UNIVERSITY OF
MANITOBA
CANADA RESEARCH
CHAIRS
EQUITY, DIVERSITY &
INCLUSION
ACTION PLAN
2021/2022



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Equity, Diversity, and Inclusion Action Plan for the Canada Research Chairs Program at UM

1 Preamble

In recognition of the importance of Equity, Diversity and Inclusion in the University and in alignment with the requirements set out by the Canada Research Chairs program (CRCP), the University of Manitoba (UM) offers the following report that includes an action plan. The Action Plan provides a description of current and new CRC initiatives to consistently meet or exceed UM's targets for the number of Canada Research Chair holders that identify as a member of one or more of the four federally designated groups: Indigenous Peoples, Persons with Disabilities, Racialized Persons and Women.

Our CRC EDI Action Plan specifically addresses systemic barriers in our policies, processes and structures and responds to the requirements that are tied to the 2019 Addendum to the 2006 Canadian Human Rights Agreement for the CRCP:

- Target Setting Implementation;
- Data Collection;
- CRC Recommended Best Practices;
- Management of Canada Research Chair Allocations at UM; and,
- Retention and Inclusivity

The Equity, Diversity and Inclusion Objectives and Measurement Strategies section of the report outlines actions to meet and exceed the targets set out by the CRCP. The actions aim to build on an already thoughtful approach to incorporating EDI considerations into the recruitment, retention and advancement of UM's CRCs, such as limiting Tier 1 chairs to two terms since 2014, providing mentorship to Tier 2 and recruitment of chair holders since 2013 and encouraging Self-identification at the point of application.

The actions in this plan are specific to CRCs. From an institutional perspective, in 2017, the UM along with 97 other Canadian post-secondary institutions, committed to <u>Universities Canada's Inclusive Excellence</u>

<u>Principles.</u> These principles include developing and/or maintaining an EDI action plan. The actions developed through that commitment will further support this CRC EDI action plan by addressing some of the broader, systemic challenges that adversely impact individuals of underrepresented groups. The UM has been invited and is committed to Dimensions Program as an Affiliate; we have access to a repository of tools and references and have the opportunity to join Dimensions community of practice on EDI. The Dimensions program addresses obstacles faced by, but not limited to, women, Indigenous Peoples, persons with disabilities, members of visible minorities/racialized groups, and members of LGBTQ2+ communities.



At its meeting on Jan. 25, 2022, the Board of Governors approved the appointment of the newly created position of Executive EDI Lead at the UM. This role reports directly to the President and will work with our community to implement the seven recommendations provided in the <u>Final Report of the President's Task Force on EDI</u> including recommended structure and resourcing. The Executive EDI Lead will provide overall leadership of the UM's EDI initiatives, and analyze the issues raised by the Task Force Report, ensuring we continually question our systems and processes in an effort to continue to eradicate systemic inequities and biases.

The UM is pleased to announce the establishment of its first Anti-Racism Task Force. This is a key step in advancing racial justice, reflecting a commitment by the UM to eliminating all forms of racism across all areas and levels of the institution. It builds on over a decade of work that includes the creation of the Vice-President (Indigenous) role, the Rady Faculty of Health Science's Disruption of All Forms of Racism Policy, the President's Task Force on EDI, and the appointment of the inaugural Executive EDI Lead.

The UM is also home to the EDI Community of Practice that has over 200 members and continues to host meetings and invites faculty, staff and students 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.

The Executive Lead EDI, RFHS EDI and HR EDI work together to design EDI strategies, promote EDI best practices and embed EDI in our work.

Also, from an institutional perspective, the UM strives to work beyond the Accessibility for Manitobans Act that became law in December 2013 that aims to help remove barriers to education and lead to a more encouraging and welcoming environment for all students, faculty, staff, and all members of the community. The UM released its Accessibility Plan in December 2016 and has made important progress to institutionalize the principles of equity, diversity and inclusion and continues to strengthen those principles with this report and action plan. An Anti-ableism Strategy is being developed by the newly created Anti-ableism Working Group

Regards,

Digvir S. Jayas, O.C., Ph.D., D.Sc., P.Eng., P.Ag., FRSC, Vice-President (Research and International) and Distinguished Professor University of Manitoba



2 University of Manitoba CRCP Statement of Commitment

UM is firmly committed to ensuring equity, diversity and inclusion within the CRCP. This statement expresses our ongoing commitment to fostering a culture where all people feel valued, respected and included. This builds upon and solidifies our original CRC EDI Action Plan that specifically addresses systemic barriers in our policies, processes and structures and responds to the requirements that are tied to the 2019 Addendum to the 2006 Canadian Human Rights Agreement for the CRCP.

In accordance with our equity, diversity and inclusion priorities, we are committed to ensuring that all Canada Research Chair nominees have fair and equitable access to opportunities throughout hiring, retention and advancement. We recognize that Women, Indigenous Peoples, Racialized Members and Persons with Disabilities have been historically and are currently disadvantaged in the workforce and our goal is to ensure equal opportunities are available for these groups. The UM acknowledges the historical discrimination against the 2STLGBQ+; we thus include sexual and gender identity questions in our workplace diversity self-declaration and in the CRC candidates' equity questionnaire, and consider this in the assessment of CRCs. We address the barriers faced by the 2STLGBQ+ community with proactive and supportive initiatives. The UM complies voluntarily to Employment Equity as this program has the best practices in collecting workforce information, measuring diversity and addressing gaps in representation. We will report representation and target gaps on a disaggregated and intersectional basis. The UM acknowledges that proactive initiatives are necessary to ensure that researchers who are members of these groups are better represented among nominations for Canada Research Chair positions.

Society benefits from the social and economic advantages of an inclusive culture by drawing on the skills of all people. Equity, diversity and inclusivity (EDI) strengthens research communities by increasing the quality, social relevance, and impact of research and teaching. The UM is committed to improving the governance, transparency and monitoring of equity, diversity and inclusion within the CRCP. This includes actions that will support us in making swift progress towards meeting and exceeding our targets and fostering a culture of inclusion.



3 Equity, Diversity and Inclusion Objectives and Measurement Strategies

3.1 Approach

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.

The Vice-President (Research and International) (VPRI) is responsible for approving this plan. The Office of the VPRI will be responsible for communicating the objectives and actions of the plan to the UM community and will be accountable for its implementation.

3.1.1 Target Setting Implementation

Recommendations:

Targeted recruiting to meet goals:

Preference will be given to the marginalized groups, Women, Indigenous Peoples, Racialized Persons and Persons with Disabilities and the 2STLGBQ+ community for all future CRC positions if we are below our targets in any of the categories. Recognizing the underrepresentation of these groups at the UM, this recommendation supports the CRC EDI Action Plan and has been developed based on the special measures provision of the Manitoba Human Rights Code.

Faculties and Schools should contact the Vice-President (Research and International) to assist with accommodation costs. This recommendation intends to reflect UM's genuine commitment to an inclusive workplace where effectively providing accommodations for persons with disabilities becomes part of our culture.

The faculties should consider Chairs in these areas: Disabilities, Black, Asian, Immigration and more Chairs in Indigenous Studies.



3.1.2 Data Collection

UM currently meets the requirements of the Addendum in this area with certain initiatives added to the Action Plan for completion.

- The UM complies voluntarily with Employment Equity and collects workforce information. This allows the University to measure diversity, create appropriate initiatives to address underrepresentation and determine if our initiatives are successful.
- Candidates for chair positions are emailed a link to the Faculty Recruitment Equity Questionnaire and invited to answer the equity questions. Candidates have the option to share their responses with the search committee. We have added sexual and gender identity questions to candidate equity questionnaire. Please see Appendix 2: Faculty Recruitment Equity Questionnaire.
- The Workplace Diversity Self-declaration can be completed online or a hard copy is provided, if preferred. Please see Appendix 1: Workplace Diversity Questionnaire.
- This year, the UM diversity statement has been revised and is included on all job postings and Career Opportunities Website:
 - "The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure (where applicable) for systemically marginalized groups who have been excluded from full participation at the University and the larger community including Indigenous Peoples, women, racialized persons, persons with disabilities and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual and other diverse sexual identities)."
 - This statement will be reviewed and updated regularly to reflect UM's ongoing commitment to EDI.
- The UM collects and reviews disaggregated data for all groups to ensure any systemic barriers within policies and processes can be identified and addressed.
- The Workplace Diversity Self-Declaration explains the purposes of the questionnaire, how the data will be used and the importance of self-identification; provides a definition of each designated group and each question has the option to not respond. We respect the reasons why someone may choose not to self-identify; self-identification is voluntary.
- The Workplace Diversity Self-Declaration has a privacy clause alongside the methods of protection and planned uses of any information collected.
- CRC EDI Advisory Committee has reviewed the Workplace Diversity Self-declaration, Faculty Recruitment
 Equity Questionnaire and Diversity Statement and has incorporated the recommendations made for
 improvement by including other identities that better reflect intersectionality.
- The UM never guesses or assumes the gender, race, or other characteristics of a nominee.
- The UM suppresses data counts of less than five when sharing or publishing data.
- All reports include non-identification rates when presenting the data, so the margins of error and reliability of the data are transparent.
- The UM workplace diversity self-declaration has been revised to include the option for nominees and chairholders to self-identify as "White".
- The UM measures and reports intersectionality; we identify and address the barriers faced by people with intersections of identities.



- The UM gathers and implements sound approaches to increase representation by LGBTQ+ chairholders in
 the CRCP, by including sexual and gender identity questions in the CRC Candidates' Equity questionnaire and
 promoting and addressing the barriers faced by the community with proactive and supportive initiatives.
 (e.g., within their Equity, Diversity, and Inclusion CRC Action Plans.) The CRC EDI Advisory Committee shared
 proactive language for gender & sexual identity questions to be included in CRC Candidates' Equity
 Questionnaire.
- Using the workplace diversity self-declaration reports, a benchmark of representation of the 2STLGBQ+ community has been created and will be tracked over time to assess representation. (There is no national data).
- The UM adopts 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, while respecting the federal Privacy Act in the CRC EDI Action Plan.
- The UM develops, maintains, and implements a communications strategy to promote the self-identification of individuals from the systemically excluded groups who participate in the CRCP, to highlight the research excellence of individuals from these groups who participate in the CRCP, and to promote the links between EDI and research excellence.



3.1.3 Training - Currently all CRC search committees must have the 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
 - EDI Profile of UM (demographics, commitment & strategy)
 - o Inclusive Leadership Training
 - Accessibility Training (Employment Standard)
- Request all CRC candidates provide an EDI Statement outlining how they have contributed to EDI in the past and what their plans are to enhance EDI in the future
- All interviews will include two EDI questions
- Create an EDI Repository on UM CRC website that
 - Addresses bias in reference letters
 - Promotes gender neutral language
 - Promotes understanding of pronoun use in specific identity contexts
 - Identifies strategies to avoid bias in peer reviews
 - Provides resources to promote inclusive language i.e., in job advertisements, hiring materials, etc.

3.1.4 EDI Best Practices

- Develop and monitor CRC exit surveys and progress reports submitted by chairholders to identify systemic barriers, and attempt to address such barriers, as required, within CRC EDI Action Plans
- Coordinate a Mentorship Program
- Schedule a CRC Town Hall for discussion, concerns and information sharing during and after COVID
- Support performance management by including EDI principles and best practices indicators in the performance review for individuals responsible for the CRCP
- Set benchmarks and indicators for equity, diversity and inclusion by using the Global Diversity & Inclusion Benchmarks to get a good sense of the diversity and inclusivity of the CRC community and where the CRCP should be directing improvement efforts



3.2 Key Outcomes

Three major sites for action emerged from these reviews: A. Data Collection, B. Training and C. Best Practices.

A. Data Collection

Is the foundation of an EDI Action Plan. We have reviewed our processes and the CRC EDI Advisory Committee made recommendations for enhancement to meet the Addendum requirements.

B. Training

CRC EDI Advisory Committee reviewed our current CRC training and made recommendations to enhance training that are included in this Action Plan.

C. EDI Best Practices

CRC EDI Advisory Committee have made recommendations to enhance EDI in CRCP and have added those to our Action Plan.



Goal: To consistently meet or exceed UM's targets for the number of Canada Research Chair holders that identify as a member of one or more of the four federally designated groups.

The outcomes from consultations with CRC EDI Advisory Committee highlighted three main sites for action to meet the Addendum and has informed the action plan below.

A) Data Collection: To continue to build on the advantages of diversity and inclusion within the recruitment, retention and advancement of the CRCP at UM.

	Initiative	Outcome Measures	Targeted Completion Date
A1	The UM workplace diversity self-declaration has been revised and includes the option for nominees and chairholders to self-identify as "White". UCount campaign launch to increase survey response rate	Revised Workplace Diversity Self- declaration Increase survey response rate	May 2021 UCount Launch
A2	Measure and provide reports on intersectionality.	Increased options for self-identification and tools for recognizing intersectionality; Design reports that show two or more identities.	Ongoing
А3	Gather and implement sound approaches to increase representation by LGBTQ+ chairholders in the Program and require institutional initiatives to implement such approaches (e.g., within their Equity, Diversity, and Inclusion Action Plans).	Include sexual and gender identity questions to candidate equity questionnaire	Ongoing



A4	Using the workplace diversity self-declaration reports, a benchmark of representation of the 2STLGBQ+ community has been created to be tracked over time comparing CRC representation to University and faculty benchmarks	Determine year over year representation	January each year
A5	Include 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, while respecting the federal Privacy Act in this Action Plan	Recognize and address challenges in intersectionality	Ongoing
A6	Develop, maintain, and implement 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	Increased survey response	Ongoing
A7	Host workshops stressing the value and importance of EDI and self-identification	Increased survey response	Ongoing



B) Training

	Initiative	Outcome Measures	Targeted Completion Date
B1	Develop and offer a series of these four workshops listed in 3.1.3 on annual basis	Evaluation and attendance	Ongoing
B2	Request all CRC candidates provide an EDI Statement outlining how they have contributed to EDI in the past and what their plans are to enhance EDI in the future and two EDI questions are included in the interview	Commitment to EDI	Ongoing
В3	Create a CRC EDI repository on UM's CRC Public Accountability website	Share EDI Best Practices and Resources	Ongoing



C) EDI Best Practices

	Initiative	Outcome Measures	Targeted Completion Date
C1	Schedule CRC Town Hall for discussion, concerns and information sharing during COVID	Information sharing	Ongoing
C2	Support performance management by including EDI principles and best practices indicators in the performance review for individuals responsible for the CRCP	Commitment to EDI	Currently in consultations
C3	Conduct racial and equity impact assessments on policies & procedures (formal and informal)	Identify and remove systemic barriers	Ongoing
C4	Set benchmarks and indicators for equity, diversity and inclusion by using the Global Diversity & Inclusion Benchmarks to get a good sense of the diversity and inclusivity of the CRCP and where the Program should be directing improvement efforts	Assess flaws in CRC EDI Action Plan	Continuously reviewed

3.4 Action Plan Implementation

The Canada Research Chairs Equity, Diversity and Inclusion Advisory Committee was established to develop this report. The CRC EDI Advisory Committee will continue to monitor progress and provide feedback on any issues that arise with the implementation of the action plan.



4 Management of Canada Research Chair Allocations at UM

4.1 Policies and Processes for Recruiting Canada Research Chairholders

Please visit:

• Policies & Processes for Recruitment of CRCs

4.2 Management of Allocation

In consultation with Deans and Directors in December 2017, the following process was agreed upon:

- (i) Target recruitment/retention/advancement CRCs to a "designated group" if we are below our target for that particular designated group (women, racialized minorities, persons with disabilities and Indigenous persons).
- (ii) Use Tier 1 CRCs for retention and advancement in the first instance, through an open University-wide search in the CIHR, NSERC and SSHRC areas. If no internal candidate is identified, which is considered highly unlikely, then allocate the Tier 1 CRC for recruitment.
- (iii) Use Tier 2 CRCs for recruitment using an open call to units to submit proposals in areas of importance to its strategic development of research and research training.
- (iv) Use up to 10% of CRCs to strengthen the large strategic research proposals to external funding agencies.

The Vice-President (Research and International) and Provost and Vice-President (Academic) issue an open call for available chairs in each of the tri-agencies, to unit Deans and Directors, for recruitment, retention, and/or advancement of a Chair. Proposals from the Units must include: i) proposed research and research training program; ii) fit with priority needs of the unit, the University's Strategic Plan and the Strategic Research Plan; iii) fit with the academic staffing plan, fit with the needs of the unit, and how it enhances employment equity in the unit; and iv) the unit's research environment and committed level of support for the proposed chair.



4.3 Process for Determining in Which Faculty, Department and/or Research Area to Allocate Chair Positions

Unit Deans and Directors disseminate the call to College Deans, Department heads and faculty members, indicating its prioritization for chairs. Units form their own committees to evaluate proposals and submit to the Vice-President (Research and International) office, with a rank order for prioritization based on their strategic priorities for research and research training. Proposals are reviewed by the University's Selection Committee consisting of the Vice-Provost (Academic Affairs), the Associate Vice-President (Research), the Vice-President (Research and International), and the Provost and Vice-President (Academic), with the VPRI as chair of this Committee.

Regarding the corridor of flexibility to split or combine chairs, the University does not currently use flex moves to split Tier 1 chairs into two Tier 2s or combine two Tier 2s to form a Tier 1 chair position, nor does it flex any of its chair positions between the tri-agencies. It may exercise this option only on a temporary basis (i.e., less than one year), should the need arise due to lost chairs in the CRC reallocation exercise, at which time the chair position will revert back to the original state.

4.4 Renewal of Tier 2 and 1 Chairholders

Notice of renewal intake dates are provided to unit Deans and Directors, along with the process to assess the excellence of the chairholder and how they have achieved the objectives in the original nomination. Deans and Directors form a committee to evaluate the chair renewal, led by the Dean and/or associate Dean (research), which includes the Department head(s) and where appropriate, the research centre/institute Director, and others as appropriate. The chairholder's CV, CRC performance report, and a one-page summary of the research objectives for the following five-year term of the chair, are used in the evaluation. A recommendation that includes the process used to arrive at the recommendation is submitted to the Vice-President (Research and International), which is reviewed by the University's Selection Committee consisting of the Vice-Provost (Academic Affairs), the Associate Vice-President (Research), the Vice-President (Research and International), and the Provost and Vice-President (Academic), with the VPRI as chair of this Committee.

4.5 Phase-Out Due to Re-allocation Process

The Vice-President (Research and International) office strategically plans its chair allocations by not overcommitting chair positions should it lose a chair(s) due to a reallocation exercise. The UM does not phase out existing chairs in order to be able to return lost chairs. It also strategically plans for EDI and strives to meet and/or exceed our targets in all of the designated groups.



4.6 Support Provided to Chairholders

The institution's Chairs Support Program provides funds to offset a portion of the chair salary in order for CRC funds to be used to cover eligible expenses allowed under the CRCP guidelines for the chair's research program. The institution's policy ensures chairholders have a reduced teaching load of at least 50% of the normal teaching load in a unit, thus increasing protected time for research. All are provided with office space. Unit Deans and Directors work with the Provost and Vice-President (Academic) office to establish an appropriate salary for chairholders in accordance with the Collective Agreement between UM and its Faculty Association. Chairholders are eligible to receive an annual salary stipend (\$10k per annum for Tier 2; and \$20k for Tier 1) during their first and second terms of their CRCs. The annual administrative fees charged to each of the chairs is set conservatively at \$10k for Tier 1 and \$5k for Tier 2 for research services, technology transfer and financial services support. Unit deans and directors work with department heads and centre directors to ensure chairholders have assigned mentor(s), access to research equipment and administrative support. These supports are consistent among all chairholders, and as such, individuals from the four designated groups are not disadvantaged in negotiations related to the level of institutional support that is provided. The UM includes in all its CRC advertisements a statement that the institution takes action to promote equity, diversity and fosters a culture of inclusivity; and that all candidates will have fair and equitable access to opportunities throughout the retention, recruitment and advancement processes. The advertisement also contains standard language that encourages candidates to explain career leaves and that measures will be taken to ensure that these leaves will be taken into careful consideration during the evaluation process. As well, it is noted that candidates can request accommodation support if needed during the recruitment process. The Associate Vice-President (Research), who acts as the University's equivalent equity officer for the CRCP, sits on all CRC Nomination Selection Committees and ensures that career leaves are highlighted and discussed at the meetings and throughout the search process. Committee members will receive equity training that includes instruction on how to recognize and combat unconscious, implicit, overt, prejudicial and other kinds of bias, which is also reflected in the CRC advertisement.



5 Retention and Inclusivity

5.1 Providing a Supportive and Inclusive Workplace for all Chairholders and How this is Monitored

All CRCs (including those in FDGs) are provided mentoring, usually through a senior colleague and one who is currently or was formerly a CRC themselves. The CRC application process specifically outlines the "environment" in which the CRC will be working. "Environment" refers not only to their physical space and equipment etc., but also to colleagues and potential collaborators with whom the CRC can work. CRCs also meet annually with their unit heads to discuss performance and other issues that may be of concern regarding the advancement of their chair programs.

Additionally, and annually, all CRCs report on their previous year as a chairholder and can comment on both the positive and challenging aspects of their experience. In the case of challenges, the Office of Research Services Director brings these to the attention of the VPRIO and/or Unit head as appropriate, for resolution with the CRC. Similarly, when CRCs leave the University, they meet with their unit head. Reasons for departure are relayed to the VPRIO. If possible, measures to rectify issues are implemented to improve overall the CRCs' environment, support and ability to deliver on their programs.

5.2 The Procedures, Policies and Supports in Place that Enable the Retention of Individuals from the FDGS.

See section 4.1



5.3 Addressing Equity, Diversity & Inclusion Concerns Related to Canada Research Chair Processes at UM

5.3.1 Concerns received within the CRC recruitment process:

Any equity, diversity and/or inclusion concerns raised or received during the recruitment process are monitored, addressed and reported by way of the Equivalent Equity Officer (EEO) on each search committee. Each step of the recruitment process is monitored and approved by the EEO before moving forward to the next step; accordingly, any concerns raised or received are handled within this process.

5.3.2 Concerns received outside of the recruitment process:

Any equity, diversity and/or inclusion concerns raised or received outside of the recruitment process may be monitored, addressed and reported using the following approaches or combination of approaches:

- With respect to the CRCP, concerns may be addressed through the Office of the Vice-President (Research and International) and/or the Office of Research Services;
- Concerns that relate to UM Faculty Association (UMFA) Collective Agreement, or by-laws and policies governing faculty are addressed as per the procedures set out in the UMFA collective agreement;
- General concerns related to equity, diversity and/or inclusion are addressed via the <u>Respectful</u>
 <u>Workplace Environment</u> policy and procedures and are monitored and reported as per the procedures.

5.3.3 Contact Information

For further information related to equity, diversity and inclusion for the CRC process at UM, please contact:

General Equity, Diversity and Inclusion queries:	CRC related EDI queries:
Valerie Williams Equity, Diversity & Inclusion Facilitator Human Resources Valerie.Williams@umanitoba.ca 204.474.8371	Dr. Annemieke Farenhorst Associate VP (Research) Office of the Vice-President (Research and International) Equivalent Equity Officer: CRC Search Committees Annemieke.farenhorst@umanitoba.ca



Appendix 1 Workplace Diversity Self-declaration

The University of Manitoba is committed to workplace equity, diversity and inclusion. Information from the self-declaration will provide us with a greater understanding of the current composition of our faculty and staff and help to inform the development of future equity, diversity and inclusion strategies.

The language used in this area is evolving. We have tried to use terms that are consistent with characterizing other major Canadian universities. Some of them may reflect more traditional ways of oneself. In an effort to make this document as accessible as possible we have used traditional and more current terms. Only the combined totals of the data will be shared. Your response is confidential and used only to help ensure that the University is doing all it can to act on our equity, diversity and inclusion goals:

https://umanitoba.ca/admin/human resources/equity/index.html

This self-declaration is voluntary and if you so choose, you can check the box: "I have decided not to complete the workplace diversity self-declaration".

1. Employ	ree Name Employee No
□ I have	e decided <u>not</u> to complete the workplace diversity self-declaration.
•	nous Person endant of the original inhabitants of Turtle Island/North America or original inhabitants of other es.
Do you	self-identify as: (please check all that apply)
	First Nation (status or non-status)
	Métis (member or non-member)
	Inuit
	American Indian/Alaska Native/Pacific Islander
	Indigenous from outside Turtle Island/North America
	No, I do not self-identify as Indigenous
	I choose not to answer



a social construct used to classify human beings based on identified or perceived characteristics such as lour and informed by historical and geographic contexts. The term racialized reflects the socio/political affecting groups of people and the differential treatment they receive due to identity signifiers that always visible (like skin colour) but associated with race. We prefer to use "racialized" as opposed to minority" groups or "People of Colour".
you identify as Racialized: acial / Multiracial (i.e., parents or ancestors from different racialized backgrounds) ack at Asian ddle Eastern or Arab spanic, Latinx, or Latin American cific Islanders (non-white) uth Asian
you identify as White
noose not to answer
with a Disability(s) on with a disability includes someone who has a physical, intellectual or learning disability, a sensory ment, and/or a mental/emotional health issue, which in interaction with various barriers, may hinder all and effective participation in society on an equal basis with others. self-identify as a person with a disability(s)? Yes No I choose not to answer
r Identity r identity is the personal concept of and expression of one's own gender(s). u self-identify as: Two-Spirit Transgender Trans non-binary Queer, or a gender that does not align with your sex assigned at birth Female Male Preferred term please specify



☐ I choose not to answer

3. Race/Racialized Persons

6. Sexual Identity

	dentity refers to an individual's identity in relation to the gender(s) to which they are attracted and/or ople identify their sexuality.
Do you s	self-identify as:
	Two-Spirit
	Lesbian
	Gay
	Bisexual
	Queer
	Heterosexual
	Preferred term please specify

You have the right to review and change information relating to you at any time including "I have decided <u>not</u> to answer the questions." You can self-identify in more than one designated group if applicable. If you have any questions, please contact valerie.williams@umanitoba.ca

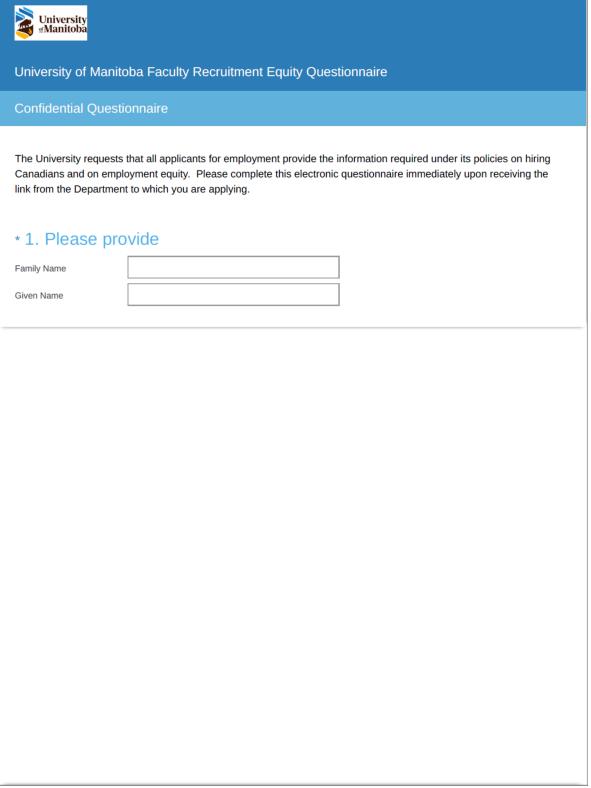
Privacy Notification

☐ I choose not to answer

This personal information is being collected under the authority of UM Act. It will not be used or disclosed for other purposes, unless permitted by The Freedom of Information and Protection of Privacy Act (FIPPA). If you have any questions about the collection of your personal information, contact the Access & Privacy Office (tel. 204-474-9462), 233 Elizabeth Dafoe Library, University of Manitoba, Winnipeg, MB, R3T 2N2.



Appendix 2 Faculty Recruitment Equity Questionnaire







University of Manitoba Faculty Recruitment Equity Questionnaire

PART		

Response Required

Except where it is clearly to the disadvantage of the University and its programs, qualified Canadian applicants shall be given preference over non-Canadian applicants in hiring decisions. For these purposes, Canadians are defined as: 1) Canadian citizens; 2) permanent residents of Canada; OR 3) those permanent resident applicants who have received approval in principle from Citizenship and Immigration Canada and hold a valid open work permit which authorizes work pending finalization of permanent residency.

* 2. Canadian Citizenship

you are a Canadian citizen or permanent resident as described above:
○ Yes
○ No
3. Work Permit
If you are not a Canadian citizen, do you have a current valid work
permit for Canada?
Yes
○ No

In order that we can complete your application, please indicate whether





University of Manitoba Faculty Recruitment Equity Questionnaire

PART II: Employment Equity Questionnaire

Response Requested

The University of Manitoba is committed to achieving an inclusive workplace. As part of this commitment, we comply voluntarily to the Employment Equity program which seeks to diversify our workforce and increase the representation of the four designated groups: women, Indigenous peoples, racialized persons/persons of colour and persons with disabilities.

Part of our Diversity & Inclusion Strategy means ensuring that our hiring practices reflect our commitment to employment equity. In order to do this, we ask that you complete the following questionnaire. The completion of this section of the form is voluntary. The information you provide will be used to track the numbers of applications received from members of the designated groups. It may also be used in the selection of candidates for employment. However, only individuals qualified for the position will be considered. Your response will be kept confidential and will be destroyed once the position is filled.

Further information can be obtained by contacting the Diversity & Inclusion Facilitator at 474-8371.

4. The University of Manitoba complies voluntarily with the Employment Equity Program. For the purposes of employment equity, women are a designated group.

Do you identify as a woman?

Yes)	
No	7	



5. Indigenous Peoples
A descendant of the original peoples of North America. An Indigenous person MAY be First Nations, Métis or Inuit.
Are you an Indigenous person? Yes No
6. Racialized Person: (sometimes referred to in government documents as "a member of a visible minority")
A Racialized Person in Canada is someone (other than an Indigenous Person) who self-identifies as non-White in colour or non-White in racial origin, regardless of birthplace or citizenship.
Do you self-identify as a "racialized person"? Yes No



7. Person with a Disability(s)
A Person with a disability includes someone who has a physical, intellectual or learning disability, a sensory impairment, and/or a mental/emotional health issue, which in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.
Do you self-identify as a person with a disability? Yes No
8. Gender Identity
Gender identity is the personal concept of and expression of one's own gender(s).
Do you self-identify as: Two-Spirit, transgender, non-binary, queer, or a gender that does not align with your sex assigned at birth Trans Female Cisgender (non-transgender) Female Trans Male Cisgender (non-transgender) Male I choose not to answer



9. Sexual Identity
Sexual identity refers to an individual's identity in relation to the gender(s) to which they are attracted and/or how people identify their sexuality.
Do you self-identify as: Two-spirit Lesbian
Gay Bisexual Queer Heterosexual
I choose not to answer





University of Manitoba Faculty Recruitment Equity Questionnaire

Share information with Search Committee

If you have not already done so, you may wish to advise the Search Committee of your status as a member of a
designated group. Please indicate below if you wish to forward your responses to the Chair of the Search Committee.

designated group. Please indicate below if you wish to forward your responses to the Chair of the Search Committee.
* 10. I wish to have my responses forwarded to the Search Committee.
Yes
○ No

