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1. Efforts to Address Systemic Barriers More Broadly within the Institution

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 also publicly post a copy of this report to their public accountability web pages within 7 working days after the deadline for submitting the report to TIPS. TIPS will review the report each year; in addition, the annual report(s) will be provided to the external EDI Review Committee, when it is convened every few years, to evaluate the progress made in bolstering EDI at the respective institution and to provide context for future iterations of the EDI action plan.

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

Contact information

Please complete the fields below.

Name of Institution:

University of Manitoba

Contact Name:

Valerie Williams

Position Title:

CRC EDI Officer

Institutional Email:

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Institutional Telephone Number:

204 4748371

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

Yes

PART A: EDI Action Plan - Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators

Date of most recent plan (e.g. latest revision of the public plan):

04/30/2021

Rating given action plan in most recent review process:

Fully Satisfactory

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

Dr. Digvir Jayas

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 underrepresented groups (e.g. women, persons with disabilities, Indigenous peoples and racialized minorities at the respective institution; institutions were then required to develop key S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objectives and actions to address them.

Indicate what your institution's key EDI objectives are (up to six) as outlined in the most recent version of your action plan (either the one approved by TIPS or the one current under review by TIPS), as well as the systemic barriers/challenges identified that these objectives must address. Please note that objectives should be S.M.A.R.T. and include a measurement strategy. List the corresponding actions and indicators (as indicated in your institutional EDI action plan) for each objective, and outline: a) what progress has been made during the reporting period; b) what actions were undertaken; c) the data gathered; and d) indicators used to assess the outcomes and impacts of the actions. Please note that indicators can be both quantitative and qualitative and should be specific. Outline next steps and use the contextual information box to provide any additional information (e.g. course correction, obstacles, lessons learned, etc.) for each objective.

Key Objective 1

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

Add the category of "White" to workplace diversity self-declaration and question "Why have you chosen to opt out of this questionnaire?"

Systemic barriers -

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

It is a systemic barrier if every individual cannot see themselves in the self-declaration and is critical to include "White" as a category. We need to understand why some faculty and staff in our community are not completing the workplace diversity self-declaration and address those concerns and have included the question "Why have you chosen to opt out of this questionnaire?"

Corresponding actions undertaken to address the barriers:

Launching the second phase of the UCount Campaign in June 2021 with the revised workplace diversity self-declaration including above included.

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

The Uount Campaign Launch invites all faculty and staff to complete the revised workplace diversity self-declaration. The Launch will include the importance of self-identification stressing confidentiality is respected. The survey response rate will provide a quantitative measure and indicate of qualitative initiatives are required.

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

The revised workplace diversity self-declaration has been added to our online tool "Jump" testing has been completed and revised reports have been created to reflect the change. Communications is designing a marketing strategy to introduce the second phase of the UCount Campaign. Using the workplace diversity self-declaration reports, a benchmark of representation of the 2STLGBQ+ community was created and will be used to track representation over time comparing CRC representation to University and faculty benchmarks. Ideally, national numbers will be available to compare our numbers to.

Challenges encountered during the reporting period:

Adding the category "White" required significant challenges for our existing online format in Jump.

Next Steps (indicate specific dates/timelines):

Final review of languages with a diverse groups of people in May 2021 Marketing campaign reviewed in June 2021 Meet with IST for final review of Jump in June 2021 UCount Campaign Launch June 2021

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

Yes

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:

10000

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

Designing the workplace diversity self-declaration Consulting with IST, CRC EDI Advisory Committee Getting approvals Testing Meeting with Communications

EDI Stipend Impact Rating

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

Major impact (the EDI Stipend had a major impact on achieving progress)

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	10000	IST
2	5000	Marketing

Do you have other key objectives to add?

Yes

Key Objective 2

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

Report on institutional representation and target gaps on a disaggregated and intersectional basis Develop a plan to adopt best practices for applying an intersectional lens in implementing EDI measures and to report publicly on the representation within their chair allocation on an intersectional basis

Systemic barriers -

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

Write a report that will capture target gaps on an intersectional basis; this is currently not available in our HRIS Best Practices Guide was never updated to include intersectionality and initiatives to support intersectionality are scarce; resources speak to awareness and challenges

Corresponding actions undertaken to address the barriers:

Include and raise awareness in EDI workshops: - that there are multiple forms of systemic discrimination that block people from realizing equal opportunity - that forms of systemic discrimination intersect with each other and present unique challenges for affected individuals and communities Include and Respect the voices of those impacted with intersecting identities

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

The CRC EDI Advisory Committee included vast and diverse perspectives informing CRC EDI Action Plan Ensure that data collection does not overlook the experiences of individuals with intersectional identities and reports shows institutional representation and target gaps on a disaggregated and intersectional basis

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

A plan to report on diagggregated and intersectional basis has been developed.

Challenges encountered during the reporting period:

Lack of resources and revised CRC Best Practices Guide that includes initiatives and best practices to embrace intersectionality

Next Steps (indicate specific dates/timelines):

Research and Design initiatives that embrace intersectionality and Produce report showing intersectionality to be completed by September 2021

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

Yes

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:

5000

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

Consult with CRC EDI Advisory Committee Research best practices create initiatives design reports that show intersectionality

EDI Stipend Impact Rating

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

Major impact (the EDI Stipend had a major impact on achieving progress)

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	1000	CRC EDI Advisory Committee
2	1000	IST to assist with report writing

Key Objective 3

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

Develop a communications strategy to promote the self-identification of individuals from underrepresented groups who participate in the Program, to highlight the research excellence of individuals from underrepresented groups who participate in the Program, and to promote the links between EDI and research excellence.

Systemic barriers -

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

Reluctance of people to self-identify Lack of awareness of how EDI enhances research excellence

Corresponding actions undertaken to address the barriers:

Launch Phase 2 UCount Campaign promoting the importance of self-identification through a proactive communications strategy. Works with CRC communications officer to develop this strategy. Include the links between EDI and research excellence in the implicit bias training for CRC Search Committees

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

Best Practices for EDI and research Excellence included in implicit bias training Create initiatives to include these links

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

Consultations conducted with diverse groups and CRC EDI Advisory committee. workplace diversity self-declaration finalized and approved; worked with IST to add to online Jump, testing done, work with Communications & Marketing to launch workplace diversity self-declaration; Plan for Campaign launch; Measure survey response rate and representation Formatting the revision to meet Jump limitations

Challenges encountered during the reporting period:

Formatting the revision to meet online Jump limitations

Next Steps (indicate specific dates/timelines):

Launch Campaign Measure survey response rate and representation Design new initiatives that highlight the value EDI can add to research excellence

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

Yes

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:

10000

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

Research Consultations with CRC EDI Advisory Committee, IST and Marketing and Communications

EDI Stipend Impact Rating

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

Major impact (the EDI Stipend had a major impact on achieving progress)

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	1000	CRC EDI Advisory Committee
2	2000	IST and Communications

Key Objective 4

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

Provide EDI related training (e.g., unconscious bias) to all key individuals involved in the recruitment and nomination processes of the Program

Systemic barriers -

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

That there are systemic barriers in our institutions and the need to identify and address them is the challenge. Awareness is the first step.

Corresponding actions undertaken to address the barriers:

Currently all CRC search committees must have the Human Resources 30-minute implicit bias training and complete the online CRC unconscious bias training module and to meet the requirements of the Addendum in this category, CRC EDI Advisory Committee recommends: Develop and offer a series of these four workshops offered on annual basis: o The legacy of Residential Schools Our Path to Reconciliation o EDI Profile of UM (demographics, commitment & strategy) o Inclusive Leadership Training o Accessibility Training (Employment Standard Legislation)

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

Number of designated group members hired How many attended sessions Review feedback forms after every session

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

Two of the four workshops have been delivered with the other two to be scheduled for the fall 2021

Challenges encountered during the reporting period:

only opportunities

Next Steps (indicate specific dates/timelines):

scheduling Inclusive Leadership Training and EDI Profile of U of M reviewing workshop evaluation and address recommendations based on the feedback

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

Yes

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:

5000

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

consultations with CRC EDI Advisory Committee, planning, designing workshops, coordinating, scheduling and facilitating workshops

EDI Stipend Impact Rating

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

Major impact (the EDI Stipend had a major impact on achieving progress)

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	1000	Facilitator
2	1000	CRC EDI Advrsory Committee

Key Objective 5

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

Create a CRC EDI repository

Systemic barriers -

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

This will address the systemic barrier of people not being aware and not knowing". We are encouraging people while it's ok to not know what you don't know, we all need to build cultural capacity.

Corresponding actions undertaken to address the barriers:

Create an EDI Repository on UM CRC website that o Addresses bias in reference letters o Promotes gender neutral language o Promotes understanding of pronoun use in specific identity contexts o Identifies strategies to avoid bias in peer reviews o Provides resources to promote inclusive language – i.e., in job advertisements, hiring materials, etc. and recommendations to address EDI in research grant applications

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

Gathered required documents

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

An EDI Research Committee has been formed to advise on the content of the CRC EDI Repository and develop training around including EDI in research grant applications.

Challenges encountered during the reporting period:

Only opportunities

Next Steps (indicate specific dates/timelines):

Finalize repository by September 2021; post to UM CRC website

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

Yes

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:

10000

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

consultation, EDI Research committee meetings, working with partners to finalize what is best suited to repository

EDI Stipend Impact Rating

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

Major impact (the EDI Stipend had a major impact on achieving progress)

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	1000	consultations
2	1000	research

Key Objective 6

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

Set benchmarks and indicators for equity, diversity and inclusion using the Global Diversity & Inclusion Benchmarks (GDIB) to assess the diversity and inclusivity of the UM CRC community and program to determine where we need to improve initiatives, resources and actions

Systemic barriers -

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

This is an opportunity to measure what we are doing and improve UM CRC EDI

Corresponding actions undertaken to address the barriers:

Compare U of M CRC EDI initiatives to GBID CRC EDI Advisory Committee will review the results, provide feedback and recommend initiatives

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

This analysis will be both qualitative and quantitative; are we including recommended Best Practices in UM CRC EDI

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

Analysis has started

Challenges encountered during the reporting period:

Only opportunity for improvement

Next Steps (indicate specific dates/timelines):

Analyze and compare UM CRC initiatives using GDIB Best Practices and finalizing results by September 2021

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

Yes

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:

5000

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

Consultations with CRC EDI Advisory Committee Comparing and analyzing UM CRC EDI Program

EDI Stipend Impact Rating

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

Major impact (the EDI Stipend had a major impact on achieving progress)

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	1000	CRC EDI Advisory Committee

Challenges and Opportunities

Other than what has been outlined in the section above, outline any challenges and opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. If COVID-19 has had an impact on the implementation of the institution's action plan, please outline how below. How has or will the institution address these challenges and opportunities? (limit: 5100 characters):

A CRC EDI Advisory Committee was established in September 2020 to address and meet the requirements that are tied to the 2019 Addendum to the 2006 Canadian Human Rights Agreement for the CRCP. The CRC EDI Advisory Committee included 21 current CRCs, Director, Research Services and the CRC EDI Officer. All historically and currently underrepresented groups were represented on the Advisory Committee. Four groups were developed from the Advisory Committee to address the requirements that are tied to the 2019 Addendum to the 2006 Canadian Human Rights Agreement for the CRCP. A CRC Town Hall was held and hosted by the VP Research for discussion, concerns and information sharing during COVID. An EDI Research Committee has been formed to look at the content needed for CRC EDI repository and develop a workshop around EDI in research grant applications. This was an amazing opportunity to focus on the needed improvements for a robust CRC EDI Action Plan.

Reporting on EDI Stipend objectives not accounted for in Part A**Instructions:**

- Institutions with EDI Action Plans, use this section to report on EDI Stipend objectives that are not accounted for in Section A.
- Institutions without EDI Action Plans, use this section to report on EDI Stipend objectives.

Objectives associated with your institution's EDI Stipend application

Table C1. Provide information on the objectives associated with your institution's EDI Stipend application, including the funding and timelines, for the reporting period.

EDI Stipend Objective 1**Additional Objectives (if applicable)**

Table C1. Provide information on the objectives associated with your institution's EDI Stipend application, including the funding and timelines, for the reporting period.

EDI Stipend Objective 2**EDI Stipend Objective 3****EDI Stipend Objective 4****EDI Stipend Objective 5****EDI Stipend Objective 6**

Part D: Engagement with individuals from underrepresented groups

Outline how the institution has engaged with underrepresented groups: e.g. racialized minorities, Indigenous peoples, persons with disabilities, women, LGBTQ2+ individuals, during the implementation of the action plan (during the reporting period), including how they have been involved in identifying and implementing any course corrections/adjustments, if applicable. For example, how was feedback gathered on whether the measures being implemented are resulting in a more inclusive research environment for chairholders of underrepresented groups? How has intersectionality been considered in developing and implementing the plan (if applicable)? Have new gaps been identified? How will members of underrepresented groups continue to be engaged? (limit: 10 200 characters)

A CRC EDI Advisory Committee was established in September 2020 to address and meet the requirements that are tied to the 2019 Addendum to the 2006 Canadian Human Rights Agreement for the CRCP. The CRC EDI Advisory Committee included 21 current CRCs, Director, Research Services and the CRC EDI Officer. All historically and currently underrepresented groups were represented on the Advisory Committee. Four groups were developed from the Advisory Committee to address the requirements that are tied to the 2019 Addendum to the 2006 Canadian Human Rights Agreement for the CRCP.

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 possible. 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)

A President's Task Force on Equity, Diversity, and Inclusion (EDI) was established in October 2019 to provide recommendations on the process and actions required to identify and examine obstacles and inequities facing faculty, staff and students at the University of Manitoba. Chaired by Vice-Provost (Academic Affairs) the task force includes senior leaders, faculty members, students and staff members, as well as resource members drawn from relevant units of the University. Presentations on the recommendations have been delivered to the Deans/Directors, the Senate, and the Board of Governors (these were done between January and March 2021). The recommendations have been/are with the President. Our focus this year centers the HR EDI Strategy on humanity, justice, and dismantling systems of racism, inequity and oppression in all forms over a business case. We recognize a social justice approach is needed to achieve fairness, so that every individual is welcomed and can fully participate in our community. This has been a challenging year for everyone and HR EDI cannot ignore the societal racism that influences our community. Adopting a social justice lens, the EDI Strategy include the initiatives necessary to identify and dismantle those structures in which systemic discrimination continues to be embedded. As part of this, HR EDI introduced a new workshop, Dismantling Racism: We have inherited an historical, systematic, and pervasive way in which race and racism have been constructed in this country. Hate and ignorance have not driven the history of racist ideas in Canada racist policies have driven the history of racist ideas in Canada. We will look at the nature of systemic racism and how it affects our communities today. Together we will explore how we as individual and part of this community can recognize and dismantle systemic racism through an anti-racist lens. This session includes small and large group discussions, learning activities and videos. All faculty and staff are invited to attend. And recently, the University of Manitoba released an important document: Upholding the Principles of Equity, Diversity, and Inclusion During COVID-19. This handbook will cultivate an awareness of how COVID-19 has disproportionately affected diverse communities, and it will act as a resource guide to help connect people to university and community supports. EDI workshops offered: Building Cultural Capacity Equity, Diversity & Inclusion Overview EDI 2.0 Managing Implicit Bias in the Hiring Process Our Path to Reconciliation - TRC Call to Action 57 EDI: An Agenda for Change Dismantling Racism 2SLGBTQ+ Inclusion Training Being Queer in the Time of Covid Dialogues & Workshops: o Community discussion: Being Queer in the time of Covid-19 o Community Discussion: Use of Gender Pronouns o Being Queer Community Discussion Regarding Health Care Providers o 2SLGBTQ+Awareness - "Creating Positive Change in HealthCare Environments 2SLGBTQ+Perspective" EDI, a Dialogue on Bias; and Responding to Microaggressions Implicit Bias Training to Search, Selection and Awards Committees On Tuesday, August 25, 2020, the Rady Faculty of Health Sciences' Faculty Executive Council (FEC) approved the RFHS Disruption of all Forms of Racism policy, the first anti-racism policy to be passed by any faculty or post-secondary institution in Canada. The policy was drafted following extensive consultations with faculty, staff, learners and stakeholders in the university and general communities. RFHS EDI and HR EDI have created an EDI Community of Practice and have invited all faculty and staff to join with the purpose of: • Providing further training and experience to help increase skills and confidence in advocating for EDI • Empowering people to be an information source for your departments and communities about upcoming EDI events and campus & community resources, • Inviting diverse perspectives in developing future EDI Initiatives. RFHS EDI and HR EDI work together to design EDI strategies

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

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

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

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit.'

Jointly administered by:

