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CRCP Institutional EDI

Action Plan - Contextual Details



### 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:**

OCAD University

**Contact Name:**

Heather Robson

**Position Title:**

Director, Research Services

**Institutional Email:**

hrobson@ocadu.ca

**Institutional Telephone Number:**

(416) 977-6000

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

<https://www.ocadu.ca/research/canada-research-chairs/accountability-and-transparency>

Does your institution have an EDI Action Plan for the CRCP?

No

**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.

**Key Objective 1**

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 2**

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**

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 4**

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

**Key Objective 5**

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

**Key Objective 6**

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

**PART 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:

Assist CRCs in their tenure and promotion processes from an EDI perspective

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

Help CRCs to advance their research portfolio and increase their publications in order to support tenure and promotion

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

OCAD University's chairholders participated in development, training and resources offered through the National Centre for Faculty Diversity & Development starting in October 2022. One CRC has since been promoted to Associate Professor.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 13610

Total funds spent:

**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:

Moderate impact (the EDI Stipend had moderate impact on achieving progress)

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

The stipend was used to cover the cost of the chairholders' membership fees for the NCFDD and enrollment in the Faculty Success Program.

Do you have other objectives to add?

Yes

**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**

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:

Enhance the equity environment around OCAD U's CRCs. A series of well-defined meetings led by external consultants for CRCs and their staff will help advance EDI in the academic plan as developed by each CRC

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

Development of an internal community of CRCs

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

CRCs met regularly through online meetings facilitated by the Office of Research & Innovation to seek guidance and support for professional development and embedding EDI principles in their research. A series of external speakers contributed their own perspectives on deploying EDI principles in collaborating with equity-seeking researchers inside and outside the university, and training and working with research assistants from various equity seeking groups.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 2000

Total funds spent:

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:

Moderate impact (the EDI Stipend had moderate impact on achieving progress)

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

Stipend funds were used to provide \$500 honorariums each to four external speakers.

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)

OCAD University (OCAD U) currently holds less than five chair allocations and thus does not have an EDI Action Plan specific to the CRCP. However, OCAD U is actively working to evaluate strategies to address gaps in hiring and retention broadly across the institution and to put supports in place to allocate resources that will support OCAD U's equity, diversity and inclusive policies and practices. This has included the development of the Race & Equity Lounge; a designated space for informal gatherings of individuals from equity-deserving groups to connect and support one another, as well as bookable space for purpose-built activities around equity.

## 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://www.ncfdd.org/>

Membership in the National Centre for Faculty Development & Diversity (NCFDD) has now been extended to all OCAD U faculty and students. Through the NCFDD, faculty and students have access to guest expert webinars and multi-week courses on topics such as 'Developing Anti-Oppressive Communities', and 'Re-Thinking Mentoring: How to Build Communities of Inclusion, Support, and Accountability'. Additionally, the Office of Research & Innovation has instituted informal practices to enhance equity mentorship for new faculty who are disproportionately from equity-seeking groups. Our senior leadership regularly work and meet with faculty on informal mentorship questions.

Hyperlink 1:

<https://www.ncfdd.org/>

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

I have reviewed my responses and I am ready to submit my report.

A reminder that institutions are required to post a copy of this report (as submitted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS.

**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:

