

Position Title:

Vice-Provost, Academic Planning, Policy and Faculty

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

<https://www.uwo.ca/facultyrelations/pdf/progress-report-2022.pdf>

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

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 1:

Attract and retain the best talent available in an increasingly diverse workforce to achieve and maintain an equitable and diverse representation of the four designated groups in our Canada Research Chairs Allocations.

Systemic barriers -

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

Historic under-representation of equity-seeking groups and historic academic recruitment practices are widely understood to be barriers to diversifying the academic workforce. The CRC Steering Committee recognized that recruiting individual Chairs in narrowly targeted fields was not allowing us to achieve our equity targets quickly enough. The Steering Committee responded to these inefficiencies through cluster searches.

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

Beginning in 2019, the majority of Western's unallocated Chairs were devoted to two cluster searches. In 2019-20 a Special Program "demographic" cluster hire, soliciting applications only from the three designated groups previously under-represented among Western's CRC holders (women, persons with disabilities and Indigenous peoples. This search was not limited by field and it attracted a diverse pool of qualified applicants and increased representation in these designated groups across Western. In the fall of 2020, a "research priorities" cluster

Corresponding action 1

Outcomes and Impacts made during the reporting period:

Western met its December 2019 equity targets in the Canada Research Chairs Program in each of the four designated groups and exceeded the targets in three of the groups. As of June 2023, equity targets in three designated groups have exceeded the CRC National 2022 Targets. An additional cluster searches is being initiated for the designated group where the current target has not been met. We continue to adhere to best practices in the use of inclusive language in job ads, in ensuring that individuals are not disadvantaged for legitimate career interruptions, and in providing opportunities for candidates to meet with a Recruitment and Retention Consultant during the recruitment process to obtain information on immigration, family and other supports available to them as they move to London. In the fall of 2021, Western's updated equity census was launched. The census was developed by an EDI Data Working Group which was established in 2020-21 and facilitated through the President's Office. The update

Systemic barriers -

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

While equity concerns have traditionally been focused on recruitment, a broader approach to equity has drawn attention to the fact that some kinds of academic work are more highly valued than others. For example, work in innovative and emerging fields, often published in less-established venues, may be evaluated less positively than more traditional outputs. Similarly, community outreach or service work is often less valued than traditional research work. This has obvious implications for the retention of a diverse group of faculty and for their successful career progression. Our University of Western Ontario Faculty Association Collective Agreement, which was recently negotiated and ratified in

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

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

Ensure equitable pay, workload and research supports for new CRCs.

Systemic barriers -

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

After a review of compensation, workloads and research supports for CRC holders, when initially developing Western's CRCP Action Plan, it was apparent that workloads and salary stipends for early Chairholders were inconsistent.

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	Standards were implemented for workloads and salary stipends to ensure equity among CRCs across all fields. Monitoring of those standards continues and administrative processes for CRCs were developed to ensure transparency and consistency. Research supports remain flexible to accommodate the range of research activities undertaken by CRCs in different fields.	Completed
Corresponding action 2	N/A	Not yet started
Corresponding action 3	N/A	Not yet started
Corresponding action 4	N/A	Not yet started
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:

Ongoing monitoring of: Workload distribution for all CRCs; salary stipend level for all CRCs.

Outcomes and Impacts made during the reporting period:

CRCs appointed since 2019 and all future CRCs will receive the same salary stipend (differentiated by Tier) and CRC workload.

Challenges encountered during the reporting period:

None

Next Steps (indicate specific dates/timelines):

Continued monitoring of the stipends, workload and supports for new CRCs. All first-term CRC holders with an end-date before June 2023 were provided the opportunity initiated by the CRCP in the spring of 2021 to extend their term for one year due to COVID, to mitigate any likelihood that COVID delays would negatively affect the r3.4(e)3 Tw7(7.2(e)p)8.6(r4 l()9.5uld)9.2(naring)7..l((d ten)4(to)7.9edW)9.2(0due to)7 Tw|ld m0 T

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

Ensure Mentoring is Available for Tier 2 CRCs

Systemic barriers -

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

In the 2020-21 academic year, the Provost appointed a Special Advisor on Faculty Employment Equity and a project was undertaken which looked at equity in employment practices, including mentoring strategies for faculty. The scan revealed gaps rather than barriers including the absence of consistent mentoring plans for mid-career and senior faculty. Tier 2 CRCs specifically need targeted leadership development and planning for their next career stage post-CRC. This need for mentoring is felt most acutely by those externally recruited at the Associate Professor level.

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

Progress to date

Corresponding action 1

To assist in addressing mentorship needs, a mentorship program in the Western Research Scholars Academy was co-developed and piloted in 2023 for recent Tier 2 CRCs with a focus on those who self-identify as part of an equity-deserving group (including Indigenous peoples, women, persons with disabilities and members of visible minorities.) Each participant was provided the opportunity to be paired with an internationally renowned senior mentor with a proactive and intentional effort to recruit diverse mentors committed to equity, diversity, inclusion, and decolonization (EDID). Mentors are top leaders in the mentee's field, with whom the mentee would have difficulty connecting through existing networks. The mentors work with their mentee in areas where the mentee would like to build new skills or gain new knowledge, such as a scholarly contribution or grant proposal over the program term and provide advice, feedback, and mentoring. Additional benefits for the mentees included access to the mentor's network of collaborators and trainees.

In addition to pairing participants with a mentor, the Western Research Scholars Academy will support researchers in the1 5oits f5(m)-2.4 t

In progress

Corresponding action 2

Outcomes and Impacts made during the reporting period:

A launch event of the Western Research Scholars Academy program was held in May 2023 and the program was featured in both Western News and University Affairs. In addition, a list of workshop topics of interest was developed with program participants with sessions beginning to be offered in August 2023.

Challenges encountered during the reporting period:

Not all participants wanted to be paired with a mentor, although it is anticipated they will still gain benefits from the Academy through peer networking and workshops. Some participants did want to be paired with a mentor, however, the program has encountered challenges identifying a suitable mentor willing to participate.

Next Steps (indicate specific dates/timelines):

As identified above, a planned slate of bi-monthly workshops on topics co-developed with program participants began in August 2023. In addition, several other tools and resources, such as a pilot repository of successful grants, to support program participants is planned. Mid-point checks to gain feedback from the Tier 2 CRC program participants will be completed by the end of 2023 and used to inform the remainder of the pilot program delivery.

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.

Partial salary for a program coordinator to manage the mentorship program.

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)

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

Leveraged cash or in-kind contributions from your institution (if applicable):

	Amount \$	Source / Type (cash or in kind)
1	525000	Cash

Key Objective 5

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

Implement EDI awareness and practice as core leadership competencies, with accountabilities to ensure EDI is advanced

Systemic barriers -

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

A significant amount of positive EDI-related work continues to occur on campus. The President's Anti-Racism Working Group (ARWG) was established in January of 2020. The ARWG

Outcomes and Impacts made during the reporting period:

In addition to the development of the Office of EDI's strategic plan, the office has implemented a number of new

Challenges encountered during the reporting period:

Prior to March 2020, the equity training was delivered in-person. As a result of the COVID-19 pandemic, we transitioned

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)

At Western, we recognize the need to consult with underrep

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://indigenous.uwo.ca/>

<https://indigenous.uwo.ca/initiatives/docs/Indigenous-Strat-Plan---Final.pdf>

<https://indigenous.uwo.ca/initiatives/docs/OII-Annua-Report-2021-V8.pdf>

https://indigenous.uwo.ca/initiatives/Strengthening_our_Relations_-_Indigenous_Research_Final_Report_and_Proposed_Strategy

Western continues to undertake a number of campus EDI initiatives beyond the specific scope of the CRCP. The most recent Faculty Collective Agreement for 2022-2024 includes a Letter of Understanding for a Members with Disabilities Joint Working Group with a mandate to review and improve support for Members for disabilities. The Office of Indigenous Initiatives, which leads the system-wide change required to advance Truth and Reconciliation efforts at Western and achieve equitable outcomes for Indigenous Peoples and implement Western's Indigenous Strategic plan, provided a 2021 Annual Progress Report which outlines its 2021 Milestones on the Road to Indigenization. This includes the hiring of Indigenous faculty members and the hiring of new Indigenous faculty for Canada Research Chairs., Decolonizing and Indigenizing Western's Institutional practices and spaces, achieving excellence in Indigenous research and scholarship, achieving excellence in Indigenous teaching, learning and pedagogy and development of an Indigenous Research Subcommittee for Curriculum and Academics. Biindigen: Indigenous Learning Circle is co-organized by Western Libraries, Research, Student Experience, Office of Equity, Diversity and Inclusion and the Office of Indigenous Initiatives. It provides Western staff and faculty, curious to learn with and from Indigenous Peoples, an opportunity to explore the landscape of Indigenization and reconciliation through discussion and various mediums. The Wampum Learning Lodge opened in November 2022. It is an intercultural teaching, le

This information will be sent to the Tri-agency Institutional Programs Secretariat