

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT**

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All Sections Completed

- Submit and Exit Survey

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WARNING

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.

INSTRUCTIONS

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](#).

Each year, institutions must 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. Ensure that you remove all numbers less than 5 from both the plan and the report prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders, as well as any other identifying information. This is a requirement of the *Privacy Act*.

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

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Contact information

Please complete the fields below.

Name of Institution:

Contact Name:

Position Title:

Institutional Email:

Institutional Telephone Number:

The link for the EDI progress report and EDI Stipend report:

Does your institution have an EDI Action Plan for the CRCP?

- Yes
- No

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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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):

Rating given action plan in most recent review process:

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

EDI ACTION PLAN KEY OBJECTIVES

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 and gender minorities, persons with disabilities, Indigenous Peoples and racialized individuals, 2SLGBTQIA+ 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, 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) the main actions were undertaken (up to six) and how they have progressed; 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. If your institution has not yet prepared or received a formal evaluation of its CRCP EDI action plan (institutions having fewer than five Chairs) then section A is optional.

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KEY OBJECTIVE 1

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

Systemic barriers -

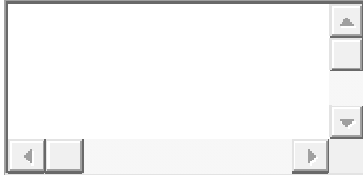
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Corresponding actions undertaken/to be undertaken to address the barriers:

If you have no action to report, please type 'N/A' in the answer field.				
		Progress to date		
		Not yet started	In progress	Completed
Corresponding action 1		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 2		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 3		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 4		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 5		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 6		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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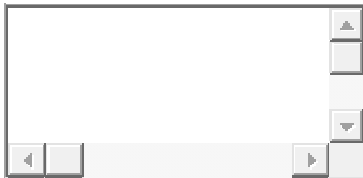
Data gathered and Indicator(s) - can be both qualitative and quantitative:




Outcomes and Impacts made during the reporting period:



Challenges encountered during the reporting period:



Next Steps (indicate specific dates/timelines):



Was funding from the CRCP EDI stipend used for this key objective?

- Yes
- 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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

 \$

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If an amount was entered in the previous question, indicate specifically what the funds were spent on.

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EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount \$	Source / Type (cash or in-kind)
1	<input style="width: 100%;" type="text"/> \$	<input style="width: 100%;" type="text"/>
2	<input style="width: 100%;" type="text"/> \$	<input style="width: 100%;" type="text"/>

Do you have other key objectives to add?

- Yes
- No

Note: If you select "Yes" you will be brought to a separate section where you may enter information for up to five additional key objectives and where, at minimum, you will be required to enter

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information for Key Objective 2 in order for that section to be considered complete. Otherwise, if you select “No”, you will not be directed to the section for additional objectives and, therefore, will not have access to Key Objectives 2 through 6, in which case, completing the information for Key Objective 1 will be sufficient.

KEY OBJECTIVE 2

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 2:

Systemic barriers -

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

Corresponding actions undertaken/to be undertaken to address the barriers:

If you have no action to report, please type 'N/A' in the answer field.				
		Progress to date		
		Not yet started	In progress	Completed
Corresponding action 1		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 2		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 3		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 4		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 5		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 6		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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Outcomes and Impacts made during the reporting period:

An empty rectangular text box with a light gray border and a scroll bar on the right side, intended for entering outcomes and impacts made during the reporting period.

Challenges encountered during the reporting period:

An empty rectangular text box with a light gray border and a scroll bar on the right side, intended for entering challenges encountered during the reporting period.

Next Steps (indicate specific dates/timelines):

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Was funding from the CRCP EDI stipend used for this key objective?

- Yes
- 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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

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If an amount was entered in the previous question, indicate specifically what the funds were spent on.

EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

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- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount \$	Source / Type (cash or in-kind)
1	<input type="text"/> \$	<input type="text"/>
2	<input type="text"/> \$	<input type="text"/>

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KEY OBJECTIVE 3

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 3:

Systemic barriers -

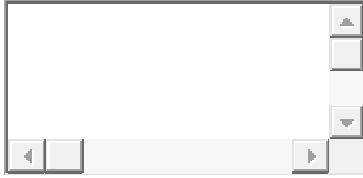
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Corresponding actions undertaken/to be undertaken to address the barriers:

If you have no action to report, please type 'N/A' in the answer field.				
		Progress to date		
		Not yet started	In progress	Completed
Corresponding action 1		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 2		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 3		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 4		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 5		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 6		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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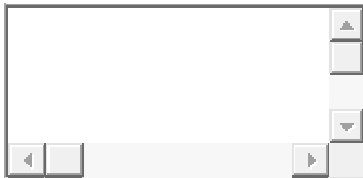
Data gathered and Indicator(s) - can be both qualitative and quantitative:



Outcomes and Impacts made during the reporting period:



Challenges encountered during the reporting period:



Next Steps (indicate specific dates/timelines):



Was funding from the CRCP EDI stipend used for this key objective?

- Yes
- 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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

 \$

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EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

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- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount \$	Source / Type (cash or in-kind)
1	<input style="width: 100%; height: 20px;" type="text"/> \$	<input style="width: 100%; height: 20px;" type="text"/>
2	<input style="width: 100%; height: 20px;" type="text"/> \$	<input style="width: 100%; height: 20px;" type="text"/>

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KEY OBJECTIVE 4

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 4:

Systemic barriers -

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

Corresponding actions undertaken/to be undertaken to address the barriers:

If you have no action to report, please type 'N/A' in the answer field.				
		Progress to date		
		Not yet started	In progress	Completed
Corresponding action 1		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 2		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 3		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 4		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 5		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 6		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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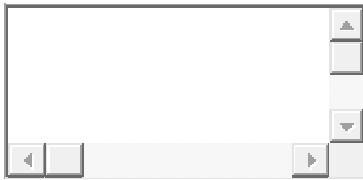
Data gathered and Indicator(s) - can be both qualitative and quantitative:



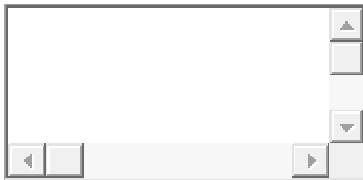
Outcomes and Impacts made during the reporting period:



Challenges encountered during the reporting period:



Next Steps (indicate specific dates/timelines):



Was funding from the CRCP EDI stipend used for this key objective?

- Yes
- 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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

 \$

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EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount \$	Source / Type (cash or in-kind)
1	<input style="width: 100%; height: 20px;" type="text"/> \$	<input style="width: 100%; height: 20px;" type="text"/>
2	<input style="width: 100%; height: 20px;" type="text"/> \$	<input style="width: 100%; height: 20px;" type="text"/>

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KEY OBJECTIVE 5

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 5:

Systemic barriers -

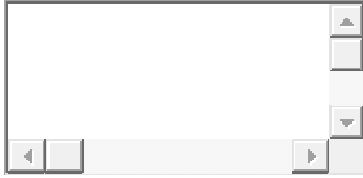
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Corresponding actions undertaken/to be undertaken to address the barriers:

If you have no action to report, please type 'N/A' in the answer field.				
		Progress to date		
		Not yet started	In progress	Completed
Corresponding action 1		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 2		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 3		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 4		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 5		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 6		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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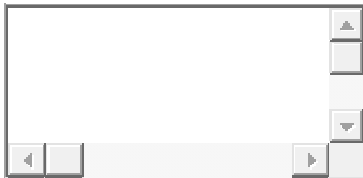
Data gathered and Indicator(s) - can be both qualitative and quantitative:

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Outcomes and Impacts made during the reporting period:

An empty rectangular text box with a light gray border. It features a vertical scrollbar on the right side and a horizontal scrollbar at the bottom, indicating it is a scrollable area for text input.

Challenges encountered during the reporting period:

An empty rectangular text box with a light gray border. It features a vertical scrollbar on the right side and a horizontal scrollbar at the bottom, indicating it is a scrollable area for text input.

Next Steps (indicate specific dates/timelines):

An empty rectangular text box with a light gray border. It features a vertical scrollbar on the right side and a horizontal scrollbar at the bottom, indicating it is a scrollable area for text input.

Was funding from the CRCP EDI stipend used for this key objective?

- Yes
- No

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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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

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If an amount was entered in the previous question, indicate specifically what the funds were spent on.

EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount \$	Source / Type (cash or in-kind)
1	<input type="text"/> \$	<input type="text"/>
2	<input type="text"/> \$	<input type="text"/>

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KEY OBJECTIVE 6

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 6:

Systemic barriers -

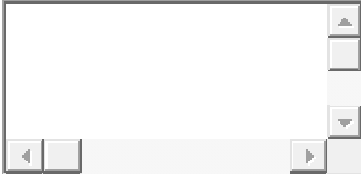
Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Corresponding actions undertaken/to be undertaken to address the barriers:

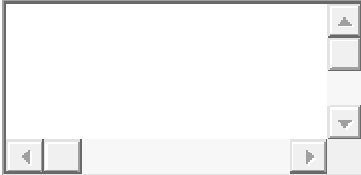
If you have no action to report, please type 'N/A' in the answer field.				
		Progress to date		
		Not yet started	In progress	Completed
Corresponding action 1		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 2		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 3		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 4		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 5		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corresponding action 6		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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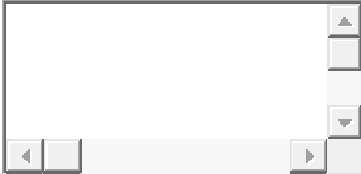
Data gathered and Indicator(s) - can be both qualitative and quantitative:



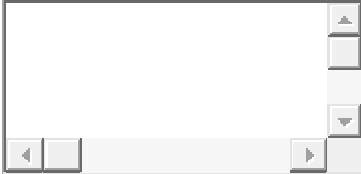
Outcomes and Impacts made during the reporting period:



Challenges encountered during the reporting period:



Next Steps (indicate specific dates/timelines):



Was funding from the CRCP EDI stipend used for this key objective?

- Yes
- No

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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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.

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective:

 \$

If an amount was entered in the previous question, indicate specifically what the funds were spent on.

EDI Stipend Impact Rating

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this key objective:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

Indicate in the table below any leveraged cash or in-kind contributions provided by the institution

Leveraged cash or in-kind contributions from your institution (if applicable):

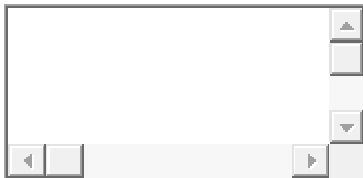
	Amount \$	Source / Type (cash or in-kind)
1	<input type="text"/> \$	<input type="text"/>
2	<input type="text"/> \$	<input type="text"/>

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT**

PART B: CHALLENGES AND OPPORTUNITIES

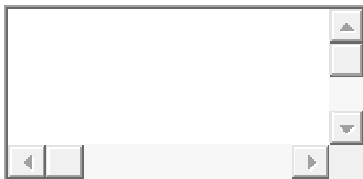
Challenges

Other than what has been outlined in the section above, outline any challenges regarding the implementation of the EDI action plan. 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? (limit: 5100 characters):

An empty text input box with a light gray border and a white background. It features a vertical scrollbar on the right side and a horizontal scrollbar at the bottom, indicating it is a multi-line text area.

Opportunities

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

An empty text input box with a light gray border and a white background. It features a vertical scrollbar on the right side and a horizontal scrollbar at the bottom, indicating it is a multi-line text area.

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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PART C: 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.
- If you did not receive an EDI stipend during the reporting year, please leave this section blank.

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

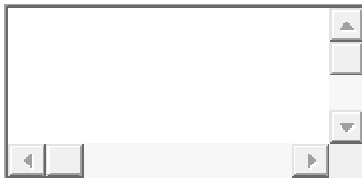
Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) towards which this funding has been directed:

An empty rectangular text box with a light gray border. On the right side, there are three small square buttons with upward, middle, and downward arrows. On the bottom left, there are two small square buttons with left and right arrows.

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

An empty rectangular text box with a light gray border. On the right side, there are three small square buttons with upward, middle, and downward arrows. On the bottom left, there are two small square buttons with left and right arrows.

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

An empty rectangular text box with a light gray border. On the right side, there are three small square buttons with upward, middle, and downward arrows. On the bottom left, there are two small square buttons with left and right arrows.

CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:

 \$

Institutional commitment (if applicable):

 \$

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	<input style="width: 100%; height: 25px;" type="text"/>	<input style="width: 100%; height: 25px;" type="text"/>
2	<input style="width: 100%; height: 25px;" type="text"/>	<input style="width: 100%; height: 25px;" type="text"/>

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:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI Stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

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

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**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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Do you have other objectives to add?

Yes

No

Note: If you select "Yes" you will be brought to a separate section where you may enter information for up to five additional objectives and where, at minimum, you will be required to enter information for Objective 2 in order for that section to be considered complete. Otherwise, if you select "No", you will not be directed to the section for additional objectives and, therefore, will not have access to Objectives 2 through 6, in which case, completing the information for Objective 1 will be sufficient.

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

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:

An empty text input field with a light gray border and a white background. It includes standard browser-style navigation controls: a left arrow, a right arrow, and a vertical scroll bar on the right side.

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

An empty text input field with a light gray border and a white background. It includes standard browser-style navigation controls: a left arrow, a right arrow, and a vertical scroll bar on the right side.

CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT

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

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:

Institutional commitment (if applicable):

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	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
2	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>

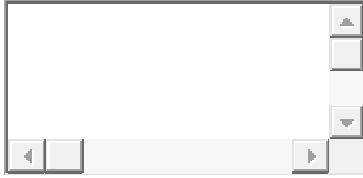
Table C2. EDI Stipend Impact Rating

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:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI Stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT

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



EDI STIPEND OBJECTIVE 3

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:



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



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



Outline the total expenditures below:



Total funds of EDI stipend spent on the objective:

CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT

Institutional commitment (if applicable):

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)
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1	<input style="width: 95%; height: 24px;" type="text"/>	<input style="width: 95%; height: 24px;" type="text"/>
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2	<input style="width: 95%; height: 24px;" type="text"/>	<input style="width: 95%; height: 24px;" type="text"/>
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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:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI Stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

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

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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EDI STIPEND OBJECTIVE 4

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:

An empty rectangular text box with a light gray border and a white background. It includes small navigation icons (back, forward, up, down) on the right and bottom edges.

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

An empty rectangular text box with a light gray border and a white background. It includes small navigation icons (back, forward, up, down) on the right and bottom edges.

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

An empty rectangular text box with a light gray border and a white background. It includes small navigation icons (back, forward, up, down) on the right and bottom edges.

Outline the total expenditures below:

A solid blue horizontal bar.

Total funds of EDI stipend spent on the objective:

Institutional commitment (if applicable):

Total funds spent:

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>

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:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI Stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

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

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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EDI STIPEND OBJECTIVE 5

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:

An empty rectangular text box with a light gray border and a white background. It includes a vertical scrollbar on the right side and a horizontal scrollbar at the bottom, indicating it is a scrollable area.

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

An empty rectangular text box with a light gray border and a white background. It includes a vertical scrollbar on the right side and a horizontal scrollbar at the bottom, indicating it is a scrollable area.

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

An empty rectangular text box with a light gray border and a white background. It includes a vertical scrollbar on the right side and a horizontal scrollbar at the bottom, indicating it is a scrollable area.

Outline the total expenditures below:

A solid blue horizontal bar, likely intended for a title or header for the expenditure section.

Total funds of EDI stipend spent on the objective:

Institutional commitment (if applicable):

Total funds spent:

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>

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:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI Stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

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

EDI STIPEND OBJECTIVE 6

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:



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



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



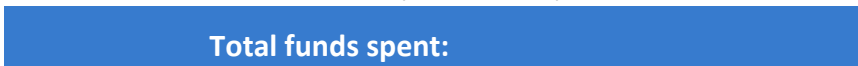
Outline the total expenditures below:



Total funds of EDI stipend spent on the objective:

Institutional commitment (if applicable):

Total funds spent:



**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
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Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>

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:

- Insignificant impact (the institution could attain similar progress towards this objective without the EDI Stipend)
- Minor impact (the EDI Stipend had minimal impact on achieving progress)
- Moderate impact (the EDI Stipend had moderate impact on achieving progress)
- Major impact (the EDI Stipend had a major impact on achieving progress)
- Extensive impact (the EDI Stipend had an extensive impact on achieving progress)
- Don't know

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

CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT

PART D: ENGAGEMENT WITH INDIVIDUALS FROM UNDERREPRESENTED GROUPS

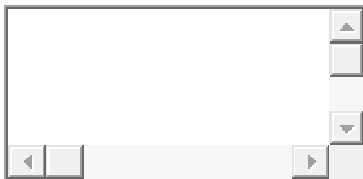
Outline how the institution has engaged with underrepresented groups: e.g. racialized individuals, Indigenous Peoples, persons with disabilities, women, 2SLGBTQIA+ individuals, during the implementation of the action plan (during the reporting period), including how they have been involved in identifying 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)



CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT

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)



HYPERLINK 1

HYPERLINK 2

HYPERLINK 3

HYPERLINK 4

HYPERLINK 5

HYPERLINK 6

**CANADA RESEARCH CHAIRS PROGRAM (CRCP) INSTITUTIONAL EQUITY, DIVERSITY AND
INCLUSION (EDI) ACTION PLAN AND EDI STIPEND REPORT**

REVIEW

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 would like to go back to the table of content to modify some of my answers.
- 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.

END

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.