



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

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

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.

Reporting Period: December 15, 2021 to December 15, 2022

Key Objective 1

Implementing Best Practices: Faculties and departments recruiting a CRC develop a comprehensive hiring plan, incorporating evidence-based strategies to attract, recruit, and appoint CRCs from the federally designated groups currently under-represented at that tier.

Systemic barriers/Challenges this objective will address

1. UBC's highly decentralized faculties have different recruitment processes that have developed over time.
2. As ideas about legitimate areas of inquiry and incorporating more perspectives into research broaden our ideas of excellence, policies and practices require change as well. There are concerns by faculty that adjudicating bodies external to UBC but within the research ecosystem may not recognize or value more inclusive and expansive consideration of what constitutes "merit" and "excellence" and that incongruence is acting as a barrier to more widespread embrace of these paradigm shifts.
3. The funding allocation for each Canada Research Chair has not increased since the program's inception – coupled with the more recent requirements to diversify representation in the CRCs: this means that CRCs from equity groups are receiving 40% less than their earlier counterparts in real value. The underlying message is that the scholarship of those being awarded a chair now is somehow of less value than the scholarship of previous chairs. Ensuring that scholars are representative of the Canadian population and elevating diverse scholarship should be coupled with increased value and prestige. Instead, it is decreasing, and that also decreases the capacity of universities to attract scholars into these chair positions to create more opportunities for exceptional and internationally renowned research.

Corresponding actions:

- A. Revise recruitment practices to ensure latest evidence of best practices is implemented in all CRC search processes, and that new institutional requirements from the CRC Secretariat are being met or exceeded.
- B. Update in-person and online equitable recruitment training (covering biases, inclusive accommodations, developing appropriate criteria and pertinent interview questions to evaluate equity, diversity and inclusion competencies, and hiring best practices) to all individuals involved in the Chair recruitment process. Faculty and staff will be required to complete this training every two years.
- C. Develop and disseminate a database of equity-group-specific media and discipline-specific societies/publications that are more likely to reach academics from FDGs, e.g., Women in Science & Engineering, and the Aboriginal Professional Association of Canada, etc.
- D. Increase accountability across UBC leadership for the equitable recruitment and support of CRCs, with a particular focus on meeting UBC targets for CRCs.

- E. Ensure selection committees and internal review panels continue to implement the CRC program's Tier 2 justification process to assess eligibility for any candidates with career breaks.
- F. Develop an internal UBC CRC nominations 'road map' resource: how the CRC nominations process works, what is expected of whom at what point in the process, and where to go for support at those different points.

Indicators:

- % of CRC appointments including a comprehensive hiring plan as part of their documentation
- More equitable representation of the federally designated groups in each tier at UBC

a) Progress During the Reporting Period

During 2022, a thorough review of best practices in CRC/faculty recruitment processes across UBC and in other institutions across Canada, with a particular focus on equity and inclusion, laid the groundwork for the three-pronged approach to improving search strategies that will be activated in 2023: developing a comprehensive Equitable Recruitment Guide; updating the online Hiring Equity campus modules; and piloting a new Employment Equity Advisor training program with a focus on CRCs/restricted hires.

b) Main Actions Undertaken

1. Hired a Graduate Academic Assistant (GAA) to conduct a literature review with a particular focus on disability, clarifying the current ecosystem of equitable hiring resources, tools, and guides, and mapping the ways that accessibility and accommodations information is provided across UBC, and the definitions of disability that apply in different contexts.
2. Developed an outline for a new equitable recruitment training program.
3. Worked with the Faculty of Medicine to review and refine rubrics for CRC assessment/internal adjudication committees, etc.
4. Increased circulation/ dissemination of the 'Diversifying your Applicant Pool' database and ensured Tier 2 justification is included within the training program (with addition of conversations/structural change regarding the types of leave and whether these should be included in information for selection committees and internal review panels).
5. Initiated development of a draft road map of the nominations process that starts with allocation and includes more information about support for CRCs and department heads along the way, soon to be finalized.

c) Data Gathered

1. Literature review and mapping of current UBC equitable hiring resources, tools, and guides. The following faculties have developed recruitment guidelines with a focus on EDI for their faculty search processes: Applied Science, Education, Medicine, Science.
2. Accessibility and accommodations information and disability definitions across UBC's various websites, etc.
3. Progress toward 2022 CRC representation targets (See Figure 1 below: UBC's 2022 Representation by Tier). Using the Jan 1st, 2023 update by the CRC program, including all new, renewed, approved, nominated under peer reviewed, and nomination deferred recommendation process chairs.

Figure 1:	UBC's 2022 Representation by Tier			(In this table, a dash signifies no data - N/A, and an asterisk signifies insufficient data)		
FDG	Tier 1			Tier 2		
	Active CRCs in 2022	2022 CRC Requirement	Appointments Required-UBC	CRCs still active in 2022	2022 CRC Requirement	Appointments Required-UBC
Women & Gender Minorities	30	25	-	60	25	-
Indigenous peoples	*	1	-	8	1	-
Members of Visible Minorities	28	12	-	39	12	-
Persons with Disabilities*	*	3	*	*	4	-

4. 770 members of UBC completed the Hiring Equity online training module for search committee members in 2022:

- Hiring Manager or Chair of Hiring Committee 81
- HR and/or Admin staff 37
- Faculty 296
- Staff 150
- Multiple categories above 81
- Student 72
- Other 31
- No response to question of position 22

d) Indicators used to Assess Outcomes and Impacts

This is preparatory work for a completely revamped hiring training program that looks at all stages of the process and includes both synchronous and asynchronous elements for ensuring that everyone involved in the hiring process is deepening their capacity to hire equitably.

e) Next Steps

1. Socializing the training program with Faculty Deans and Equity Leads
2. Drafting a new, revamped Equitable Hiring Guide and associated resources for CRC/faculty recruitment.
3. Reviewing the Hiring Equity online modules to update and include more comprehensive accessibility/disability information in collaboration with other units who specialize in these topics.
4. Developing a synchronous training workshop for Employment Equity Advisors to pilot with those faculties recruiting the highest number of CRCs in the next two years or others conducting restricted hiring processes, including opportunities to apply skills to scenarios that may arise during search committee processes.

- f) **Contextual Information** (e.g., course correction, obstacles, lessons learned, etc.)
1. Transitions from the Vice-President, Academic to the Vice-President, Research & Innovation offices for management and administration of this CRC program on behalf of UBC, as well as to a new Associate Vice-President for the Equity & Inclusion Office, have created some unexpected delays and necessary re-strategizing regarding the implementation of these actions.
 2. Examining current processes introduces new opportunities for increasing equity and the need for broader consultation on these ideas, which takes time to ensure stakeholders have ample opportunities to provide feedback. This has slowed implementation of some actions (e.g., F above – as the administration has shifted, the process will change).
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Key Objective 2

Preferential Strategies: Develop effective strategies to support more focused recruitment of disabled scholars/scholars with disabilities and Indigenous scholars to ensure UBC's CRCs are representative of the diversity of exceptional researchers available.

Systemic barriers/Challenges this objective will address:

1. Past strategies for preferential hiring at UBC have not met expectations in increasing the representation of disabled scholars among CRCs.
2. Self-identification can be risky in academic settings, incentivized in these searches, and misunderstood by search committees.
3. There is reluctance to self-identify with a disability because UBC's accessibility practices, accommodations policy and perspectives, and funding framework are not currently perceived as providing the necessary supports for disabled scholars to thrive throughout their research careers.
4. CRC selection processes are highly decentralized in varying contexts, conducted by selection committees with baseline training from UBC's online Hiring Equity modules, and may be lacking a more nuanced equity lens among the selection committee members or advisors and updated information/expectations of the ways processes are structured to consider equitable hiring.

Corresponding Actions:

- A. Implement centralized applicant equity surveying to enable search committees to understand the applicant pool data and hire preferentially.
- B. Continue to implement and report on special program approval from the BC Human Rights Tribunal to allow searches for CRC chairholders to be restricted to the federally designated groups.
- D. Transition the pilot centralized CRC Centralized Accommodations Fund, designed to assist Faculties and departments to hire and accommodate new chairholders with disabilities, including with expert assistance for candidates/ administrators with questions during the recruitment process, to the new UBC Centre for Workplace Accessibility.
- E. Provide more comprehensive guidance on the CRC public accountability website to answer questions and clarify requirements so that restricted and preferential hiring and nomination processes to increase equity in the CRC program are clear and transparent.
- F. Provide clear information about access and accommodations in advertisements. Having details about possible accommodations that can be made can be helpful for individuals to assess whether they can apply.

- G. Revise guidelines (i.e., CRC Appointments File Guide and accompanying implementation plan for recruitment and retention of CRCs with disabilities and/or other cluster hires) that will clearly set out how UBC will assess research productivity and support new chairholders to succeed at UBC.
- H. Develop an understanding of the barriers and inequities that prevent equitable assessments of research productivity among disabled scholars, (e.g., establish weighting of the selection/evaluation criteria, including the alternative metrics, prior to receiving applications; incorporate more and different excellence indicators in evaluations, including: experiential knowledge, dissemination of knowledge and other forms of publication, research sustainability and mentorship, collaboration and cross-disciplinary research, and building and maintaining relationships within communities).

Indicators:

Increase in the percentage of Indigenous and/or disabled Tier 1 and Tier 2 CRCs at UBC.

a) Progress During the Reporting Period

1. Changes to preferential hiring strategies from a reliance on self-identification to proposed changes in assessment criteria for CRC excellence, and more nuanced descriptions of required skills and capacities in the position posting.
2. Continued refinement of the applicant equity survey process and clarifying of impact on searches.
3. A methodical examination of steps in the CRC recruitment process through a disability justice lens.

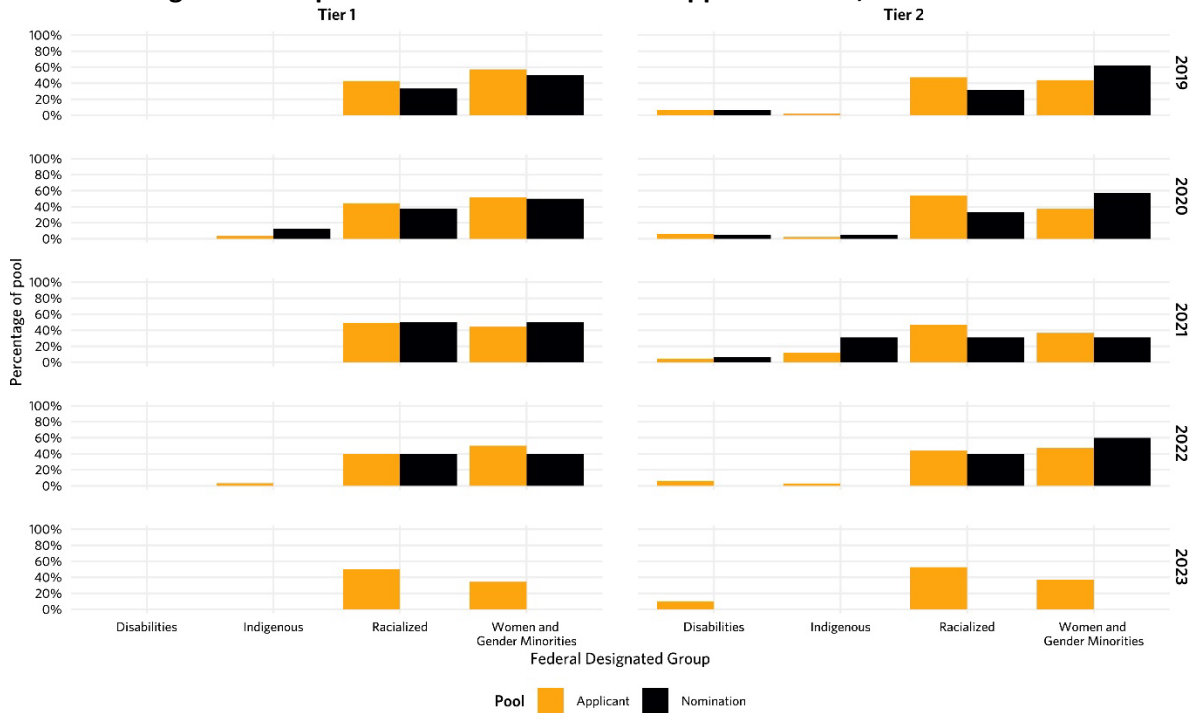
b) Main Actions Undertaken

1. In November 2022, two Graduate Academic Assistants with specific experience and knowledge of EDI and disability justice were hired to support a thorough review of CRC/faculty recruitment processes across UBC, building on the Equitable Research Productivity Assessments research conducted at UBC in 2021
2. Updated guidance on the website regarding FAQs and requirements for restricted and preferential hiring and nomination processes, and streamlined information to units, departments, and interviewees re: accessibility and accommodations during interviews with new Centre for Workplace Accessibility.
3. Developed plan for consultations with disabled faculty to review any recruitment resources and processes including the revised and expanded criteria for research productivity according to research accomplished in 2021.
4. Engaged in discussions with various portfolios regarding transitions plans and understanding/updating processes for meeting accessibility needs and obtaining necessary accommodations for CRCs

c) Data Gathered

1. Composition of and trends in applicant pools, and in progress made regarding successful recruitment of preferential candidates for nominations. Figure 2: Compositions and Trends in Data Applicant Pools, 2019-2023 (below), includes data as of May 25, 2023. Combined applicants and nominees across all CRC searches by each calendar year.

Figure 2: Compositions and Trends in Data Applicant Pools, 2019-2023



- Review of the previous three years of preferential hiring strategies shows little progress with preferentially recruiting disabled CRCs, though some success with Indigenous CRCs.

d) Indicators used to Assess Outcomes and Impacts

Interim progress in improving representation among CRCs, with a focus on the groups least represented.

e) Next Steps

- Continued examination of particular steps in search processes and guidance documents through a disability justice lens with focus groups of disabled faculty members.
- Development of more nuanced preferential strategies to support recruitment of disabled CRCs.
- Participation in Internal Adjudication Committees to further examine processes/identify adaptable strategies for more equitable hiring.
- CRC Hiring Guide and other documentation and webpages will be updated once the transitions from VPA to VPRI are completed and processes have been clarified, including any preferential strategies.
- Continuing consultations with the Centre for Workplace Accessibility and Human Resources will inform development of CRC search tools and resources.
- Development of an expanded set of accessible tools and resources to support CRC searches will be posted on the website.
- Developing a plan to ensure consistency between external review committees' assessment criteria for CRCs and UBC's more equitable CRC rubric.

f) Contextual Information (e.g., course correction, obstacles, lessons learned, etc.)

- Previous strategies to improve recruitment of disabled and/or Indigenous CRCs by identifying those who had self-identified (with their permission) to the recruitment

committees were not successful in increasing representation, and for disabled candidates, seemed to have a negative impact.

2. UBC's Special Advisor on Indigenous Affairs advised that self-identification criteria for Indigenous scholars was creating perverse incentives (as evidenced by cases of false self-identification), and that Indigenous scholars need to be identified by the community relationships, knowledge, approaches, and research capacities researchers can bring to the university.
3. For disabled scholars, the strategy to identify them as preferential candidates revealed the deep ableism and disableism operating in diverse contexts in the university, and how valuing production as quantity rather than quality of research (particularly in obscure areas of research where there are fewer scholars able to speak authoritatively to quality) reveal inherent contradictions in the imperative to create a more representative complement of excellent researchers while using outdated modes of determining excellence.
4. The recently adopted [Accessible British Columbia Act](#) provides new possibilities for shifting structures, practices, conversations, and culture regarding disability in the academy.
5. CRC Selection Committees are concerned that more equitably assessing research productivity (action G above) at UBC will not be matched by the external review committee's criteria if these also do not change to include more and different excellence indicators in evaluations (action H above).
6. Transitions from the VP Academic portfolio to the VP Research & Innovation portfolio, as well as to a new AVP Equity & Inclusion, have required additional time for examining current processes to introduce new opportunities for increasing equity, and the need for broader consultation on these ideas.

Key Objective 3

Data-Informed: Ensure reliable and timely data with respect to CRCs and this plan is available to inform strategies and understand progress.

Systemic barriers/Challenges this objective will address:

- CRC selection processes are highly decentralized in varying contexts, and most departments do not recruit CRCs using UBC's centralized recruitment.
- Representation is considered in aggregate across the university, often without an accompanying snapshot of departmental or faculty-specific representation.
- Certain faculties have more CRC searches forecast over the period of greatest CRC openings, and need accurate and precise information regarding their opportunities and focus for increasing representation in UBC's CRC complement.
- Previous systems and databases require updating to more robust and efficient data management and extraction to enable more accurate information to VPs, deans, department heads and search committees.

Corresponding Actions:

- A. Develop and disseminate key messaging on why people are being asked to self-identify in surveys and censuses with a framing conversation and questions to CRCs from the deans and department heads, the Senior Advisors to the Provost on Women and Gender-Diverse

Faculty, and on Racialized Faculty, and the Senior Advisor to the President on Indigenous Affairs

- B. Ensure that all requests for self-identification are clear and open about how privacy and confidentiality are safeguarded within UBC's systems, and how data is used to support equity.
- C. Disaggregate demographic representation between Tier 1 and Tier 2 to better understand proportional representation, intersectionality, and any existing disparities among the two tiers.
- D. Ensure transparent and accountable EDIAP progress reports are provided to the CRC Secretariat, and published on the UBC public accountability website, annually. Disaggregated and intersectional data will be reported within these progress reports wherever possible in view of sample sizes.

Indicators:

- Data is collected regularly and reports are updated to reflect trends in representation, experiences, and retention
- Strategies developed that reflect information from the data

a) Progress During the Reporting Period

- 1. Plan for development of a shared data source of CRC searches and chairholders, with the Equity & Inclusion Office retaining the privacy and confidentiality of corresponding equity and demographic information
- 2. Created clear representation needs based on assumptions for the next CRC deadlines

b) Main Actions Undertaken

- 1. Developed the data transition plan from VP Academic to VP Research & Innovation, including setting up a more robust database of UBC's CRC information, with a continuing privacy firewall between demographic data held by the Equity & Inclusion Office, and CRC administrative data required to ensure allocations, recruitment, nominations, renewals, etc.
- 2. Developed a data modelling presentation for deans and department heads to better understand opportunities for increasing representation.
- 3. Continued to provide reports of eligible applicants to search committee chairs, based on candidates' self-identification via the applicant equity survey.
- 4. Continued updates to self-ID data provided to deans and department heads by reconciling data from the CRC program with that obtained from UBC sources (applicant equity survey, employment equity survey (EES), CRC Experiences Survey).
- 5. Streamlined data pipeline systems to enable faster reporting timelines.
- 6. Encouraged departments to use UBC's centralized recruitment system.

c) Data Gathered

- 1. Applicant pool data for each CRC search
- 2. All UBC's centrally held sources of data with respect to individual CRCs
- 3. Comparisons with data provided by CRCP

d) Indicators used to Assess Outcomes and Impacts

- Response rates to UBC EES and CRC Experiences Surveys among CRCs
- All surveys and published reports are following privacy and confidentiality safeguards

- Number of conversations with Deans, Heads/Directors that clearly outline under-representation and inform Chair allocations.
- Progress reports are developed and published annually, and work on the CRC program informs and builds on inclusion actions throughout UBC.

e) Next Steps

1. Implementing the data transition plan from VP Academic to VP Research & Innovation, including setting up a more robust database of UBC’s CRC information, with a continuing privacy firewall between demographic data held by the Equity & Inclusion Office, and CRC administrative data required to ensure allocations, recruitment, nominations, renewals, etc.
2. Conduct the Annual Experiences Survey for 2023 to provide a robust data source for possible program challenges and improvements.
3. Ensure data is shared appropriately with decision-makers at UBC to enable strategic implementation of EDI interventions.

f) Contextual Information (e.g., course correction, obstacles, lessons learned, etc.)

1. Most efforts were channeled to providing useful information to deans and department heads to continue focus on increasing representation during this period of an increased number of chairs becoming available, in the midst of figuring out the transition from one VP portfolio to another.

Key Objective 4

Supporting Excellence in Inclusive Environments: Ensure CRCs are fully aware of the support available and have the accessible and inclusive work environments necessary to succeed in their terms and career paths.

Systemic barriers/Challenges this objective will address:

A lack of accessible information about how and where CRCs can access support for their applications, negotiations, research, etc., tends to be more prevalent among those with smaller networks, and more marginalized identities.

Corresponding Actions:

- A. Develop a communications mechanism that is regular, informative, and engaging for CRCs to ensure more access to relevant information re: mentoring programs, events, funding, profiles, etc.
- B. Connect incoming chairholders with mentoring relationships as soon as possible, with clear expectations and structures.
- C. Support, through continued awareness raising and advocacy, actions 2.G and 2.I of the Inclusion Action Plan to develop an institutional workplace accommodations policy and to enhance the accessibility of physical and virtual spaces at UBC, respectively (e.g., engage in the Campus

Vision 2050 Planning processes and the Housing Action Plan to ensure that physical accessibility is a clear focus in the future of the UBC campuses.

- D. Support the development of an Accessibility Task Force for UBC to consider the implementation of recommendations in the Equitable Research Productivity Assessments Report.
- E. Support Resource/Affinity Groups for researchers and other faculty and staff, and ensure CRCs are aware of these groups.
- F. Provide reports to the Executive and the Board of Governors on issues of bullying, harassment, discrimination, and sexual misconduct, lack of accessibility on all of the protected grounds.
- G. Facilitate the members of the CRC EDIAP Working Group to provide input and leadership to various supportive initiatives enhancing the recruitment, retention, and success of chairholders at UBC, with accountability to the Associate Provost, and the Associate VP, Equity & Inclusion.

Indicators:

Number and kinds of concerns raised in UBC's experiences research that are addressed in communications to CRCs

a) Progress During the Reporting Period

- 1. More direct communications to CRCs about programming designed specifically to address CRC concerns
- 2. Broader involvement of chairholders across the institution advising on implementation and increasing equity in CRC program initiatives
- 3. Regular annual report(s) to Board of Governors re: complaints were submitted for the 2021/22 academic year.
- 4. GAA worked on an overview of existing information and resources available across UBC websites to identify gaps and opportunities for communication

b) Main Actions Undertaken

- 1. The CRC Working Group was expanded to invite more CRCs and grant facilitators across UBC and continued regular bi-monthly meetings with the CRC EDIAP Implementation Team through the transitions of 2021/2022 to advise on strategies and initiatives.
- 2. The Mentoring Initiatives Design Team, a subset of CRC Working Group participants (CRCs and some grant facilitators), was struck and worked with the GAA and CRC EDIAP Implementation Team to create a mentoring program that would meet the needs of the diverse CRCs across UBC. This team also advised on the best ways to develop the UBC CRC Connections Program, based on a needs assessment survey conducted among CRCs re: topics of interest.
- 3. In April 2022, the first CRC Celebrations Event was held with communications to CRCs, Deans, Associate Deans of Research from the Vice-Provost and AVP, EIO to enable recently appointed CRCs to connect and hear about their research and respond to issues raised re: isolation from some CRCs.
- 4. In the fall of 2022, a number of email communications went out to UBC's CRCs announcing the CRC Connections first online networking/learning event, and the launch of UBC's CRC Mentorship program in response to data in annual experiences survey and in UBC's Focus on Equity in Canada Research Chair Experiences 2021 report, piloting three models of mentorship relationships to test which is/are most appropriate for CRCs.
- 5. UBC's Annual CRC Experiences Survey was conducted again in late 2022 to enable comparative data collection to continue.

6. The new AVP, Equity & Inclusion, has had numerous meetings with affinity groups across campus, and in particular with the Disability Affinity Group and other disabled faculty, staff, and students to hear concerns and enable communications to central administration. In addition, the UBC Accessibility Committee is being formed, which will advise and guide strategies for increasing accessibility and addressing ableism on UBC's campus.

c) Data Gathered

1. An Annual Experiences Survey for 2021, which is normally analyzed and reported on for the 2022 Progress Report, was not conducted because of the focus group research and report conducted in 2021, however the 2022 survey data is included below.
2. 14+ CRCs are participating regularly in the Working Group meetings and Mentoring Initiatives Design Team meetings.
3. 27 CRCs participated in the first CRC Connections event on October 31, 2022.
4. 41 CRCs completed the application form for the CRC Mentorship Program.

d) Indicators used to Assess Outcomes and Impacts

#, type, and involvement with various CRC engagement efforts
Feedback from CRCs

e) Next Steps

1. Continue to ensure that issues raised in annual experiences surveys and in UBC's Focus on Equity in Canada Research Chair Experiences 2021 report, and during CRC Working Group meetings, are understood by new leadership and administrators
2. Continue to hold regular meetings with the CRC Working Group to discuss strategies and issues as they arise, and continue to update them on the transition plan from VP Academic to VP Research & Innovation.
3. Evaluate the CRC Mentorship Initiative (see next key objective).

f) Contextual Information (e.g., course correction, obstacles, lessons learned, etc.)

1. Transitions in UBC's CRC administration, and senior leadership, have slowed progress as examining current processes introduces new opportunities for increasing equity, and the need for broader consultation on these ideas. In addition, changing administration and leadership meant that new directions/ideas emerged, and others were postponed or changed.
2. The recently adopted [Accessible British Columbia Act](#), provides new possibilities for shifting structures, practices, conversations, and culture regarding disability in the academy.

Key Objective 5

CRC Award at UBC enhances retention and success among CRCs: Build supports within the CRC program at UBC that foster a sense that the CRC award has been a major factor in continuing success and career trajectory for each CRC in the program.

Systemic barriers/Challenges this objective will address:

1. Some CRCs report that differing expectations and levels of institutional support across various departments/faculties, decentralized recruitment and support, and lack of central recognition/celebrations of expertise and potential can lead to feeling isolated, under-valued and/or unsure of expectations or opportunities that the CRC award presents for them.
2. Aligning decentralized recruitment to aggregate representation targets has made exclusive hiring among researchers from federally designated groups a necessity. This can create a backlash/discourse that Canada Research Chairs are “equity appointments” and not a recognition of merit and excellence deserving of the award, or the opportunities that it represents.
3. The funding allocation for each Canada Research Chair has not increased since the program’s inception – coupled with the more recent requirements to diversify representation in the CRCs, this means that CRCs from equity groups are receiving 40% less than their earlier counterparts in real value. The underlying message is that the scholarship of those being awarded a chair now is somehow of less value than the scholarship of previous chairs. Ensuring that scholars are representative of the Canadian population and elevating diverse scholarship should be coupled with increased value and prestige. Instead, it is decreasing, and that also decreases the capacity of universities to attract scholars into these chair positions to create more opportunities for exceptional and internationally renowned research.

Corresponding Actions:

- A. Celebrate and amplify the research excellence of UBC’s CRCs internally at all levels of UBC, and externally as possible.
- B. Survey all chairholders on an annual basis in November (either through the Workplace Experiences Survey or through a CRC specific inclusion survey) to improve understanding of how chairholders perceive the support and inclusion they find in their workplace, and how that contributes to their ability to do good research.
- C. Establish networking/ mentoring/ professional development opportunities to complement other offerings on campus to connect CRCs across UBC
- D. Allocate CRC awards as a retention tool to support a diverse culture of research excellence

Indicators:

- # of CRCs/year who report that their environment is inclusive and supportive of their success in research

a) Progress During the Reporting Period

Over 2022, an increased number of opportunities to engage with each other around topics of interest to CRCs were provided. CRCs were able to provide guidance and advice to each other about how to approach leveraging their CRCs in both a CRC Connections online learning forum, and to connect through the mentoring program, which pilots three different mentorship structures and considers the identity-interests provided through the application form in the matches created, wherever possible.

b) Main Actions Undertaken

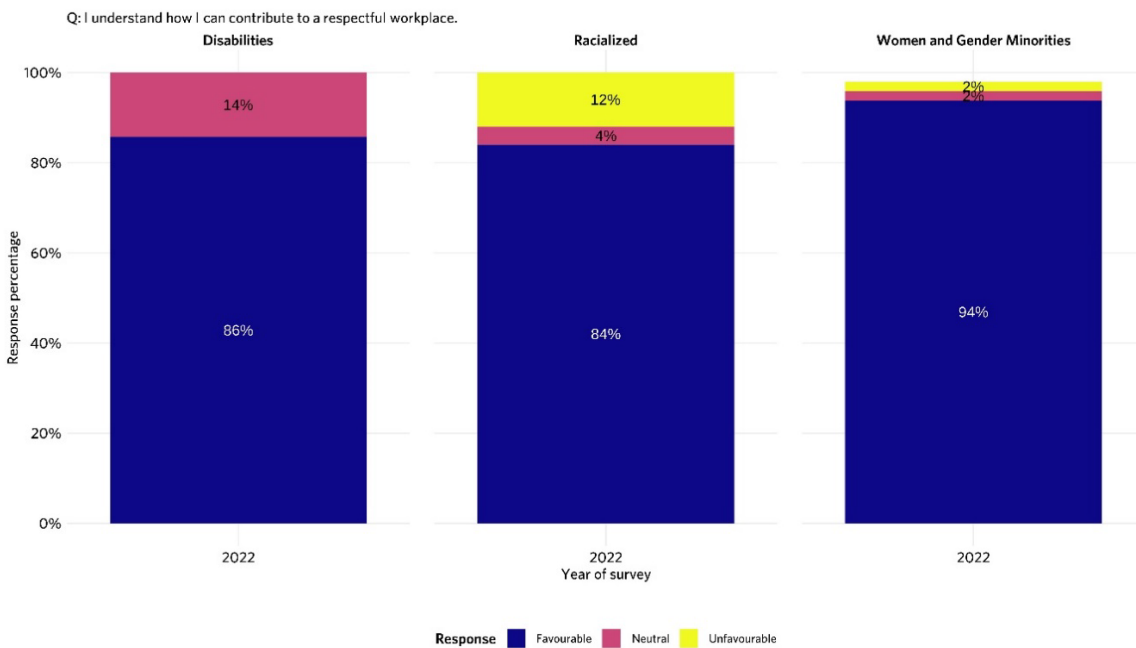
1. The first CRC Connections online learning event was held on October 31, 2022, based on the needs assessment survey conducted to identify topics of interest.
2. The CRC Celebration was developed as an in-person dinner and speaker event with a profile booklet of the individual research programs for all CRCs awarded between 2019 and 2022.

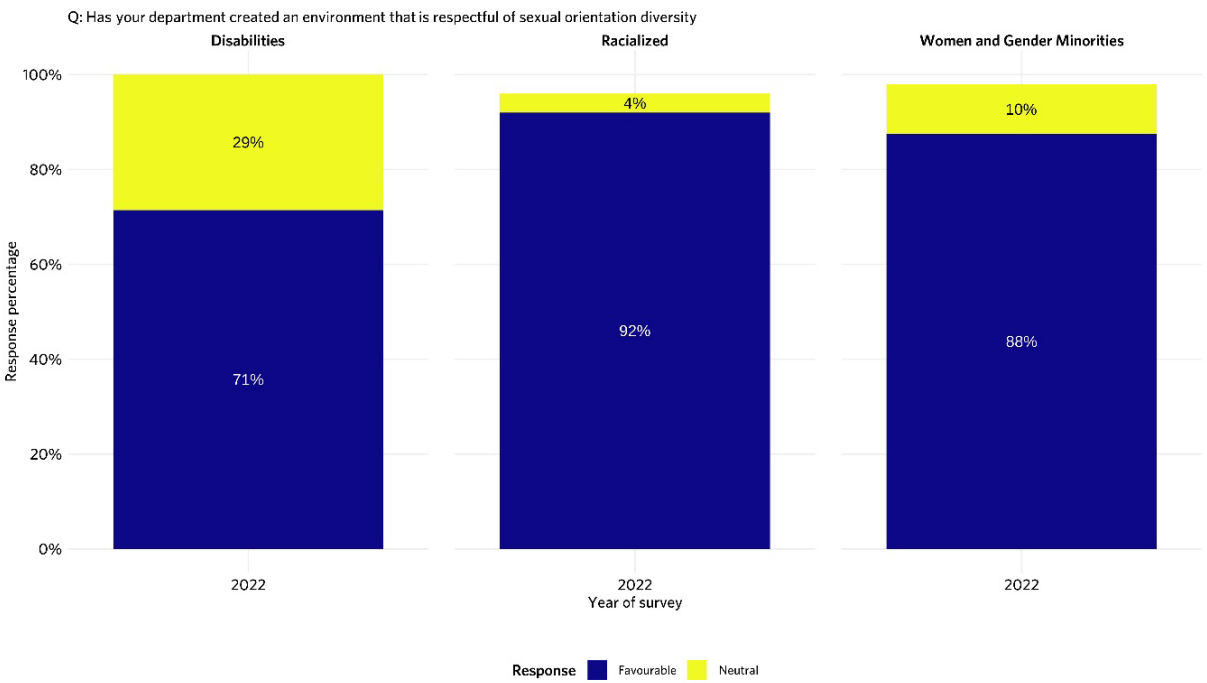
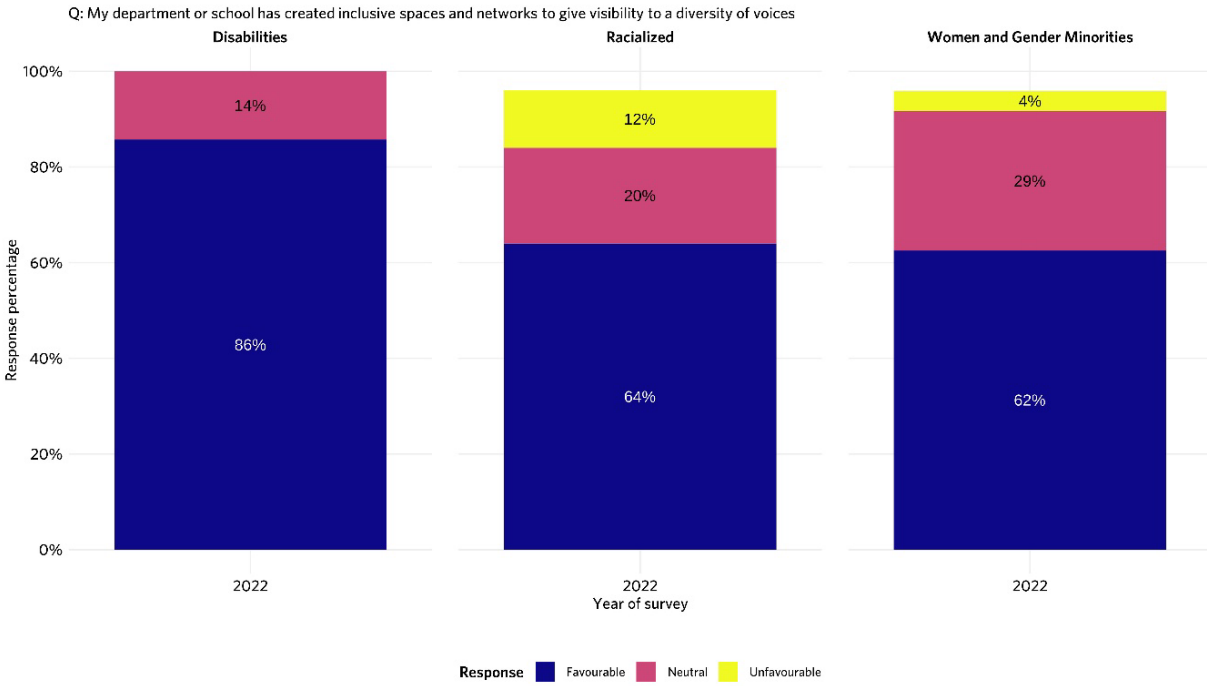
3. The CRC Working Group continued regular meetings with the CRC EDIAP Implementation Team to advise on strategies and initiatives.
4. UBC's CRC Mentorship program was launched in response to data in annual experiences survey and in [UBC's Focus on Equity in Canada Research Chair Experiences 2021 report](#), piloting three models of mentorship relationships to test which is/are most appropriate for CRCs, and developing/providing additional resources based on best practices research into mentorship programs and provided to CRCs participating in the program
5. UBC's Annual CRC Experiences Survey was conducted.

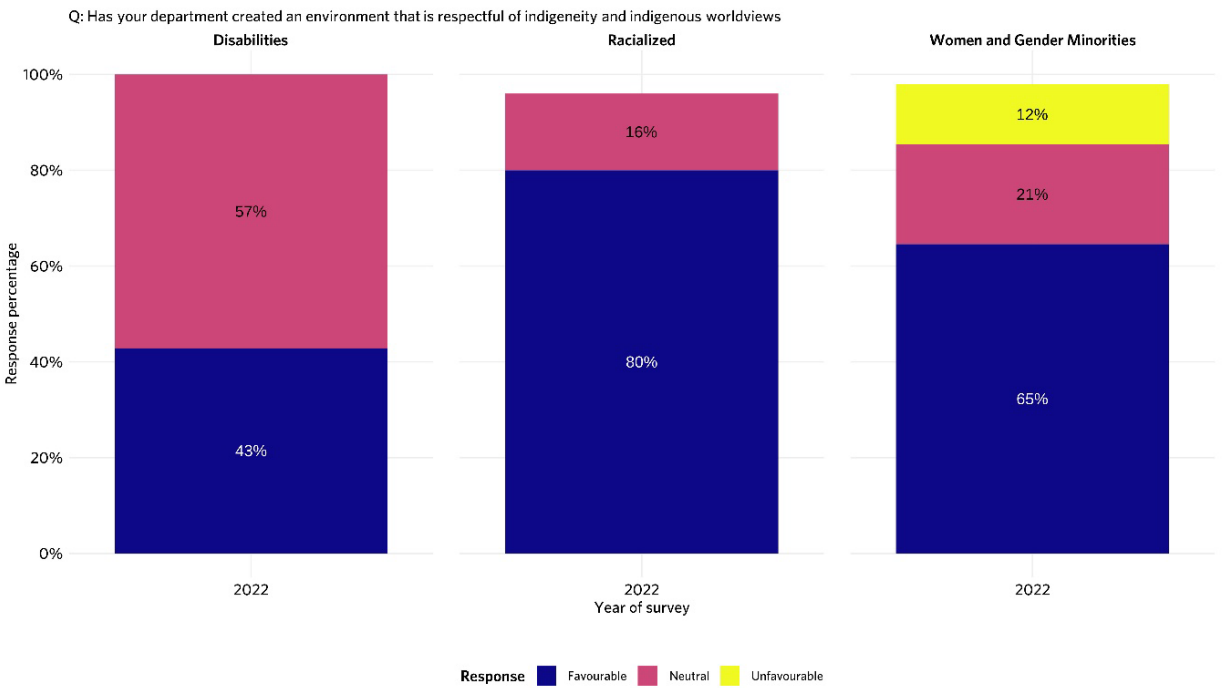
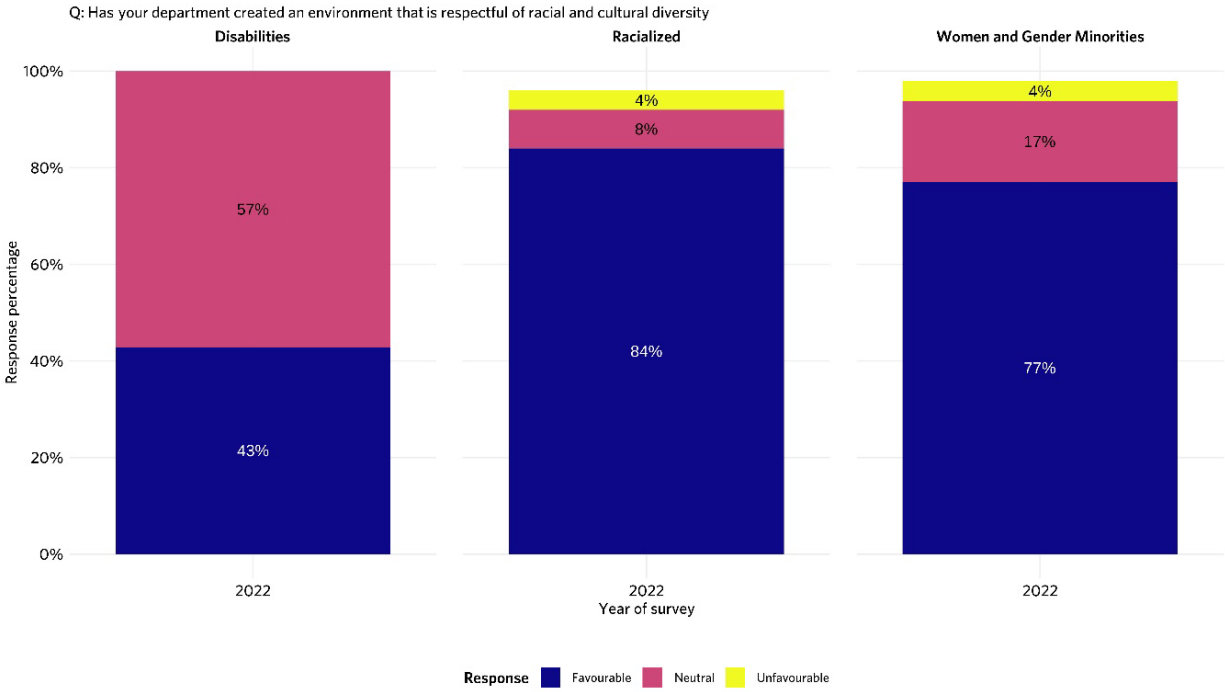
c) Data Gathered

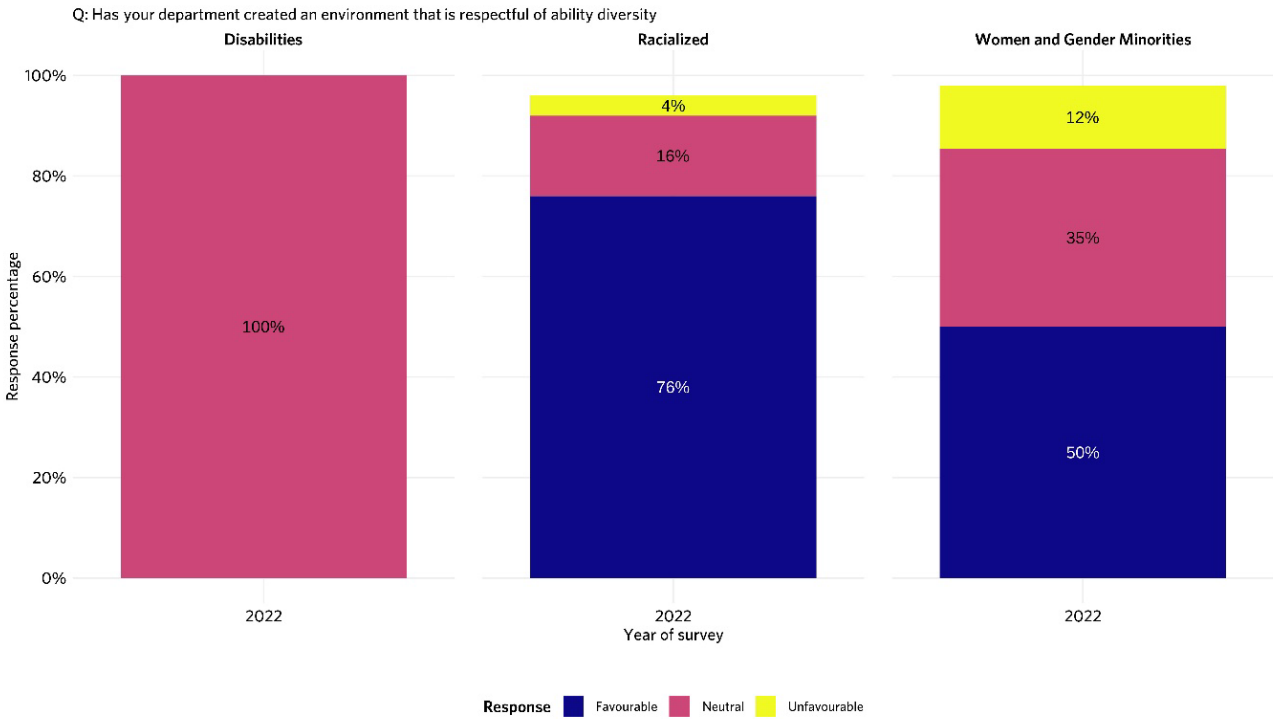
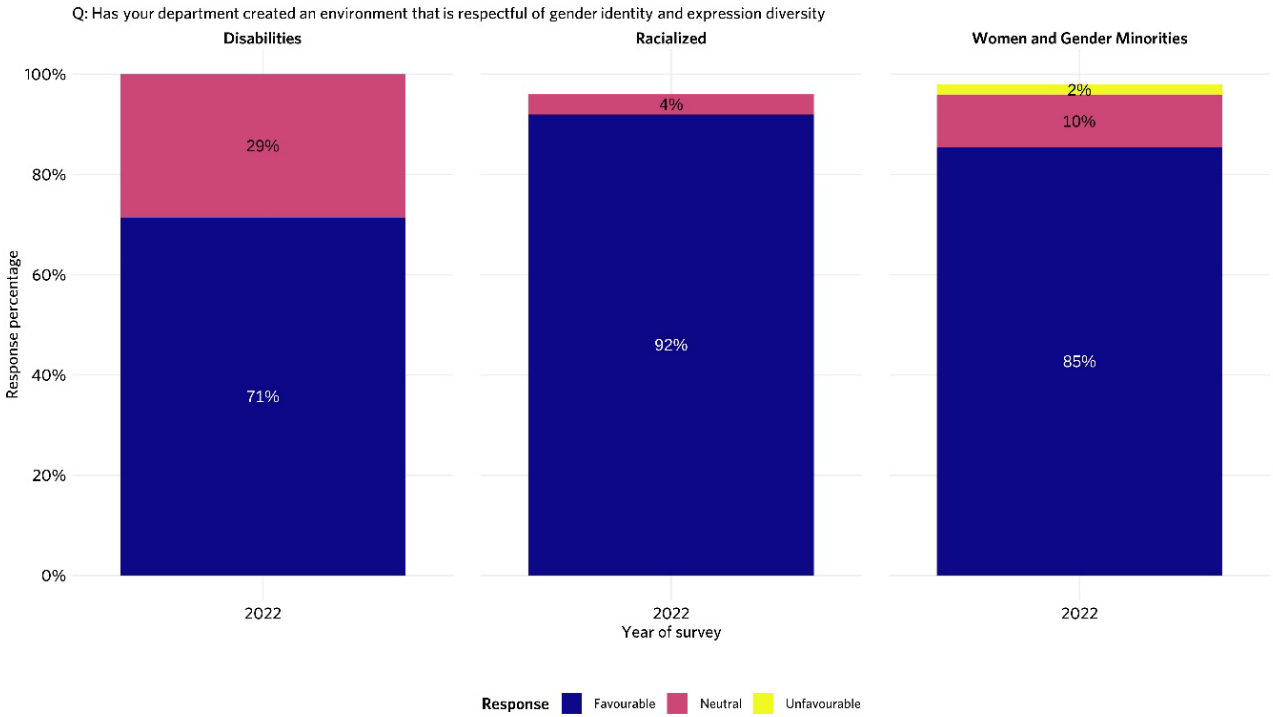
1. 54 CRCs participated in the in-person CRC Celebration in 2022, 27 participated in the CRC Connections event along with six members of the EDIAP Implementation Team, 41 CRCs have been matched with others in the CRC Mentorship Program, and 14 CRCs regularly participate in the bimonthly CRC Working Group meetings.
2. UBC's CRC Mentorship Program launched in November 2022 with 41 participants out of a potential pool of approximately 169 CRCs. Two orientation sessions were held using MentorCity as the software platform to support program administration. Seven 1-1 matches, seven Triads, and six peer groups have been established, which will provide opportunities for testing each of these structures to see which are best suited to meet various needs for CRC support. All participating CRCs logged into MentorCity and completed their profiles.
3. 96 CRCs participated in UBC's 2022 CRC Annual Experiences Survey. Roughly half of participants were women and/or gender minorities, a quarter were racialized, less than a tenth were people with disabilities (identities not exclusive). The responses of Indigenous CRCs are suppressed because of small numbers and are not generalizable.

Figures 3-15 (below) provide the results of the survey. A response to each question was not required so not all questions had a 100% response rate.

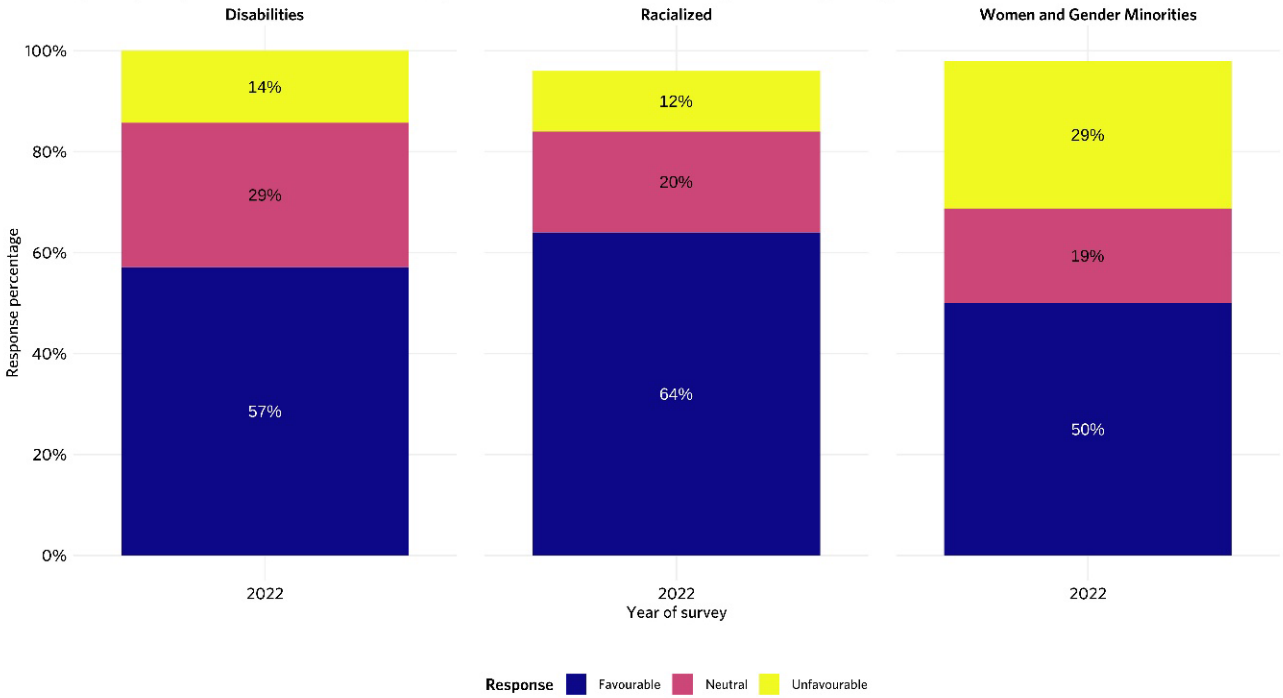




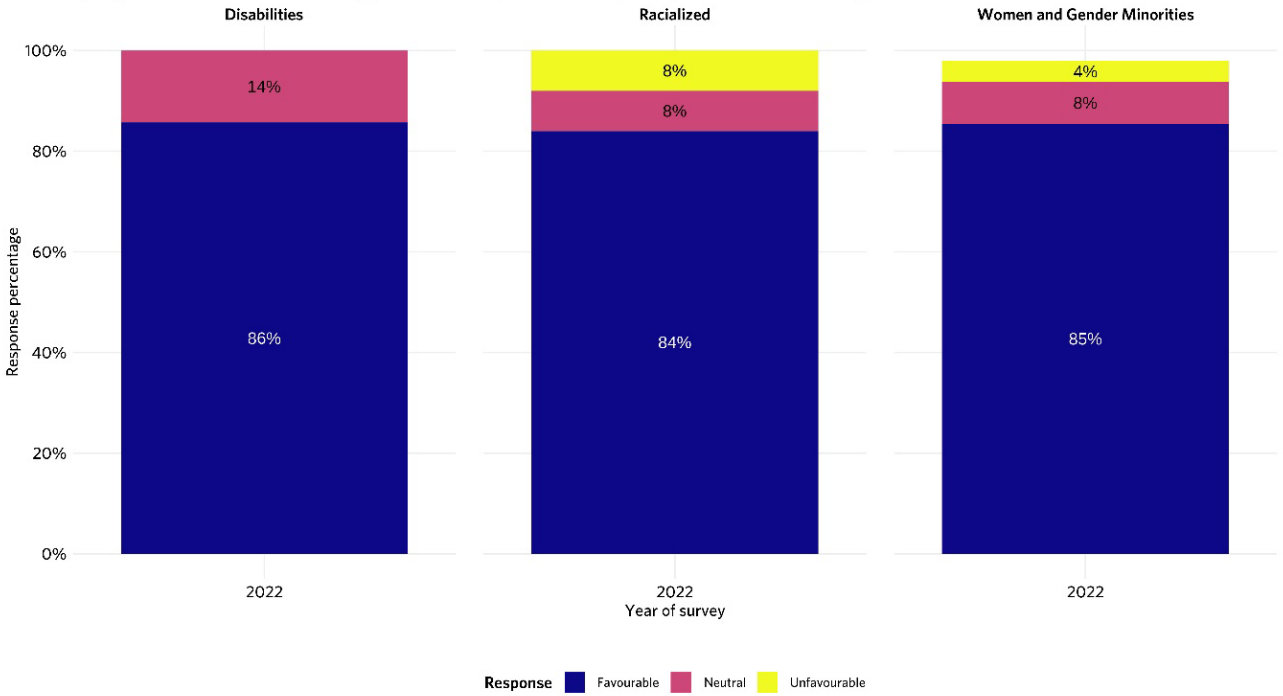


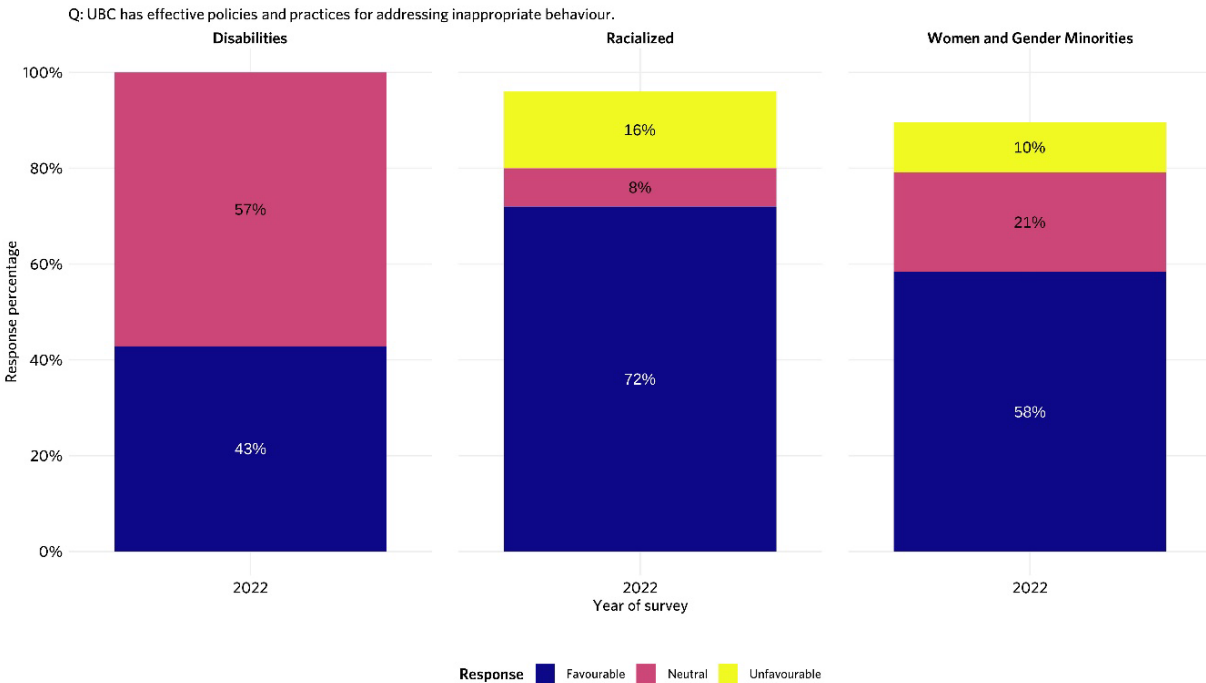


Q: Does your department or school ensure that faculty and staff have access to conflict management training and support?



Q: Do you have access to research and support services comparable to that of your departmental or school colleagues?





- People with disabilities were consistently more likely than women and racialized people to disagree (or “respond unfavourably”) that the institution had created an environment respectful of racial/cultural, sexual orientation, and gender identity/expression diversity
- Responses with respect to the environment generally were more favourable than responses with respect to dealing with conflict and addressing inappropriate behaviour. One explanation may be that the general environment has exceptions of conflict that do arise and are not adequately addressed.

d) Indicators used to Assess Outcomes and Impacts

- # of participants in offerings to increase connections, respond to questions/concerns, and sense of being valued at UBC
- # of participants continuing to engage

e) Next Steps

1. Drafting UBC’s CRC Mentorship Program Evaluation Framework
2. Developing and delivering ongoing CRC Connections online events 2-3 times/year based on the anonymous needs assessment survey conducted with CRCs to discover topics of interest
3. Continuing to explore other strategies to increase CRC engagement and sense of belonging at UBC.

f) Contextual Information (e.g., course correction, obstacles, lessons learned, etc.)

1. Transitions in UBC’s CRC administration, and senior leadership, have slowed processes as examining current processes introduces new opportunities for increasing equity, and the need for broader consultation on these ideas.
2. New leadership requires time to familiarize themselves with the nuances of CRC experiences across a large decentralized institution to support structural changes for great equity.
3. As new departments or department chairs are allocated a CRC for the first time, they may not have a full understanding of the program and its opportunities and the current context

of a restricted appointment process may create resistance to fully recognizing the scholars who are appointed as exceptional among their peers

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

Pilot a minimum of three CRC mentoring initiatives (designed with current UBC chairholders' input and engagement) to meet particular CRC requests for mentoring and support that are currently not met by other services at UBC, and that specifically include EDI principles and identity considerations. These initiatives may include traditional one-to-one short or long-term mentoring; triad models (e.g., new Tier 2, second term Tier 2, Tier 1 in relevant discipline); peer mentoring models; or other models. This pilot responds to the UBC President's Commitments Against Racism and Injustice, the recently launched Indigenous Strategic Plan, and the developing UBC Disability Caucus, and new Centre for Workplace Accessibility.

Funding expenditures from April 1, 2022 – December 15, 2022:

\$4,410 Subscription to MentorCity software platform to support the administration of the mentorship program and communications with the CRC participants
\$8,890 August 10, 2022 – December 15, 2022 GAA Wages & Benefits to support development and launch of Mentoring Program

Expected Timelines: April 1, 2022 – March 31, 2023

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

The Disability EDI consultant will accompany at least twelve department heads and/or CRC search committees through their CRC recruitment processes during this project year to ensure that the skills and capacities to apply equitable hiring practices, particularly for researchers with disabilities, are evident in their methods and results. This initiative responds to UBC's need to focus more carefully on recruitment from Federally Designated Groups to ensure targets are met, and to UBC's Inclusion Action Plan.

Funding expenditures from April 1, 2022 – December 15, 2022:

\$5,560 Nov 15, 2022 – December 15, 2022 GAA Wages & Benefits to support development and launch of Preferential Hiring Project

Expected Timelines: April 1, 2022 – March 31, 2023

NB: This objective evolved to provide accompaniment to the Office of Research Services in the Faculty of Medicine for their CRC internal recruitment and their departmental competitions for CRC allocation, as well as redirecting internal resources and hiring two GAAs (rather than a consultant) to support an EIO staff member in developing the suite of resources, and ensuring that capacity was developed and retained within the EIO.

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

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit'. You will receive a confirmation email with a copy of your completed form in HTML format once it is submitted.

Jointly administered by:

