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1. Engagement with individuals from underrepresented groups



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.

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).

Contact information

Please complete the fields below.

Name of Institution:

University of Manitoba

Contact Name:

Dr. B. Mario Pinto

Position Title:

VP Research & International

Institutional Email:

mario.pinto@umanitoba.ca

Institutional Telephone Number:

204 474-9404

The link for the EDI progress report and EDI Stipend report:<https://umanitoba.ca/research/research-chairs/crc-public-accountability-transparency>

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):

06/15/2022

Rating given to the action plan in most recent review process:

Fully satisfies

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

Dr. B. Mario Pinto

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.

Key Objective 1

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

To continue to build on the advantages of diversity and inclusion within the recruitment, retention, and advancement of the CRCs at UM by collecting data on diverse representation. There have been three main prongs to this objective: A. Revising self-identification data collection forms and collecting self-identification data from UM faculty and staff (including CRCs), B. Collecting self-identification data from those applying for a Canada Research Chair position at UM, and C. Enhancing recruitment processes for UM CRC nominees.

Systemic barriers -

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

A. UM has been involved in an ongoing initiative to collect identity data from all faculty and staff. This has included several revisions to the questionnaire in keeping with best practice in the language used. However, it has proved difficult to engage faculty and staff in this voluntary exercise of self-identification. Systemic barriers include a reluctance by members of some underrepresented groups to identify with that group/those groups given societal stigma and discrimination around such identification, and a human resources system that may not be fully equipped to accept data accounting for diverse identities. This effort is further complicated by the fact that any self-identification is voluntary and people may identify in different ways at different times.

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
Corresponding action 1	Hiring UM EDI Lead reporting to UM President	Completed
Corresponding action 2	Setting up Office of Equity and Transformation under EDI Lead	Completed
Corresponding action 3	Assessing data collection strategy	In progress
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

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

A. Once UM fully identifies and addresses these barriers, diversity data collection within UM will re-initiate. B. We will continue to revise our diversity questionnaire for CRC applicants as appropriate. We collect data on the number of applicants completing the questionnaire but cannot compel responses on identity factors. Unfortunately, the data that are available are incomplete and this remains an obstacle to more accurate analyses. C. See Objective 3 below.

Outcomes and Impacts made during the reporting period:

See responses above

Challenges encountered during the reporting period:

A. As this is a university-wide initiative under the UM Lead portfolio, it will take some time to develop an action plan to move forward with robust UM data collection. B. The challenges are as identified above. C. See Objective 3 below.

Next Steps (indicate specific dates/timelines):

UM's new (Oct 2022) Vice-President (Research & International) is undertaking a review of his portfolio and leading the development of a new (2024-2028) Strategic Research Plan for UM. In consultation with the newly appointed (Aug 2022) EDI Research Advisor, he will also assess UM's current CRC EDI Action Plan. For now, UM will focus on Objectives 2 and 3 of this Plan, which have been supported by funds from the CRC EDI Stipend. C. With the appointment of the EDI Research Advisor, UM has also undertaken a review of CRC hiring practices and: • has enhanced the bias and best practices training that we offer to search committees (Fall 2022), • has emphasized the role of the EDI Research Advisor as the expert EDI resource on all CRC search committees (Fall 2022 and ongoing), • has provided information on diverse advertising venues (Winter 2022), • has provided support to committees in promoting the recommendation of diverse CRC nominees (Fall 2022 and ongoing), • will create an EDI Toolkit for CRC search committees and search committee chairs (March 2023) (see details in Objective 3 below)

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

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.

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:

To enhance EDI learning opportunities offered to CRCs at UM. Learning opportunities (goals) associated with this Objective include: A. UM CRCs and CRC Search Committee members have a better understanding of the concept of intersectionality, as it applies to multiple marginalized identities and social justice. B. UM CRCs have a better understanding of decolonized research strategies and what is meant by Indigenous perspectives and knowledges. C. Framework developed for an accredited UM CRC EDI Workshop Series, which has compulsory and elective modules that are linked to online EDI Resources that use diverse approaches to learning. UM has also developed and offers the following workshops for CRCs and the UM community: • Our Path to Reconciliation (available on request after initial rollout) • Inclusive leadership training for senior leaders (vice-presidents, associate vice-presidents, deans) • Accessibility Training (delivered on-line asynchronously to meet the requirements of the Accessibility for Manitobans Act).

Systemic barriers -

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

Although at the academic unit level, many faculties/departments assigned an academic or other administrator to address EDI issues and lead local initiatives, the main barrier to this objective was lack of a dedicated, full-time EDI position within the UM VP Research & International portfolio. Now that the position of EDI Research Advisor has been filled, there will be more opportunities to enhance EDI learning for CRCs and their teams (including trainees). The appointment of a UM-wide EDI Lead also means that there is leadership in enhancing overall EDI learning, which will positively impact CRCs and their teams (including trainees) as well.

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
Corresponding action 1	EDI Research Advisor hired	Completed
Corresponding action 2	EDI Advisor acquainted with UM CRC Plan and strategies	Completed
Corresponding action 3	UM EDI Lead assisting with implementation	In progress
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

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

These data will be gathered as the work progresses • # CRCs engaged in new learning • # UM staff trained to deliver learning opportunities for current and future CRCs • Material provided for ongoing learning • # videos created • Improved ability of CRCs to understand the meaning and impact of intersectionality • Improved ability of CRCs to understand decolonized research strategies and what is meant by Indigenous perspectives and knowledges. Once the data have been collected, they will be used to assess impact and adjust course of action as required.

Outcomes and Impacts made during the reporting period:

- UM Research Advisor in place (as of August 2022) • Preliminary discussion with Diversity Essentials to create a deliver A (Fall 2022) • Preliminary agreement with Crowhawk Entertainment to create B (Fall 2022)

Challenges encountered during the reporting period:

- Time taken to secure local organizations to develop intersectionality workshops and edit videos as we were searching for companies led by Indigenous or racialized individuals. • UM is currently developing a framework for a micro-credentials program in EDI. Progress on C. (described above) has been briefly paused to ensure both frameworks are compatible and to assess how they might relate to one another.

Next Steps (indicate specific dates/timelines):

- Agreement with Diversity Essentials to create and deliver A. (Spring 2023) • Agreement with Crowhawk Entertainment (a local Indigenous business) to create B. (Spring 2023) • Framework for UM CRC EDI Workshop series in development (Fall/Winter 2023) • Diversity Essentials will:
 - o Develop and deliver a series of 4 in-person, 1-hour workshops for UM CRCs for Fall 2023 on intersectionality
 - o Develop materials for UM's use (Fall 2023)
 - o Develop and deliver a workshop to build capacity for UM staff to deliver ongoing workshops on intersectionality (Fall 2023)
- Crowhawk Entertainment to edit 10 videos from UM's Summer Institute on Literacy in Indigenous Content to enhance CRC knowledge of decolonized research strategies and what is meant by Indigenous perspectives and knowledges (Summer 2023) • EDI Research Advisor will develop framework (December 2023)

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:

4508

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

- Diversity Essential contract (\$12,500 allocated to this contract which will be completed by March 31, 2024) • Crowfoot Entertainment contract (\$12,500 allocated to this contract which will be completed by March 31, 2024) • Portion of EDI Project Coordinator salary \$3259.02 (2022) Equipment for EDI Coordinator \$1249.26 (2022)

EDI Stipend Impact Rating

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

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	15000	Cash

Key Objective 3

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

To continuously adopt EDI Best Practices with respect to UM's participation in and obligations to the CRC Program. These include:

- Enhancing CRC chair and search committee learning by:
 - o Creating and sharing a CRC Toolkit to support CRC hiring committee chairs and members in their work emphasizing best practices for more equitable outcomes
 - o Creating a repository of EDI information to help then understand: Bias in reference letters The advantages of using gender-neutral language Proper use of pronouns Strategies to avoid bias in peer reviews Additional resources
- Requesting all CRC applicants to provide an EDI statement outlining how they have contributed to EDI in the past and what their plans are to enhance EDI at UM
- Including questions on EDI for all CRC candidates at the interview stage
- Undertaking CRC exit surveys and monitor CRC progress reports to identify and address barriers

Systemic barriers -

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

The main barrier to this objective was lack of a dedicated, full-time EDI position within VP Research & International portfolio until August 2022. Now that the position of EDI Research Advisor has been filled, there will be more opportunities to adopt and share best practices with respect to UM's participation in the CRC Program. UM will also have more opportunity to plan carefully to meet its CRC EDI targets.

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
Corresponding action 1	EDI Research Advisor hired	Completed
Corresponding action 2	EDI Advisor embedded in UM-wide EDI networks	Completed
Corresponding action 3	EDI Advisor as part of CRC search committees	Completed
Corresponding action 4	EDI Advisor involved in meeting targets	In progress
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

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

- # CRC search committees supported
- # bias/best practices presentations to CRC search committees
- Feedback from CRC search committee chairs and members on helpfulness of EDI Research Advisor (qualitative)
- # CRC nominees self-identifying as belonging to a member of one or more underrepresented groups
- # CRC EDI targets met

Outcomes and Impacts made during the reporting period:

- UM Research Advisor progress: o provided EDI support to CRC searches since August 2022 o updated and provided bias training and best practices presentation (1-hour) for all CRC search committees (August 2022) - reviewed UM CRC EDI action plan; define key concepts; discuss benefit of and barriers to equitable recruitment including the role of bias; outline CRC nominee requirements; best practices in hiring - provided advice to CRC search committees on best EDI practices in all stages of the process

Challenges encountered during the reporting period:

The challenges to meeting this Objective include: • Search committee members who favour more traditional evaluation metrics in assessing applicants/candidates • A collective bargaining agreement that does not sufficiently support EDI objectives for academic hires • Societal stigma associated with identifying as a member of certain underrepresented groups for certain CRC applicants and nominees Thus far, search committee chairs and the majority of committee members have been very receptive to the tools and advice provided by the EDI Research Advisors in navigating the CRC search process. There is little we can do to address societal responses to the marginalization of members of certain underrepresented groups. We can, however, address the climate on our own campuses to foster a greater degree of inclusivity, belonging, and value through education, support, and outreach.

Next Steps (indicate specific dates/timelines):

The EDI Research Advisor will continue to support CRC search committees and will update the CRC Toolkit as required. UM recently received funding from the CRC EDI Stipend (2023-2024) to create online versions of the committee session for both committee chairs and members. This work will commence in Spring 2023. Create Toolkit for CRC search committee chairs and members (March 2023) with information on: - notification of allocation; search committee creation; responsibilities; developing criteria, indicators and assessment tools; recruitment; assessments; planning the visit; open and transparent decision-making; approval and offer; notification to nominee

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:

12500

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

Contributions to the salary of the EDI Research Advisor \$12,500

EDI Stipend Impact Rating

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

Moderate impact (the EDI Stipend had moderate 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	5000	Cash

Key Objective 4

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

	Progress to date
Corresponding action 1	Not yet started
Corresponding action 2	Not yet started
Corresponding action 3	Not yet started
Corresponding action 4	Not yet started
Corresponding action 5	Not yet started
Corresponding action 6	Not yet started

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.

Key Objective 5

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
Corresponding action 1		Not yet started
Corresponding action 2		Not yet started
Corresponding action 3		Not yet started
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

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.

Key Objective 6

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
Corresponding action 1	Not yet started
Corresponding action 2	Not yet started
Corresponding action 3	Not yet started
Corresponding action 4	Not yet started
Corresponding action 5	Not yet started
Corresponding action 6	Not yet started

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.

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):

The biggest challenges in implementing the EDI Action Plan are: • Generating interest of CRCs to attend learning sessions given their very busy schedules • Reluctance by some CRCs to commit more fully to EDI considerations, including a lack of familiarity with the subject • General over-reliance of academics on traditional and biased academic metrics in assessing the suitability of diverse individuals for CRC positions • Resistance from some academics to understand the value of efforts to make CRC selection processes more equitable • Resistance from some academics to understand the need to offer CRC positions specifically to members of certain underrepresented groups to meet CRCP targets • Resistance by some members of underrepresented groups to self-identify to meet CRCP targets, the mandating of which may well be seen as acting contrary to equitable principles. We will make efforts to overcome some of these challenges by: • Continuing to work in good ways to underscore the value of equitable practices to overcome systemic barriers • Having the support of senior administrators to continue to advance this work • Continuing to educate CRCs and UM academics who may serve on CRC search committees • Recognizing the "tax" burden paid by CRCs and other academics who are members of underrepresented groups in "EDI service work" by publicly valuing this work, including through tenure and promotion processes. • Supporting CRCs in their efforts to establish inclusive training spaces and promote EDI learning for their teams and trainees.

