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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 also 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.

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:

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Institutional Telephone Number:

(416)977-6000

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

<https://ca1se.oxco.com/SE/?st=jeuW6suXm8k3Ct0XM1n9bz3j3Dx9FJ0rnS3HwlaXRyY%3D>

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 underrepresented groups (e.g. women, persons with disabilities, Indigenous peoples and racialized minorities 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 (either the one approved by TIPS or the one current under review by TIPS), 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) what actions were undertaken; 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.

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.

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:

Development of a policy framework for CRC/EDI including a governance plan for the approval of the institutional Equity, Diversity and Inclusion Action Plan

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

A workplan and critical path outlining key milestones towards the development of OCAD University's CRC Policy and institutional Equity, Diversity and Inclusion Action Plan.

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

An environmental scan of CRC policies at other Canadian institutions has been conducted and a policy framework for OCAD University has been drafted (timeline: June 2020 – January 2021). As a result of delays caused by the COVID-19 pandemic, the completion of the update of OCAD University's Equity, Diversity and Inclusion Action Plan has been extended into 2021-22.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	10000
Institutional commitment (if applicable):	0
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	0	0
2	0	0

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:

As a small institution, OCAD University does not have the resources needed to support this work without accessing funding support such as through the EDI Stipend. The EDI Stipend was used to offset the costs of a temporary hire to support EDI initiatives and supports for our Canada Research Chairs.

Do you have other objectives to add?

Yes

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:

Development and implementation of a communications strategy for raising awareness within the institution of its commitment to and the benefits of EDI within the CRCP and the broader research enterprise

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

A workplan outlining milestones and achievement of an EDI Communications strategy and updated webpage.

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

OCAD University has updated relevant content and published its public accountability and transparency webpage. The page is available at the following link: <https://www.ocadu.ca/research/canada-research-chairs/accountability-and-transparency> The workplan for OCAD University's EDI Communications strategy has been completed as of April 2021. The updated webpage has been published as of May 2021.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 30000

Institutional commitment (if applicable): 0

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	0	0
2	0	0

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:

As a small institution, OCAD University does not have the resources needed to support this work without accessing funding support such as through the EDI Stipend.

EDI Stipend Objective 3

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:

Project management and coordination support for CRCs with goal of alignment with EDI commitments

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

Extant CRCs require support to meet obligations and to grow the research enterprise in concert with each other. This effort will enhance our CRCs' ability to do so resulting in a stronger research culture at the University. This will include training and support for CRCs to incorporate EDI in their research team recruitment.

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

Between June 2020 through March 2021, as a result of the EDI Stipend support, the Office of Research & Innovation has been able to provide dedicated supports to OCAD University's Canada Research Chairs through effective project administration and coordination, and project planning in alignment with EDI commitments. These supports have increased overall CRC satisfaction, eased workload burdens, and enhanced retention.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 10000

Institutional commitment (if applicable): 0

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	0	0
2	0	0

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:

As a small institution, OCAD University does not have the resources needed to support this work without accessing funding support such as through the EDI Stipend. The EDI Stipend was used to offset the costs of a temporary hire to support EDI initiatives and supports for our Canada Research Chairs.

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 minorities, Indigenous peoples, persons with disabilities, women, LGBTQ2+ 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 has engaged with underrepresented groups at all stages of the work supported through the EDI Stipend. Engagement has occurred through the Research, Equity, Diversity, Decolonization and Inclusion (REDDI) Committee, as well as through weekly meetings with BIPOC faculty facilitated by OCAD University's Research Equity Officer. Feedback gathered is helping to inform the development of OCAD University's CRC Policy and update of the institutional Equity, Diversity and Inclusion Action Plan.

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 possible. 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)

During the reporting period, the Office of Diversity, Equity and Sustainability Initiatives has developed curriculum, a resource guide, and provided training workshops on EDI issues such as "interrupting micro-aggressions". The Mighty Pen Speaker Series (https://www.ocadu.ca/services/writing-and-learning-centre/wlc-services/mighty-pen?_ga=2.90587806.520806674.1621950022-1918558300.1617986129) continues to bring voices from the margins to the centre, and to celebrate a range of narratives in all their complexities.

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.'

Jointly administered by:

