent**: Quality of training met expectations toward meeting objectives within the timeline  
**To a great extent**: Quality of training exceeded expectations toward meeting the objectives within the timeline  
**Do not know**: Difficult to assess progress  
**Not applicable**: No HQP were trained in the reporting period

☐ Not at all  
☐ To a small extent  
☐ To a good extent  
☐ To a great extent  
☐ Do not know  
☐ Not applicable

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[CIHR IRSC]  
[NSERC CRSG]  
[SSHRC CRSH]
2. j) Explain your rating in the box below.

(Maximum 2000 characters)

2. k) Please indicate the types of activities the HQP that you formally supervised at all levels were engaged in as members of your research team. Select all that apply.

- Activities that provide international experience
- Co-creation with Indigenous communities
- Data collection
- Data entry
- Data analysis and literature review
- Development of partnerships
- Internships or other activities in industry
- Internships in philanthropic/not-for-profit organizations within Canada
- Internships in philanthropic/not-for-profit organizations outside Canada
- Internships in government sectors
- Knowledge mobilization activities
- Mentoring
- Networking and collaborations
- Outreach activities
- Participation in publications
- Poster presentation or talk at a national or international research conference
- Professional communications
- Project design/planning of research
- Teaching (including pedagogy and/or educational training)
- Training on the responsible conduct of research (e.g., research ethics, safety protocols, etc.)
- Training on equity, diversity and inclusion in the research ecosystem (e.g., unconscious bias, anti-racism, harassment, microaggression, truth and reconciliation, history of Indigenous communities in Canada, cultural competencies, etc.)
- Writing/editing
- Other (specify in box below)

(Maximum 1000 characters)
3. KNOWLEDGE MOBILIZATION

Over the course of their research programs, Canada Research Chairs produce a wide variety of research contributions that benefit knowledge users. These contributions help Canada’s ability to be at the leading edge of breakthroughs that are expected to generate social and economic benefits for Canadians.

A research user is an individual or organization that benefits from or receives the knowledge and/or innovations from the research generated by chairholders. Knowledge users do not have an active role in the CRCP team’s research activities.

3. a) Do you have a knowledge mobilization strategy for your research program to ensure that knowledge users benefit from your research results?

- Yes
- No
- Not applicable

3. b) If “Yes”, describe the strategy you use to ensure that research users will receive and benefit from your research.

(Maximum 1000 characters)

3. c) If you selected “No” or “Not applicable” explain why in the box below.

(Maximum 1000 characters)

3. d) Please indicate how you have disseminated/communicated your research results during the reporting period. Select all that apply.
CANADA RESEARCH CHAIRS PROGRAM (CRCP) CHAIRHOLDER REPORT

- Accomplishments in industry
- Articles in professional or trade journals
- Artistic performances
- Books authored or edited
- Book chapters and edited volumes
- Book reviews
- Conference/symposia proceedings/publications, abstracts and presentations
- Copyrights
- Creative or artistic works
- Exhibits
- Government publications
- Intellectual property claim
- Interviews
- Media products (newspaper, magazine, radio, podcasts, etc.)
- Memoirs
- Monographs
- Op-eds
- Open access publishing and archiving
- Other forms of written scholarly expression
- Papers presented at scholarly meetings
- Participation in public discourse and debate
- Patents and licenses
- Peer-reviewed journal articles
- Policies
- Products and services
- Reports and briefs
- Social media (Twitter, TikTok, Instagram, etc.)
- Technology transfer
- Trademarks
- Utility design
- Not applicable
- Other (specify in box below)

(Maximum 1000 characters)
3. e) As a publicly funded program, one of the CRCP’s objectives is to promote the availability of research publications and data to the widest possible audience, at the earliest possible opportunity. Have you adhered to the following requirements outlined in the Tri-agency Open Access Policy on Publications?

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Yes</th>
<th>No</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensure that all research papers generated from your CRCP-funded research are freely accessible through the publisher’s website or an online repository within 12 months of publication.</td>
<td></td>
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</tr>
<tr>
<td>Deposit data (as applicable, see policy) into the appropriate public database immediately upon publication of research results.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retain original data sets for a minimum of five years after the end of the grant (or longer if other policies apply).</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Acknowledge CRCP support by quoting the funding reference number in journal publications.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. f) If you selected “No,” please explain why you were not able to comply.

(Maximum 2000 characters)

3. g) Were you or any of your team members called on during the reporting period to provide expert advice/opinions?

- Yes
- No [if selected go to 3. j]
- Not applicable [if selected go to 3. j]

3. h) Please indicate if you or any members of your research team provided expert advice/opinions to one or more of the following groups. Select all that apply.

- Community-based interest groups
- Elected government officials in Canada
- Elected government officials abroad
- International organizations
- Media (e.g., television, radio, podcasts, etc.)
- Philanthropic/not-for-profit organizations within Canada
3. i) Indicate the number of times you or members of your research team were called on during the reporting period to provide expert advice/opinions to the groups below. Briefly describe the nature of the requests. [Only groups chosen in Q 3. h will appear in the table]

<table>
<thead>
<tr>
<th>No. of times</th>
<th>Brief description (Maximum 500 characters for each selection)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community-based interest groups</td>
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</tr>
<tr>
<td>Elected government officials in Canada</td>
<td>Free form</td>
</tr>
<tr>
<td>Elected government officials abroad</td>
<td>Free form</td>
</tr>
<tr>
<td>International organizations</td>
<td>Free form</td>
</tr>
<tr>
<td>Media (e.g., television, radio, podcasts, etc.)</td>
<td>Free form</td>
</tr>
<tr>
<td>Philanthropic/not-for-profit organizations within Canada</td>
<td>Free form</td>
</tr>
<tr>
<td>Philanthropic/not-for-profit organizations outside Canada</td>
<td>Free form</td>
</tr>
<tr>
<td>Other government officials in Canada</td>
<td>Free form</td>
</tr>
<tr>
<td>Other government officials abroad</td>
<td>Free form</td>
</tr>
<tr>
<td>Other organizations</td>
<td>Free form</td>
</tr>
</tbody>
</table>
3. j) Which research users will benefit from the results of your research program? Select all that apply.

- Academic institutions
- Artist-researchers
- Community-based interest groups
- Federal government
- General public (Canadians)
- Indigenous communities
- Municipal government
- Official language minority organizations
- Philanthropic/not-for-profit organizations within Canada
- Philanthropic/not-for-profit organizations outside Canada
- Postsecondary students
- Practitioner/professional/industrial associations
- Private sector
- Provincial government
- Researchers
- Scholarly associations
- Other (specify in box below)
- Not applicable

(Maximum 200 characters)
4. COLLABORATIONS

When conducting their research, chairholders often collaborate with other researchers, partners and/or knowledge users.

[First Section Prompt Question] Did you collaborate with other researchers, partners and/or knowledge users during the reporting period*?
- Yes [if selected, proceed to question 4 a]
- No [if selected, go to second Section Prompt Question]
- Not applicable (The research is not collaborative by nature) [if selected skip 4.b]

[Second Section Prompt Question] Please explain why you did not collaborate with other researchers, partners and/or knowledge users during the reporting period.

(Maximum 1000 characters)

[Section Break]

4. a) Select the types of individuals or organizations you collaborated with during the reporting period.

- Academic institutions abroad
- Community-based interest groups
- Individuals from your own institution
- Government (provincial, municipal, federal)
- Individuals from other Canadian academic institutions
- Indigenous communities
- Other Canadian research organizations (please specify in box below)
- Philanthropic/not-for-profit/other within Canada
- Philanthropic/not-for-profit/other outside Canada
- Private sector in Canada
- Private sector abroad
- Public sector in Canada
- Public sector abroad
- Other (please specify in box below)
4. b) Please indicate the extent to which your research involved collaboration with the types of individuals or organizations you indicated in the previous question. [Table will be pre-populated with the categories chosen in 4a.]

<table>
<thead>
<tr>
<th>Collaboration Type</th>
<th>To no extent</th>
<th>To a small extent</th>
<th>To a good extent</th>
<th>To a great extent</th>
<th>Do not know</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
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<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(99)</td>
<td>(99)</td>
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<tr>
<td>Community-based interest groups</td>
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<td>Government (municipal, provincial, federal)</td>
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<td>Individuals from your own institution</td>
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<tr>
<td>Individuals from other Canadian academic institutions</td>
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<tr>
<td>Indigenous communities</td>
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<tr>
<td>Other Canadian research organizations</td>
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<tr>
<td>Philanthropic/not-for-profit/other organizations within Canada</td>
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<tr>
<td>Philanthropic/not-for-profit/other organizations outside Canada</td>
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<tr>
<td>Private sector in Canada</td>
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<tr>
<td>Private sector abroad</td>
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<td>Public sector in Canada</td>
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<td>Public sector abroad</td>
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<tr>
<td>Research hospitals</td>
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</tbody>
</table>

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CIHR IRSC

NSERC CRSN

SSHRC CRSH
4. c) Optional: Provide any additional information you wish to share about your collaborations,
(Maximum 1000 characters)

5. RESEARCH FUNDING

Have you received funding from sources other than that provided by the chair award?

☐ Yes
☐ No [if selected, go to 6.]

5. a) Please indicate the sources of funding you received during the reporting period other than the research funding provided by the chair award (select all that apply).

☐ Canada Foundation for Innovation (CFI funding not associated to the chair award)
☐ Canadian private sector
☐ Canadian not-for-profit sector
☐ Federal research granting agencies (CIHR, NSERC and SSHRC)
☐ International sources
☐ I did not receive funding from another source/I did not receive additional funding
☐ Other federal government sources (excluding CFI, CIHR, NSERC and SSHRC)
☐ Provincial government sources
☐ Other (describe in box below – Maximum 1000 characters)

(Maximum 1000 characters)

☐ Not applicable
5. b). For each of the categories selected in the previous question, list the total funding* you received as a chairholder for the reporting period (excluding the Canada Foundation for Innovation funds associated to the chair award but including all other awards).

* Indicate only the annual value of any funding you received during the reporting period (e.g., if you hold a $75,000 grant over three years, include the total received for the reporting period only). For international funds, provide the amount in Canadian dollars (CAD).

In-kind contributions include eligible non-monetary resources that partners, sponsoring organizations and/or the grantee’s institution provide to support the project. They should be reported according to their fair market value.

<table>
<thead>
<tr>
<th>Funding provided to your institution</th>
<th>Cash</th>
<th>In-kind</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada Foundation for Innovation (CFI funding not associated to the chair award)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canadian private sector</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canadian not-for-profit sector</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal research granting agencies (CIHR, NSERC and SSHRC)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>International sources</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other federal government sources (excluding CFI, CIHR, NSERC and SSHRC)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provincial government sources</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (describe in box below)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

6. AWARDS AND DISTINCTIONS

6. a) Have you or has someone in your research team been conferred an award or distinction (e.g., citation, distinction, honour, prize/award) related to the program of research during the reporting period?
6. b) If yes, list up to five award(s) or distinction(s).

<table>
<thead>
<tr>
<th>Name of Award or Distinction</th>
<th>Name of individual (chairholder or HQP)</th>
<th>Country that provided the award/distinction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Free form</td>
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</table>

7. PROTECTED TIME FOR RESEARCH

7. a) During the average work week, specify how much of your time is spent on the following activities:

<table>
<thead>
<tr>
<th>Activity</th>
<th>% Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative duties</td>
<td></td>
</tr>
<tr>
<td>Informal mentoring</td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td></td>
</tr>
<tr>
<td>Formal supervision/training of HQP</td>
<td></td>
</tr>
<tr>
<td>Service expectations (e.g., peer review)</td>
<td></td>
</tr>
<tr>
<td>Teaching</td>
<td></td>
</tr>
<tr>
<td>Other (specify)</td>
<td></td>
</tr>
</tbody>
</table>

7. b) If your institution provides specific protected time for research (e.g., course relief, administrative relief) indicate how it was acquired (select whichever applies):

- [ ] I negotiated it with my institution, faculty or department
- [ ] There is an institution-wide policy that is applied to all chairholders
- [ ] My faculty or department indicated what protected time would be provided (with no negotiation)
- [ ] Do not know
- [ ] Not applicable
7. c) Indicate the amount of protected time for research that was formally provided:

- 0-25%
- 25-50%
- 50-75%
- 75-100%

8. MAJOR CHALLENGES

A major challenge is an impediment to research that has the potential to moderately or significantly impact the research outcomes if action is not taken to mitigate the challenge.

8. a) Was your research project affected by any major challenge(s) during the reporting period.

- Yes
- No [if selected, go to 9.]
- Do not know [if selected, go to 9.]

8. b) If “Yes”, please elaborate on the challenge(s) you experienced.

(Maximum 1000 characters)

8. c) How did you or your research team course-correct to mitigate the impact of the challenge(s)?

(Maximum 2000 characters)

9. EQUITY, DIVERSITY AND INCLUSION

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.

9. a) Report on the existing integration of equity, diversity and inclusion (EDI) considerations in your research design (i.e. in the methods, analysis and interpretation, and/or dissemination of research findings to systematically examine how differences in identity factors—such as gender, race, ethnicity, religion, age and mental or physical disability—affect the outcomes of the research and their impacts on promoting rigorous research that is relevant to the diversity of the Canadian population); and research practice (i.e. in the management of your team: ensuring diversity in the representation of your team and a safe and inclusive environment for all members).

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.a.1 Is EDI a consideration in how you design your research (i.e., does your research include the integration of Gender-Based Analysis Plus (GBA+))?</td>
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<tr>
<td>9.a.2 Is EDI a consideration in how you practice research (i.e., do EDI considerations affect how your team members are recruited and managed, and how resources or opportunities are distributed within the team)?</td>
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<tr>
<td>9.a.3 Do you consider that you have a good understanding of the systemic barriers faced by individuals from underrepresented groups (women, racialized individuals, persons with disabilities, Indigenous Peoples and individuals from the LGBTQ2+ community) in research/academia?</td>
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<tr>
<td>9.a.4 The CRCP will be adding formal expectations for chairholders with respect to EDI in their research teams in the next year. Do you consider that you have the knowledge and resources needed to integrate EDI best practices in your research practice?</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

9. b) What additional knowledge or resources would you need to help you integrate EDI best practices in your research design and practice?
9. c) Research has shown that systemic barriers in the research ecosystem are persistent and have negative impacts on the career progression of individuals from underrepresented groups such as women, racialized individuals, persons with disabilities, Indigenous Peoples and individuals from LGBTQ2+ communities. A systemic barrier occurs when practices or policies discriminate against individuals and prevent their equitable access or participation.

Do you consider that your institution is taking adequate measures to address systemic barriers faced by individuals from underrepresented groups in the administration of its allocation of Canada Research Chairs?

☐ Yes
☐ No
☐ Do not know

9. d) Explain your response.

(Maximum 2000 characters)

9. e) Have you experienced or observed any systemic barriers in the CRCP during the reporting period?

☐ Yes
☐ No
☐ Do not know

9. f) Explain your response.

(Maximum 2000 characters)
10. a) Describe any aspect of your experience as a Canada Research Chair during the reporting period that has not been captured in your previous responses and that you wish to share with program officials.

(Maximum 2000 characters)