Canada Research Chairs Chaires de recherche du Canada Canada

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Submit and Exit Survey

**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:**

Brock University

**Contact Name:**

Deborah O'Leary

**Position Title:**

Acting Associate Vice-President, Research

**Institutional Email:**

doleary@brocku.ca

**Institutional Telephone Number:**

905.688.5550 x 5024

**The link for the EDI progress report and EDI Stipend report:**

https://brocku.ca/research-at-brock/research-chairs/crc-equity/#reports

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):

11/26/2020

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

satisfies

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

Tim Kenyon

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:

2020 CRC EDI Action Plan objective 3D: develop human resource procedures and practices to support equity in shareholder recruitment and hiring (complete, ongoing).

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 2020 consultation with current, former, and future CRCs recommended "reviewing and enhancing post-hiring support, policies, and practices", described in the 2020 CRC EDI Action Plan. This objective is complete but ongoing. The first EDI Stipend objective, detailed in the 2021/2022 EDI Action Plan and Stipend Progress Report, identifies the development of an EDI CRC and Faculty Search Toolkit and Resource File as a key priority upon the appointment of an Equity, Diversity, and Inclusion in Research Advisor. After this position was filled in August 2022, three barriers were identified within recruitment processes. First, recruitment committees indicated that generating equity, diversity, and inclusion practices can feel overwhelming and training concepts can remain abstract. Second, members of the Black Community Forum at Brock (BCFaB) identified barriers such as social stigma that can be experienced within recruitment committees, and a lack of recognition and support for research by Black scholars and about Black communities. Third, feedback from previous applicants highlighted the lack of clarity in hiring processes in higher education, and the need for transparency around hidden curricula while applying and interviewing for CRC positions.

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 | A job advertisement template, recruitment channel list, recruitment committee toolkit, and virtual interview toolkit were launched between Fall 2022 and Summer 2023. The updated job advertisement template was compiled in Fall 2022, which includes language from previous CRC job postings and input from the Office of People & Culture. This template also directs committees to resources that enhance accessibility and inclusive language. The template is updated with the collaboration of CRC recruitment committees during each recruitment period. | Completed |
| Corresponding action 2 | A list of recruitment channels was created in Fall 2022 and directs committees to job boards potentially used by scholars from Designated Groups. This list is tailored to each recruitment committee and focus of the CRC search. | Completed |
| Corresponding action 3 | The recruitment committee toolkit, created in Spring 2023, guides committees through self-reflection prompts and resources. The toolkit focuses on power imbalances within recruitment committees, expanding research excellence and impact, supports for applicants, and confronting language and norms maintained during assessment. | Completed |
| Corresponding action 4 | Lastly, the virtual interview toolkit was created in Summer 2023 to highlight accessible practices. | Completed |
| 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:

Learnings were gathered qualitatively. This includes applicant feedback from a previous Indigenous CRC search, ongoing feedback from recruitment committees, proposal committees post-results feedback regarding internal CRC competitions, and a consultation with BCFaB. Learnings were also gathered through a literature review on research barriers and facilitators experienced by Designated Groups.

Outcomes and Impacts made during the reporting period:

The job advertisement template was used by three recruitment committees and underwent updates after each. The Associate Vice-President, Research, the EDI in Research Advisor, three recruitment committees have reviewed and provided feedback on each template. As such, the Director, Human Rights and Equity (HRE) is no longer required to distribute recruitment tips or review CRC job postings from an EDI perspective. This change reduces burden placed on HRE. The recruitment channel list was provided to two CRC recruitment committees, tailored to the discipline and CRC search parameters. This list helps committees as they develop their EDI recruitment strategies and can serve as a recordkeeping file. The recruitment committee toolkit was provided to three CRC recruitment committees during training sessions. Initial committee feedback indicates that the toolkit is helpful, and was used to establish committee roles and assessment criteria. This toolkit responds to barriers by helping committees translate EDI training into concrete actions. The virtual interview toolkit was provided to two committees and will be updated when committees include virtual assessment in their searches.

Challenges encountered during the reporting period:

During the reporting period, recruitment committees received fewer applications than expected or found that candidates withdrew nominations. The challenges prompt continued support related to onboarding and retention processes. Committees also discussed funding challenges related to recruitment, prompting continued attention to a range of recruitment channels with and without fees. Discussion with scholars from Designated Groups also reiterates the need for tailoring recommendations, as some strategies can help some groups, while harm others.

Next Steps (indicate specific dates/timelines):

Future versions of all four resources will be informed by the introduction of post recruitment stage surveys, administered to recruitment committees starting Fall 2023. The 2024 version of the job advertisement template and recruitment committee toolkit will include considerations on anti-Black racism and Black inclusion. This will reflect learnings from the ongoing Black CRC search and preparation for the launch of the next Indigenous CRC search. The internal call for Indigenous CRC proposals will also include support for CRC proposal committees, guided by feedback from unsuccessful proposal committees and learnings from Indigenous experts. This support will also be updated on an ongoing basis as a future CRC proposal committee guide or FAQ. Future versions of the recruitment channels list will continue to identify free and paid channels used by Designated Groups. It will be expanded to include channels used by Scholars in early and later stages of research careers. This list will also be updated on an ongoing basis. The virtual interview toolkit will also be adapted following learnings from the EDI in Research Advisor's participation in Brock University's Anti-Ableism and Mental Health Committee (AAMH), which reports to the President's Advisory Committee on Human Rights, Equity, and Decolonization (PACHRED). Members of the AAMH Committee will develop a toolkit on accessible teaching, research, and/or supervisory practices in 2024.

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:

50000

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

The EDI stipend was used to offset the salary of the EDI in Research Advisor. This position was filled on August 22, 2022. All objectives in this report have been or will be completed with the EDI in Research Advisor as a lead facilitator or in a supporting role. As such, the EDI Stipend had an extensive impact on the institution's ability to meet all six objectives. The funding allowed the institution to establish a permanent role within the Research Enterprise to support EDI efforts, addressing turnover and resource-related issues identified in previous progress reports.

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

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

**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:

2020 CRC EDI Action Plan objective 3E: provide training in unconscious bias and best practices for equity, diversity, an inclusion for everyone involved in the CRC program (complete, ongoing).

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 institutional CRC EDI Action Plan describes a 2-hour training program delivered by the Director, HRE. After the EDI in Research Advisor position was filled, the provision of training was reallocated to the Advisor. The first training session was co-facilitated by both the Director and Advisor, and subsequent sessions were facilitated solely by the Advisor. Some time was required to re-establish introductory-level training, review workshop exercises, and refine pacing. This transition prompted attention to an additional concern: providing training for attendees with no prior EDI awareness and for those requiring advanced training.

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 | The new introductory training workshop was first facilitated by the EDI in Research Advisor in Fall 2022. It provides an overview of EDI-related concepts, positionality, and power dynamics in research at individual, interpersonal, and systemic levels. | Completed |
| Corresponding action 2 | Advanced training was launched in Spring 2023. This session is completed by all individuals involved in the CRC process. It focuses well-being in research, research excellence, EDI considerations within recruitment committee dynamics, and EDI in recruitment and onboarding. | Completed |
| Corresponding action 3 | The introductory and advanced workshops have also been revised to support CRC recruitments that are approved within Brock University's cluster hire of 12 Black faculty members and/or professional librarians. The introductory workshop explains the Scarborough charter and representation of Black scholars across higher education, while the advanced session focuses on anti-Black racism, Black inclusion, and case studies. These sessions are co-facilitated with other Brock University EDI experts. Additionally, the EDI in Research Advisor participates in recruitment committee meetings for the ongoing Fall 2023 SSHRC Tier 1 Canada Research Chair in Racial Justice and Health search, to provide additional support. | In progress |
| Corresponding action 4 | | Not yet started |
| Corresponding action 5 | | Not yet started |
| Corresponding action 6 | | Not yet started |

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

All sessions are informed by researcher experiences provided during meetings with the EDI in Research Advisor, and through a literature review of barriers and facilitators to research experienced by members of Designated Groups. This search is discipline-specific (e.g., Biology, Psychology, Health Science). Post-session surveys were launched at the end of the recruitment period of the Spring 2023 SSHRC Tier 2 Canada Research Chair in Social Psychology of Aging. The survey asks about prior EDI learnings, effectiveness of CRC EDI training, and future areas of support.

Outcomes and Impacts made during the reporting period:

Participants shared that the advanced EDI training session felt engaging, welcoming, and helped position EDI considerations as feasible during recruitment. Several participants, via informal feedback and through the survey, have requested additional supports and have provided suggestions for training sessions.

Challenges encountered during the reporting period:

The development of introductory and advanced training prompts a broader need for collaboration, resource sharing, and support with other EDI in research administrators at other Canadian institutions. It also prompts ongoing guidance from the Tri-agency Institutional Programs Secretariat around recruitment committee concerns that inclusive research excellence may not align with CRC program adjudication criteria (e.g., acknowledgement by peers as world leaders may require an orientation towards self-promotion, professional networks, or prestigious publishing, which may be less accessible or not a priority of for all scholars, particularly members of Designated Groups).

Next Steps (indicate specific dates/timelines):

All training sessions will be updated on an ongoing basis to reflect the needs and research focus of each CRC search. The development of resources and training to support future recruitment of an Indigenous CRC began in Fall 2023. This work will be supported by the EDI in Research Advisor with collaboration and consultation of Indigenous experts and scholars at Brock University.

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:

0

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

The EDI stipend was used to offset the salary of the EDI in Research Advisor. This position was filled on August 22, 2022. All objectives in this report have been or will be completed with the EDI in Research Advisor as a lead facilitator or in a supporting role. As such, the EDI Stipend had an extensive impact on the institution's ability to meet all six objectives. The funding allowed the institution to establish a permanent role within the Research Enterprise to support EDI efforts, addressing turnover and resource-related issues identified in previous progress reports.

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

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

### Key Objective 3

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

2020 CRC EDI Action Plan objective 4G: Provide ongoing training in EDI and cultural topics for faculty, staff and students.

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 2020 consultation with current, former, and future CRCs recommends "engaging the entire Brock community with consistent and ongoing messaging regarding the importance of EDI and how it enhances the quality of research, teaching, and work life", as detailed in the 2020 CRC EDI Action Plan. The provision of ongoing training also addresses the need to enhance "post-hiring support, policies, and practices", also identified in the 2020 consultation. This objective was tasked to the Director, HRE in the Action Plan and identified as ongoing. Although the workshops are still available and provide additional attention on accessibility, anti-racism, gender and sexual violence, and equity & inclusion, the hiring of the EDI in Research Advisor has allowed for workshops that include EDI considerations in research design and practice.

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 | The EDI in Research Advisor has facilitated one-on-one researcher consults, discussing how to apply EDI considerations to grants and to research labs. | In progress |
| Corresponding action 2 | The Advisor has also facilitated non-CRC EDI workshops. This includes sessions on positionality and power (for Building Better Research); EDI in knowledge mobilization (for Building Better Research); EDI considerations in health research (for Niagara Health Research Day); EDI in student grant workshops (for the Faculty of Graduate Studies and Postdoctoral Affairs); and introduction to EDI (for Brock departments). The Advisor has created training on EDI in mentorship (for the Brock LINC, the innovation and entrepreneurship centre), to be facilitated in future entrepreneurial programming. | In progress |
| Corresponding action 3 | | Not yet started |
| Corresponding action 4 | | Not yet started |
| Corresponding action 5 | | Not yet started |
| Corresponding action 6 | | Not yet started |

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

All sessions are informed by qualitative feedback gathered pre-session, and through a literature review of barriers and facilitators to research experienced by members of Designated Groups across research fields.

Outcomes and Impacts made during the reporting period:

The provision of workshops by the EDI in Research Advisor reduces burden on the Office of HRE, though sessions continue to be offered in partnership when relevant. To complete researcher consultations, the Advisor has prepared a four-step template to support researchers during this session. As a result of ongoing EDI workshops, a presentation template has also been created. The Building Better Research workshops have at least 10 attendees each, the Niagara Health Research Day workshop had 50 registrations, and consultations with researchers have resulted in at least one successful grant application. Objective 4G is now complete and ongoing.

Challenges encountered during the reporting period:

Challenges encountered during the reporting period include how to better engage attendees during virtual sessions and building in activities for a short timeframe. Additionally, timelines for delivery of training have been adjusted to better accommodate the EDI in Research Advisor's capacity.

Next Steps (indicate specific dates/timelines):

The EDI in Research Advisor will facilitate a multi-session EDI workshop series for researchers in Summer 2024. A shortened, pilot version of this series will be delivered within the Research Enterprise in Spring 2024. Training for members of the Research Enterprise will occur throughout 2024 and will include accessibility, anti-Black racism and Black inclusion, and Indigenous Cultural Safety. These training sessions will be facilitated by the EDI in Research Advisor, HRE, and by external partners depending on the session focus. Additional Building Better Research workshops focusing on EDI concepts and inclusive research excellence will begin in Spring 2024, featuring student and faculty scholars at Brock University.

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:

0

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

The EDI stipend was used to offset the salary of the EDI in Research Advisor. This position was filled on August 22, 2022. All objectives in this report have been or will be completed with the EDI in Research Advisor as a lead facilitator or in a supporting role. As such, the EDI Stipend had an extensive impact on the institution's ability to meet all six objectives. The funding allowed the institution to establish a permanent role within the Research Enterprise to support EDI efforts, addressing turnover and resource-related issues identified in previous progress reports.

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

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

### Key Objective 4

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

2020 CRC EDI Action Plan objective 5A: create confidential opportunities for CRCs and other Brock faculty from the FDGs (Designated Groups) to come together and speak about their experiences, including spaces for racialized scholars and people who multiple FDG categories. Invite this group to provide feedback to the VPR and Director, HRE about any topics that are not already being addressed.

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 2017 CRC and stakeholder consultation identified a need for "more data that is relevant to members of the FDGs", as detailed in the 2020 CRC EDI Action Plan. Goal 5 in this Action Plan is also informed by barriers experienced by Indigenous and Black researchers. Consultations with members of the BCFaB occurred in Spring 2023. Attendees indicated barriers to research such as a lack of community, sense of inclusion, social stigma in response to complaint, a need for sponsorship, and wider sense of research excellence to value and support research completed for or by Black communities. Objective 5A was tasked to the Director, HRE in the 2020 CRC EDI Action Plan, and will now be supported by the EDI in Research Advisor.

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

| | | Progress to date |
|---|---|---|
| Corresponding action 1 | As a result of consultations and commitments to the Scarborough Charter, signed in 2021, the Research Enterprise has developed an action plan focusing on anti-Black racism and Black inclusion across the research units. This process was launched in Spring 2023, with a first draft containing 11 benchmarks, actions, and corresponding short- and long-term timelines. The second draft was completed Summer 2023, and work on several actions began Fall 2023. This work will continue across 2024, and updates will be provided to the BCFaB to ensure accountability. Completing this process also reduces some burden placed on HRE to support Objective 5A. | In progress |
| 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 |

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

This process was informed by qualitative consultations with members of the BCFaB, through the "Addressing Anti-Black Racism on Campuses" event held by the Faculty of Applied Health Sciences, and through a literature review of barriers and facilitators experienced by Black scholars. This includes learnings from the report and listening session facilitated by the Social Sciences and Humanities Research Council (SSHRC) Advisory Committee to Address Anti-Black Racism in Research and Research Training.

Outcomes and Impacts made during the reporting period:

The second draft of the Action Plan was completed in Summer 2023, with feedback from Research Enterprise Unit Heads provided in June 2023. Applying actions within the Enterprise is in progress. This includes a review of internal awards programs, started in Spring 2023, and a review of onboarding information that is provided about the Research Enterprise to new faculty researchers at Brock started in Fall 2023. Objective 5A is in progress.

Challenges encountered during the reporting period:

Anti-Black racism and Black inclusion training should be provided in partnership with Black experts, where possible. Training is co-facilitated with EDI experts at Brock University, including within the Office of HRE. This also helps ensure consistency in the delivery of training across departments and reduces burden placed on EDI experts.

Next Steps (indicate specific dates/timelines):

Future versions of the CRC EDI Action Plan and supports for recruitment committees will be informed by the anti-Black racism and Black inclusion Action Plan, as well as by ongoing consultations with scholars from Designated Groups, which began in Spring 2023. These consultations will continue throughout 2024. To address the wide scope of anti-Black racism in higher education, the EDI in Research Advisor is developing a project proposal to co-create resources with other Brock University departments that engages the Scarborough Charter (e.g., Black inclusion in mentorship, teaching, and learning).

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:

0

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

The EDI stipend was used to offset the salary of the EDI in Research Advisor. This position was filled on August 22, 2022. All objectives in this report have been or will be completed with the EDI in Research Advisor as a lead facilitator or in a supporting role. As such, the EDI Stipend had an extensive impact on the institution's ability to meet all six objectives. The funding allowed the institution to establish a permanent role within the Research Enterprise to support EDI efforts, addressing turnover and resource-related issues identified in previous progress reports.

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

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

### Key Objective 5

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

2020 CRC EDI Action Plan objective 5D: appoint an Indigenous chair holder.

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 2017 CRC and Stakeholder Consultation indicates a need for recruiting Indigenous scholars, as noted in the 2020 CRC EDI Action Plan. Two Indigenous CRC searches have occurred since 2020. A nomination for the first search was submitted to the CRCP, but the candidate withdrew. A second search was subsequently launched but was unsuccessful. The EDI in Research Advisor was hired partially through this search and submitted the mid-point attestation form. Feedback from applicants indicated insufficient supports for Indigenous scholars at the institution.

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 | The Research Enterprise is preparing for an upcoming Indigenous CRC search. This includes a review of supports provided to CRC proposal committees, a review of training, resources, and assessment measures provided to recruitment committees, and a review of supports provided to applicants. | In progress |
| 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 |

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

Feedback from applicants in the earlier Indigenous CRC searches indicated insufficient supports for Indigenous scholars at the institution. Learnings from the upcoming Indigenous CRC search will be gathered qualitatively, through consultations and through a literature review on research barriers and facilitators experienced by Indigenous scholars. This objective may also be informed through feedback from the CRC potential applicants and recruitment committee members once the search concludes, similar to the feedback and consultations after previous Indigenous-focused CRC searches. This objective will also be informed by better practices from Brock University's initiative to hire four Indigenous tenure-track faculty members in Women's and Gender Studies/Sociology, Canadian Indigenous History, and Indigenous Educational Studies, launched in 2021. Learnings from these hires may better inform the upcoming Indigenous CRC search and continue to foster inclusion of Indigenous ways of knowing and communities at Brock University.

Outcomes and Impacts made during the reporting period:

Since the 2017 CRC and Stakeholder Consultation, Indigenous faculty and staff hirings have occurred across the institution. The successes of these hirings may provide learnings for the upcoming Indigenous CRC search and contribute to research excellence. As Brock University continues to develop resources and supports for Indigenous students, staff, faculty, and communities, the CRC search may also be strengthened as a consequence. Objective 5D is in progress.

Challenges encountered during the reporting period:

Indigenous students, staff, faculty, and community members may experience additional burden to participate in decolonization efforts and experience cultural taxation to educate non-Indigenous individuals on anti-Indigenous racism, reconciliation, and decolonization. Indigenous Cultural Safety training is also required for non-Indigenous members of Brock University, to ensure appropriate engagement and support of Indigenous colleagues and research.

Next Steps (indicate specific dates/timelines):

In Spring to Summer 2024, the Acting Associate Vice President, Research and EDI in Research Advisor will participate in external Indigenous Cultural Safety training. Both will continue to build relationships and consult with Office of the Vice-Provost, Indigenous Engagement, the Hadiyaˀdagénhahs First Nations, Métis and Inuit Student Centre, and Indigenous scholars to understand barriers and facilitators to research. The Advisor will assist with training and recruitment efforts to help foster recruitment committees' awareness of barriers and facilitators to research, as identified in key objective one (CRC 2020 CRC EDI Action Plan objective: 3D). The Advisor will continue to revise resources identified in key objective one based on consultations and literature reviews of better practices (CRC 2020 CRC EDI Action Plan objective: 3D).

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:

0

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

The EDI stipend was used to offset the salary of the EDI in Research Advisor. This position was filled on August 22, 2022. This objective will be completed with the EDI in Research Advisor in a supporting role. As such, the EDI Stipend has had a moderate impact on the institution's ability to meet this objective thus far, but may have a more extensive impact by the completion of the upcoming Indigenous CRC search. The funding allowed the institution to establish a permanent role within the Research Enterprise to support EDI efforts, addressing turnover and resource-related issues identified in previous progress reports.

**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)

### Key Objective 6

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

2020 CRC EDI Action Plan objective 5B: develop pathways to scholarly opportunity and mentorship, supporting community and connections between Black, Indigenous, and racialized research students and faculty scholars, including shareholders.

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

This objective was developed as a result of the institutional 2020 Campus Climate Survey and consultation (e.g., where student respondents from Designated Groups "had less Perceived Academic Success" than their peers). This objective outlines funding opportunities for students from Designated Groups and resources for CRCs to mentor their research teams.

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 | To support students, the EDI in Research Advisor created a workshop on EDI in mentorship in Spring 2023 for the Brock LINC. | Completed |
| Corresponding action 2 | Since September 2022, the Advisor has partnered with Graduate Studies and Postdoctoral Affairs and HRE to facilitate workshops and training for students, staff, and faculty. This includes grant application consultations, notetaking training, event planning support, and participation in the Summer 2023 adjudication committee for the institutional Horizon Graduate Scholarship. This scholarship was created as part of Action Plan objective 5B, launched by the Dean of Graduate Studies and Postdoctoral Affairs (complete). | Completed |
| Corresponding action 3 | The Advisor is working with the Brock Library and the newly formed Research Impact Hub to host Building Better Research (BBR) sessions featuring research from or about equity-denied groups. This will serve as a formal opportunity for students to share their research experiences, application of EDI considerations, and develop skills and experiences as panelists and moderators. | In progress |
| Corresponding action 4 | In late Fall 2023, the Advisor began reach outs to key student partners to share role, upcoming programs, and potential opportunities for students such as the planned BBR sessions. | Not yet started |
| Corresponding action 5 | | Not yet started |
| Corresponding action 6 | | Not yet started |

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

The EDI in Research Advisor began consultations with members of Designated Groups across campus in Fall 2023. These consultations will be used to inform future programming and training workshops.

Outcomes and Impacts made during the reporting period:

A small number of students from Designated Groups have met with the EDI in Research Advisor, in addition to ongoing meetings with researchers from Designated Groups. These students are included when sharing opportunities and have participated in several EDI opportunities on campus, such as panels and note taking opportunities. Objective 5B is in progress. With consent, any barriers or needs that are identified in meetings with students are also included in training and grant consultations with researchers, as issues that might be addressed through EDI practices.

Challenges encountered during the reporting period:

Access and outreach to the student population is challenging. Partnership with campus Offices, Strategic Officers, Student Liaisons, and Support Coordinators across faculties and will better facilitate awareness and connection to students interested in opportunities.

Next Steps (indicate specific dates/timelines):

First, in Fall 2023, the EDI in Research Advisor joined two working groups that will develop resources and supports for researchers: supervision support working group and an accessibility toolkit working group. This work will continue in 2024, where the Advisor will centre information from consultations with student and faculty scholars in the development of resources. Second, with the introduction of the Research Awards Program Facilitator in June 2023, the Research Enterprise will be better equipped to connect with student, staff, and faculty through the relationships developed by the Facilitator. With the Facilitator, the Advisor will continue to build relationships and visibility amongst students. This will also occur by reaching out to department Chairs, Graduate Studies and Postdoctoral Affairs, and the Graduate Students' Association. This work began at the end of Fall 2023 and will continue into Spring 2024. Lastly, in late 2024, the Advisor will work with the Acting Director, Research Services and the Dean of Graduate Studies and Postdoctoral Affairs to build resources for chairholders on an ongoing basis (Appendix E, 2020 CRC EDI Action Plan). This will be informed by consultations with current chairholders, which began in Fall 2023 and will continue in Spring 2024.

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:

0

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

The EDI stipend was used to offset the salary of the EDI in Research Advisor. This position was filled on August 22, 2022. All objectives in this report have been or will be completed with the EDI in Research Advisor as a lead facilitator or in a supporting role. As such, the EDI Stipend had an extensive impact on the institution's ability to meet all six objectives. The funding allowed the institution to establish a permanent role within the Research Enterprise to support EDI efforts, addressing turnover and resource-related issues identified in previous progress reports.

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

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

## 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):

First, ongoing turnover and secondment across the institution has complicated the ability to maintain sustained relationships with scholars from Designated Groups, to maintain informal knowledge and learnings about scholars, and develop supports for chairholders. Second, as part of the Research Enterprise's anti-Black racism and Black inclusion action plan, members of the Research Enterprise will be provided with EDI training on an ongoing basis covering a range of topics. This training can be difficult to create or procure due to the burden and demand of EDI experts across institutions, such as the internal provision of training on anti-Indigenous racism or Indigenous cultural safety. Third, as identified in key objective two, researchers and research administrators may benefit from additional Tri-Agency training and community-building with similar positions at institutions across Canada. The EDI-related research administrative positions may be new and independent, warranting guidance, collaboration, and resource sharing as these roles develop.

### 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 first practice is the creation and review of Standard Operating Procedures across the Research Enterprise and ongoing team meetings where Research Officers informally discuss learnings from grant applications they support. As the Research Enterprise grows, Brock University will continue to develop long-term relationships with researchers, identify opportunities, and provide research-related support and training. The second practice is collaboration with other Brock partners when building resources or offering training because of the range of expertise, teaching practices, and experiences it provides. For example, in response to the need for inclusive measures of research excellence, a working group will create training and resources for institutional adjudication committees, building off the resources and learnings from the CRC program. This work will engage the expertise and experience of partners across campus. Collaboration is also crucial to the development and enacting of the anti-Black racism and Black inclusion action plan that focuses on a review of supports provided across the Research Enterprise to Black scholars. This work occurs in partnership with the BCFaB, other Brock EDI partners, and units within the Research Enterprise.

## 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**

Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) towards which this funding has been directed:

As indicated in the EDI Stipend Application Form 2022-2023, the funding is used to offset "salary expenses for Brock's Equity, Diversity, and Inclusion (EDI) in Research Advisor who is providing operational leadership, expertise, and direction in enacting Brock University's EDI Action Plan (start date August 22, 2022)". This reduced the workload placed on other members of the Research Enterprise and Human Rights and Equity who previously supported this work. The EDI Stipend facilitated the creation of a permanent role, addressing the precarity of work that staff in EDI positions may experience.

Indicator(s): Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

The 2020 CRC EDI Action Plan is "used to monitor the overall success attained under the leadership of the EDI in Research Advisor" (pp. 31-44).

Progress: Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

The Advisor has supported the review and enacting of the Brock University's EDI Action Plan, particularly goals 2, 3, 4, and 5. This includes supporting three ongoing or recently concluded CRC searches, by providing training on the recruitment and onboarding of chairholders, resources, providing administrative support, and compliance with EDI requirements. Through consultations, the Advisor also provides recommendations to scholars and recruitment committees about the experiences of systemic barriers that scholars from Designated Groups. Since September 2022, the EDI in Research Advisor has additionally participated in professional development and relationship-building across Brock University that will contribute to enacting the EDI Action Plan. The Advisor has: Facilitated workshops on EDI considerations in research (Fall 2022- Spring 2023). Met one-on-one with students and faculty researchers submitting applications with EDI sections or developing research laboratory practices (Fall 2022 – Fall 2023). Researchers and Research Officers have incorporated learnings into funding applications, where at least one application has been successful, and others may share when results are available. Co-organized a campus-wide memorial event for the National Day of Remembrance and Action on Violence Against Women in partnership with other Brock units and joined planning for the 2024 Black History Month/African Heritage Month campus events (Fall 2022; Fall 2023). Attended external listening sessions, consultations, and conference sessions on EDI such as the SSHRC engagement session for EDI and Anti-Black Racism Specialists and the Canadian Association for Graduate Studies (CAGS) conference on Inclusive Excellence in Graduate Supervision and Mentorship (Spring 2022 – Fall 2023). Joined EDI-related working groups and committees across campus such as an award adjudication committee facilitated by the Faculty of Graduate Studies and Postdoctoral Affairs (Spring 2023 – Fall 2023). Participated in training on transformative mediation, EDI considerations, and instructional skills (Fall 2022 - Spring 2023). Developed 5 toolkits or research resources and co-developing 4 additional resources with other institutional partners (Fall 2022- Fall 2023). Developed, facilitated, and revised introductory and advanced training sessions for CRC recruitment committees, and co-facilitated EDI learning sessions for non-CRC recruitment committees or departments seeking EDI training, such as Brock University Library and the Department of Classics and Archaeology (Fall 2022 – Fall 2023).

**Table C2. EDI Stipend Impact Rating**
Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Extensive impact (the EDI Stipend had an extensive impact on achieving progress)

Provide a high level summary of how the stipend was used:

The EDI stipend was used to offset the salary and related expenses for the EDI in Research Advisor.

Do you have other objectives to add?

No

## 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)

The institution held workshops, consultations, and obtained informal feedback from members of Designated Groups, such as the consultation with the BCFAB which led to the development of the Research Enterprise's Anti-Black racism and Black inclusion Action Plan. The Research Enterprise continues to build relationships with researchers across campus, and learnings have been informed by survey data collected by the Office of Research Services, listening sessions with the Research Enterprise Unit Heads, and through ongoing literature reviews of barriers and facilitators experienced by scholars from Designated Groups. The literature was obtained from books, journal articles, podcasts, social media, and videos. Strategies and supports are generated based off these learnings, and incorporate better practices recommended by scholars from Designated Groups and by other institutions (E.g., DORA resources, policy briefs, actions in Canadian and international universities, Scarborough Charter resources, and SSHRC Addressing Anti-Black Racism in Research and Research Training report and consultations). The literature reviews also centre theorists who use intersectionality and post-colonial theory to guide their work. This material informs training for CRC recruitment committees, the advocacy that senior research administrators engage in across the institution, and future programming that might support students and faculty scholars, including chairholders. Changes to training occur through post-CRC recruitment stage feedback. Participation in the Anti-Ableism and Mental Health sub-group of the President's Advisory Committee on Human Rights, Equity, and Decolonization (PACHRED), during the reporting period, indicates that accessibility is often an overlooked aspect within EDI efforts. This includes structural and ideological barriers maintained within research applications and form and in the research outputs and impacts that are valued by adjudication committees. Future workshops and resources will more closely attend to accessibility. Consultations with chairholders from Designated Groups and the Advisor began in Fall 2023 and will continue throughout 2024, on an ongoing basis.

## 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://brocku.ca/brock-news/2023/01/sheila-cote-meek-appointed-director-of-indigenous-educational-studies-programs/**
**https://brocku.ca/brock-news/2023/10/new-brock-centre-supports-black-students-on-path-to-success/**
**https://brocku.ca/human-rights/wp-content/uploads/sites/208/Human-Rights-and-Equity-22-23-Annual-Report-final.pdf**
**https://brocku.ca/brock-news/2023/03/new-grant-to-support-faculty-adoption-of-open-educational-resources/**
**https://brocku.ca/brock-news/2022/11/applied-health-sciences-event-explores-ways-to-contribute-to-campus-decolonization/**
**https://brocku.ca/brock-news/2023/06/indigenous-leader-shares-magic-of-world-view-in-business-life/**

Brock University continues to address gaps in representation through new decolonization and EDI-related positions, such as the Director of Indigenous Educational Studies Programs, the Associate Vice-President, Equity, Diversity, and Inclusion, and staff positions within the Black Student Success Centre. To prepare for the latter, Black staff and EDI-related staff across the institution planned and launched the Centre in Fall 2023. In addition to enhancing the personal, academic, and professional flourishing of Black students at Brock, the Centre also created programming for Niagara secondary students, via the Black Secondary School Symposium. Training and inclusive spaces for equity-denied researchers and EDI-related staff were provided by The Office of HRE which trains on areas such as anti-racism, workplace harassment, intercultural communication, and understanding the Human Rights Code. The office funded intensive training for EDI-related staff on Transformative Mediation and Facilitated Dialogues to Address Sexual Harm in Fall 2022 and Spring 2023. It also launched an EDI Community of Practice to create a space where EDI-related staff can learn and collaborate in Fall 2023. The Office also provides resolution services, referrals, "culturally responsive and affirming material supports", and programming to foster an inclusive community such as Black History/African Heritage Month and Brock 2SLGBTQ+ Pride Month 2023 programming. The Centre for Pedagogical Innovation (CPI) provides curriculum support focused on virtual, in-person, asynchronous, and synchronous formats, facilitating attention to accessibility and technology-enabled learning. CPI also provides support on trauma-informed practices, training from an Indigenous perspective, and facilitated an open educational resources adoption grant program to enhance access to learning materials in 2023. Through CPI, and the Office of HRE, Graduate Studies and Postdoctoral Affairs, and Learning Services, graduate students were provided professional development programming, such as writing cafés and workshops on navigating difficult conversations or time management. At the faculty and department level, on-going EDI initiatives highlight systemic barriers and the experiences of equity denied groups in higher education and beyond. This includes panels and discussion circles on decolonization and anti-Black racism (Faculty of Applied Health Sciences Anti-Racism Task Force); ongoing mentorship and sessions through the Women in Leadership Initiative, which received the 2023 YW Community Partnership award from the YWCA Niagara Region (Faculty of Social Science); professional development and a symposium on Coding, Computational Modelling and Equity in Mathematics Education Symposium (Faculty of Mathematics and Science and Faculty of Education); a newly launched community of practice on Universal Design for Learning (Applied Disabilities Studies); an Indigenous Leaders Speaker Series session (Goodman School of Business and the Office of Indigenous Engagement); the Imagining Black and Indigenous virtual event to celebrate International Women's Day (Centre for Women's and Gender Studies, Social Justice Research Institute, and PACHRED); a workshop and roundtable discussion focused on Indigenous game developers and representation in games (Hadiyaˀdagénhahs First Nations, Métis and Inuit Student Centre and the Centre for Digital Humanities); workshops, presentations, and community engagement during Indigenous Peoples Awareness Week (Hadiyaˀdagénhahs); the 2023 Niagara Social Justice Forum, which focused on pedagogies of care (Master of Arts in Social Justice and Equity Studies program and the Social Justice Research Institute); the Decolonial Reading Circle (Vice-Provost, Indigenous Engagement); an Innovation Social on Innovation in Women's Equity; a panel featuring recipients of the Indigenous Research Grant; and a Gathering on Indigeneity, Neurodevelopmental Disabilities and Mental Health (Research Enterprise). Several efforts were co-facilitated with external partners.

Hyperlink 1:

https://brocku.ca/brock-news/2023/01/sheila-cote-meek-appointed-director-of-indigenous-educational-studies-programs/

Hyperlink 2:

https://brocku.ca/brock-news/2023/10/new-brock-centre-supports-black-students-on-path-to-success/

Hyperlink 3:

https://brocku.ca/human-rights/wp-content/uploads/sites/208/Human-Rights-and-Equity-22-23-Annual-Report-final.pdf

Hyperlink 4:

https://brocku.ca/brock-news/2023/03/new-grant-to-support-faculty-adoption-of-open-educational-resources/

Hyperlink 5:

https://brocku.ca/brock-news/2022/11/applied-health-sciences-event-explores-ways-to-contribute-to-campus-decolonization/

Hyperlink 6:

https://brocku.ca/brock-news/2023/06/indigenous-leader-shares-magic-of-world-view-in-business-life/

**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.**