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):

The biggest opportunity for UM moving forward is the ability of the EDI Research Advisor to work with the UM EDI Lead, Associate VP (Indigenous) and their networks to enhance EDI learning for CRCs, their teams and trainees, and the UM research community and our partners more broadly. This new synergy, together with leadership from UM's new Vice-President (Research & International) will better position UM to recruit and retain more diverse CRCs and encourage a more inclusive, accessible, and safe environment for CRCs and trainees.

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**PART C: Reporting on EDI Stipend objectives not accounted for in Part A****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 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)

UM Generally: The University of Manitoba has actively engaged with systemically marginalized groups including Indigenous Peoples, racially marginalized people, disabled persons and those managing chronic health conditions, 2SLGBTQIA+ individuals, and women and gender diverse individual in the course of implementing the recommendations of the 2020 President's Task Force Report on Equity, Diversity, and Inclusion. The newly established Office of Equity Transformation, under the leadership of the EDI Lead (now Vice-Provost (Equity)) provides vision, coordination, and support for university-wide action in to advance equity. OET works according to key two pillars: equity and anti-oppression. Anti-oppression serves as an action plan, spotting and dismantling societal power structures that marginalize and disempower specific groups. Recognizing racism, sexism, colonialism and more, it addresses both personal discrimination and systemic biases. This approach acknowledges the intersectionality of oppression and strives to foster respectful solidarities amidst diverse experiences. The Vice-Provost (Equity) is a key voice in decision-making bodies across the university, including Senate, Provost's Council, Deans & Directors. She is responsible not only advocating and ensuring accountability in these bodies for principles of equity and anti-oppression, but also for educating and broadening the capacity of all committees to undertake this work. The Vice-Provost (Equity) and Office of Equity Transformation work in conjunction with the Office of the Vice-President (Indigenous), as well as the Rady Faculty of Health Sciences Vice-Dean (Indigenous Health, Social Justice, and Anti-Racism) and the Rady Faculty of Health Sciences Office of Anti-Racism and Rady Faculty of Health Sciences Office of Equity, Access, and Participation. The Office of Equity Transformation (OET) further supports university-wide initiatives to identify systemic inequities and to work to narrow gaps. Currently this includes a comprehensive Senate Policy Review, led by the University Secretary, which is embedded equity considerations into review of all policies. It also has included supporting the Faculty of Graduate Studies, particularly in identifying how systemic inequities impact graduate program admissions. More details follow in Section E. Office of the Vice-President (Research & International) Office: Since assuming the position, Dr. B. Mario Pinto, VP Research and International (VPRI) has undertaken several key initiatives that have engaged diverse groups of researchers including those who identify with one or more of the groups included above. In the fall of 2022, the VPRI began setting up meetings with researchers across disciplines and identity factors to discuss participation in multi-disciplinary teams aimed at promoting diversity across subject matter, fields, expertise, methodologies, sectors, and experiences. Many of these sessions brought Indigenous perspectives, ideas, and knowledges to the forefront of the conversations. This work continues. Also in the fall, planning began for a CRC Symposium series, highlighting the work of UM's CRCs. Each CRC will present an overview of their work in 5-minute vignettes. Following these brief presentations, the CRCs and audience will engage in conversations to probe potential synergies in the work of the presenters themselves and also with the interests of faculty on site and online. Not only are the CRCs themselves a diverse group, but many CRCs work in areas focusing on equity, diversity, and inclusion including: migration futures, universal health coverage and social protection in low income countries, maternal-child health, HIV prevention among marginalized communities, Northern community involvement in addressing environmental issues, improved treatments and outcomes for those with spinal cord injuries, gender inequity, gender-based violence, engineering methods to diagnose dementia, missing and murdered Indigenous women and girls, Indigenous digital sovereignty, Indigenous resurgence, marginalized communities' access to health services, anti-homophobic/transphobic educational interventions, and linguistic interactions between English, French and First Nations language speakers. For greatest accessibility in attending, all sessions will be held in person and virtually. Finally, in December, 2022, the VPRI Office sent out a request for members to serve on the UM's Strategic Research Planning Committee (2024-2029). Nominees were carefully selected to ensure representation across underrepresented groups. Several community consultations are planned for the first half of 2023 and faculty, staff and students from underrepresented groups will be encouraged to participate. We will report next year on the outcomes of these initiatives.

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)

<https://umanitoba.ca/equity-diversity-and-inclusion/office-equity-transformation>

<https://umanitoba.ca/anti-racism>

<https://umanitoba.ca/health-sciences/office-anti-racism>

<https://umanitoba.ca/centre-advancement-teaching-learning/equity-diversity-and-inclusion-workshops>

<https://www.youtube.com/watch?v=0avc41XPnV8>

<https://news.umanitoba.ca/inaugural-robbins%E2%80%90ollivier-award/>

In 2021, The University of Manitoba (UM) established the position of Executive Lead Equity, Diversity, and Inclusion to oversee the implementation of eight recommendations from the 2020 President's Task Force Report on EDI, one of which was to create an administrative structure explicitly to support, coordinate, and advance EDI across the institution, which led to the creation of the Office of Equity Transformation (OET). The Office of Equity Transformation provides leadership and coordination at the University of Manitoba to dismantle all forms of oppression, reduce barriers to meaningful participation and narrow inequities to build an institution and community rooted in equity and commitment to accessibility, diversity and inclusion. OET's work is organized around the guiding principles of equity, anti-oppression, diversity and inclusion and transformation. Between 2021-2022, progress has been made on all eight of the President's Task Force Recommendations in the areas of leadership, planning and policy, measuring progress and accountability, increasing diversity and equity across UM, accessibility, building awareness and support, addressing EDI in academic programs, research and teaching, and promoting inclusion and safety. Select accomplishments include our ability to report that all Faculties have (or will soon have) their own EDI Committees and many have already established EDI Lead positions and EDI plans. The unit-level representatives are connected to the Vice-Provost Equity and OET through the EDI Centralized Approach Team and EDI Action Network, which meet regularly to discuss strategic direction, priorities, successes, and challenges. The Anti-Racism Task Force released their interim report in November of 2022. Several educational opportunities have been developed to build greater awareness and capacity around EDI, both for the UM community and specific roles across the institution. Before creating new educational opportunities, the OET conducted a comprehensive environmental scan of existing EDIA-relevant educational opportunities offered across the institution (e.g., by the Centre for the Advancement of Teaching and Learning). The scan was undertaken to understand existing gaps in education and to ensure new educational opportunities will incorporate and complement the great work already being done. The establishment of the Office of the Vice-President Indigenous (OVPI) has been instrumental in advancing Indigenous engagement and excellence at The University of Manitoba, including working towards reconciliation and decolonization. OVPI's senior leadership team includes the Vice-President (Indigenous), Dr. Catherine Cook; Associate Vice-President (Indigenous) Scholarship, Research and Curriculum, Dr. Cary Miller; and Associate Vice-President (Indigenous) Students, Community, and Cultural Integration (Christine Cyr). UM is also the first Canadian institution that committed to becoming an age-friendly university. Starting in 2021, The Centre on Aging supported four applications for age-friendly university initiatives focused on bridging the digital gap (External Relations), improving wayfinding signage (Physical Plant), promoting dialogue and learning (School of Art), and a micro-certificate in facilitating older adult learning (Extended Education). 2SLGBTQIA+ communities are engaged and supported at the central level, including through UM Queer and discipline and unit-specific groups, such as the law students association (Outlaws), engineering (UMEngiQueers), health sciences (Queer and Trans Health Science Graduate Student Group), and science.

Hyperlink 1:

<https://umanitoba.ca/equity-diversity-and-inclusion/office-equity-transformation>

Hyperlink 2:

<https://umanitoba.ca/anti-racism>

Hyperlink 3:

<https://umanitoba.ca/health-sciences/office-anti-racism>

Hyperlink 4:

<https://umanitoba.ca/centre-advancement-teaching-learning/equity-diversity-and-inclusion-workshops>

Hyperlink 5:

<https://www.youtube.com/watch?v=0avc41XPnV8>

Hyperlink 6:

<https://news.umanitoba.ca/inaugural-robbins%E2%80%90ollivier-award/>

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