



INSTITUTIONAL REPORT - CANADA RESEARCH CHAIRS PROGRAM

3. EQUITY, DIVERSITY, AND INCLUSION

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

1. a.) Key institutional actions in support of EDI in the CRCP

Share up to three key EDI actions related to the CRCP that were undertaken by the institution during the reporting period as well as their impact.

Key EDI action #1

- Describe the key action that was undertaken.

During the reporting period, Brock's EDI in Research Advisor served as a critical resource for scholars and staff across campus, including but not limited to the CRCP. Central activities included continued support for nominees, Chairholders, and recruitment teams through EDI training (e.g., mentorship, positionality and power, unconscious bias) and enhanced EDI resources for researchers and administrators. The EDI in Research Advisor designed and delivered training and resources in addition to encouraging engagement with the modules offered by the Tri-agencies. In addition, the EDI in Research Advisor continued to support Chairholders and their research teams in establishing EDI action plans and navigating other EDI considerations based on Brock's EDI Action Plan, the CRCP's EDI requirements, and sector leading practices.

- Did this action relate to an objective named in your CRCP EDI Action Plan?

- Yes. Briefly describe the related objective.

These key actions cross-cut the five identified goals within Brock's EDI Action Plan: (1) Ensure that equity, diversity, and inclusion are embedded in institutional strategic planning; (2) Regularly gather relevant data regarding the needs of designated employment equity-seeking groups; (3) Promote diversity across the complement of Canada Research Chairholders; (4) Create a supportive and inclusive workplace for Chairholders; and (5) Support the research aspirations of and engagement with racialized scholars, with a focus on supporting Indigenous and Black scholars.

- No



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- Describe outcomes and impacts this action supported during the reporting period.

Major outcomes that this action supported during the reporting period was enhanced training for recruiting and hiring Black and Indigenous scholars and preparation of nominations for one Black CRC and one Indigenous CRC at Brock. We successfully negotiated with Dr. Janelle Joseph, a self-identified Black scholar who we nominated as a Tier 1 SSHRC CRC in Racial Justice, Health, and Sport (cycle CRC-2024-2). In addition, we have recruited and successfully negotiated with an Indigenous candidate for a CRC in Health, Sport, and/or Well-Being, and we are preparing the associated nomination for CRC-2026-1 cycle. Appointing an Indigenous Chairholder is an objective in Brock’s EDI Action Plan, whereas supporting the recruitment and retention of a Black CRC is an objective in Brock’s Flourishing Black Researcher Action Plan. Both appointments fall under the EDI Action Plan goal 5 of “support[ing] the research aspirations of and engagement with racialized scholars, with a focus on supporting Indigenous and Black scholars,” and contribute to goal 3 of promoting diversity across the CRC cohort and goal 4 of creating a supportive and inclusive workplace for Chairholders.

- Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed.

A continued challenge was coordinating training and recruitment efforts across campus to enact our commitments in collaboration with the offices of Human Rights and Equity, the Vice-Provost Indigenous Engagement, and People and Culture. Our particular focus on supporting Indigenous and Black scholars relies upon participation and feedback from Indigenous and Black advisors and leaders, which has the potential to overburden those individuals. We take every opportunity to recognize their contributions, share the workload, and respect their timelines, and our targeted hiring strategies have increased the number of Indigenous and Black staff and scholars.

- Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

- Yes
- No



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3. b) CRCP Stipend for Equity, Diversity and Inclusion

Rate the importance the CRCP Stipend for Equity, Diversity and Inclusion has had on your institution in making progress in implementing measures to address systemic barriers:

[One selection possible]

- Not important
- Somewhat important
- Important
- Very important
- Do not know
- Not applicable

3. c) Other EDI initiatives

Provide an example of an EDI initiative underway at the institution – that is broader than those tied to the CRCP that is 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 in the box below. URLs should include https://. Note that collecting this information is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement (clause 39.e) and provides context for the work the institution is doing in addressing barriers for the CRCP.

An example of an EDI initiative that is broader than those tied specifically to the CRCP was part of Brock's Summer Workshop Series, which included four EDI-based workshops for the Brock Research Community, not just CRCs:

June 3, 2024 - Introduction to Equity, Diversity, and Inclusion in Research: "This workshop focuses on key E.D.I. definitions and power dynamics in research. Attendees will also explore general strategies for incorporating ED. in funding applications. This session is ideal for CIHR, NSERC, and SSHRC applicants."
<https://experiencebu.brocku.ca/event/262894>



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June 10, 2024 - Equity, Diversity, and Inclusion in your Research Environment: "This workshop focuses on biases, barriers, and strategies for access and safety in research team settings. Attendees will also explore how to write about EDI. in application questions related to hiring, training, and inclusion of team members. This session is ideal for CIHR, NSERC, and SSHRC applicants."

<https://experiencebu.brocku.ca/event/262899>

June 17, 2024 - Equity, Diversity, and Inclusion in your Research Design (Version A): "This workshop focuses on biases, barriers, and strategies for access and safety in each stage of the research process. Attendees will also explore how to write about EDI. in descriptions of the research project. This session is ideal for CIHR or SSHRC applicants." <https://experiencebu.brocku.ca/event/262904>

June 17, 2024 - Equity, Diversity, and Inclusion in your Research Design (Version B): This workshop focuses on biases, barriers, and strategies for access and safety in each stage of the research process. Attendees will also discuss strategies for discussing EDI. in descriptions of the research project. This session is ideal for NSERC applicants. <https://experiencebu.brocku.ca/event/262905>