

TABLE OF CONTENTS

You may complete sections individually by selecting them from the table of contents. At the end of each section, you will be redirected to this table of content to select another section to complete or to review.

Position Title:

Vice-President, Research and Innovation

Institutional Email:

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Institutional Telephone Number:

204.982.1147

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):

04/28/2021

Rating given action plan in most recent review process:

Fully Satisfaction

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

Jino Distasio

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](#))

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 systemic barriers that existed were identified by reviewing the CRC hiring process, including existing HR hiring

Corresponding actions undertaken to address the barriers:

An employment equity advisory committee is set to address these barriers and align our EDI efforts across the institution. The committee should be in place in Summer 2022. Workshops and speaking engagements are held to create awareness and implement EDI practices at the highest administrative level. Overall, this creates a culture where EDI is integrated into all institutional processes.

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

An EDI Faculty Survey is in development to collect data. A draft was developed and feedback was received from several faculty members from various equity seeking deserving groups.

Progress and/or Outcomes and Impacts made during the reporting period:

The faculty survey will allow the UW to use this data as a benchmark for representation

Challenges encountered during the reporting period:

One challenge was having an interim-president which has slowed down the process. Senior Admin and other staff were busy with other tasks. The Covid-19 pandemic has also made progress move slowly. Various staff have taken leave, or were sick due to Covid-19. The lead on the project took a parental leave.

Next Steps (indicate specific dates/timelines):

The survey should launch in August 2022 or September 2022. This data will be used to address institutional and systemic barriers which will allow us to also address these issues beyond the CRC program.

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

No

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 3

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

Grow supports at the University that enable a more inclusive working environment.

Systemic barriers -

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

Identifying and removing barriers associated with unconscious bias will remain an ongoing effort.

Corresponding actions undertaken to address the barriers:

At present, we have conducted reviews, provided updates and are part of other initiatives such as the Dimensions Pilot and the NSERC EDI program. With funds from the CRC EDI Stipend we are creating an communications platform and resources hub. This will offer a central location for access to resources and information.

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

Many of the actions will be influenced by the pending surveys of faculty and staff.

Progress and/or Outcomes and Impacts made during the reporting period:

Unfortunately, there has not been any progress during this reporting period. An extension was requested to continue receiving the EDI Stipend funding due to circumstances related to COVID.

Challenges encountered during the reporting period:

Planning and implementing strategies over the pandemic has been difficult. It remains challenging to balance to the needs of faculty to support remote work and teaching with additional requests for other initiatives. Staff turnover in the Research Office has also led to delays in implementing the program. Progress has been slower than expected.

Next Steps (indicate specific dates/timelines):

We expect the resource hub to be in October 2022.

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

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.

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:

Our main objective remains to create a comprehensive communication strategy and EDI learning hub.

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

We continue to work on a communication strategy and developing a resource hub.

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

Work is in progress with the EDI learning hub to be operational in the Fall of 2022

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 22000

Total funds spent:

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	15000	NSERC EDI Supported work

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:

Don't know

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

The stipend was not used during this period, but was used to set up the institution's work for objective 3. However, we have an extension and will continue to use this funding to develop a comprehensive and accessible set of EDI resources.

Do you have other objectives to add?

No

https://www.uwinnipeg.ca/graduate-studies/p2gs/index.html

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

TABLE OF CONTENTS

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Introduction

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:

