

Equity, Diversity and Inclusion 1

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

Key institutional actions in support of EDI in the CRCP

Share up to three key EDI actions related to the CRCP that were undertaken by the institution during the reporting period as well as their impact. (required)

Describe the key action that was undertaken.

Planning and program development within the EDIHR office has prioritized advisory and collaborative labour over centralized delivery. This includes the co-development of tools and resources with Faculties and units, and work to establish the institutional infrastructure that will allow Faculties and non-academic units to confidently own UPEI's EDI commitments within their own areas. Examples of this approach include providing a thorough EDI review of new tools for graduate student supervisors and leadership training activity offered by the Employee Experience & Development area within Human Resources. This collaborative approach will ensure that UPEI's equity commitments are made both more robust and more visible as we make steadfast progress towards our Action Plan: Building a Culture of Trust, Safety, and Inclusion.

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

Yes

Briefly describe the related objective.

Objective 4 - Continue to expand and provide training and development related to equity, diversity and inclusion

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

Enable EDI training to be accessible to graduate student supervisors (faculty members) to continue building and training EDI awareness throughout the full research life cycle.

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

The new EDIHR office will be valuable to the research ecosystem, but it takes time to build relationships between offices and ensure that support is aligned with a common goal. With a new Director now in place, this is moving in a positive direction.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

No

Describe the key action that was undertaken.

During this reporting period, the Equity, Diversity, Inclusion and Human Rights (EDIHR) office expanded its capacity to support the UPEI research environment in several ways. The Department is returning to a full staffing complement, ensuring EDIHR is resourced to meet demand from the community. Onboarding for new staff has placed deliberate emphasis on the nature of academic work and its governing principles — including academic freedom and collegial governance — so that advisory supports are grounded in a full understanding of the academic environment. EDIHR also brought the intake function for the Fair Treatment Policy in house;

this arguably reduces barriers for faculty who wish to consult on a concern, and creates opportunities for relationship-building between EDIHR and the Faculty Association and faculty themselves.

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

No

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

This arguably reduces barriers for faculty who wish to consult on a concern and creates opportunities for relationship-building among EDIHR, the Faculty Association, and faculty themselves.

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

The EDIHR office is still building, and the intent is that the upcoming year will be at the full complement of staff, thus supporting faculty to the fullest extent.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

No

Describe the key action that was undertaken.

Based on UPEI's previous consultation and subsequent report about the lived and living experiences of CRCs, the regular meetings between all CRCs and the Associate Vice-President Research were enhanced. These meetings gave CRCs a space to ask questions and raise concerns with administrative leadership and staff present to listen and support them. A part-time administrative assistant position was also added to support CRCs with various claims and paperwork associated with their research programs.

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

No

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

With the newly added administrative assistant, the amount of administrative work by the CRCs has reduced.

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

This support is intended to be short-term, while larger system issues are being reviewed to reduce the administrative burden for all researchers. This role is not funded on a permanent basis, but upcoming system improvements (HR processes and expense claims) will reduce the need for it.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

Yes

Equity, Diversity and Inclusion 2

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

CRCP Stipend for Equity, Diversity and Inclusion

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your institution in making progress in implementing measures to address systemic barriers:

Very important

Other EDI initiatives

Provide an example of an EDI initiative underway at the institution – that is broader than those tied to the CRCP that is expected to address systemic barriers and 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 in the box below. URLs should include https://. Note that collecting this information is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (clause 39.e) and provides context for the work the institution is doing in addressing barriers for the CRCP.

During this reporting period, UPEI developed and led more EDI training for researchers. UPEI's Faculty of Graduate Studies (FGS) and Teaching and Learning Centre (TLC) collaborated on an "EDI in Graduate Supervision" workshop. In this and other sessions, the desire for more EDI reference materials and further EDI training was expressed. As a result, the TLC took the lead on creating the "EDI in Graduate Supervision Toolkit", a resource document geared towards research supervisors. The Office of Research Services (ORS) also worked with the TLC to develop an "EDIA in Research" workshop, adding accessibility to the conversation. The workshop panelists discussed implementing EDIA in research design and research practice, with a focus on differences between funding agency approaches. There were over 30 expressions of interest in the session and 18 attendees. The workshop was open to faculty members, research scientists, post-doctoral scholars, and graduate students.

To continue promoting EDIA in research and to incorporate Indigenization into the discussion, UPEI is developing a Community of Practice on the topic. This CoP would be in addition to the new Graduate Supervision Community of Practice, where many conversations touch on EDIA. With the Associate Vice-President, Research, and the Dean of the Faculty of Indigenous Knowledge, Education, Research, and Applied Studies as advisors, this community of practice will provide a space for researchers to learn, explore, and build a critical knowledge mass around Indigenization and EDIA at UPEI.

Strategic Use of Resources

One of the CRCP's expected results is to make the best possible use of research resources through institutional strategic planning.

Using the scale provided, rate to what extent the institution makes decisions on the allocation of CRC awards in alignment with its CRCP Strategic Research Plan.

To a great extent

Share any significant research successes your institution has achieved during the reporting year while implementing its CRCP Strategic Research Plan.

As research continues to grow, one area of success is the ability to recruit and nominate a CERC for a multidisciplinary One Health role, as outlined in the Strategic Research Plan. UPEI was previously nominated for a CERC in 2010. Using the CRC nomination and recruitment process during this phase made the search open, fair, and equitable.

Institutional Support and Protected Time for Research

As an evaluation criterion of the program, institutions must demonstrate that they will provide chairholders with the support they need to ensure the success of their work, such as protected time for research, mentoring (if applicable), additional research funds, office space, administrative support, and hiring of other faculty members.

Protected time for research is a component of a research chair which provides chairholders with sufficient time to focus on their research program. Protected time can include teaching release, release from service expectations, release from administrative duties, and/or increased administrative support.

Please respond to the questions below.

Yes, our institution provides protected time for research to chairholders.

If no, explain.

How does your institution provide protected time for research to chairholders? Select all that apply.

It is negotiated by each chairholder

✓ There is an institution-wide policy that applies to all CRCP chairholders

It is decided at the faculty/department level and is not negotiated by the CRCP chairholder

Other (specify in box below)

Explain "Other".