

Equity Diversity and Inclusion 1

Canada Research Chairs Program (CRCP) Institutional Report

- ✓ Attraction and Retention
- ✓ Impact on Research Capacity
- ✓ Equity Diversity and Inclusion 1
- ✓ Equity Diversity and Inclusion 2
- ✓ Strategic Use of Resources
- ✓ Institutional Support and Protected Time for Research
- ✓ Additional Comments and/or Suggestions

Institution: Lakehead University

Reporting period: [April 1, March 31]

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.

Key institutional actions in support of EDI in the CRCP:

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

Key EDI Action

Actions

Action: Develop "Guidelines for Department Search Committees: Best Practices and support CRC Search Committees to include the practices in their search and selection processes. Three CRC searches were active during the reporting period. The EDI Research Facilitator position continued to be supported through the CRC EDI stipend. As a result she was able to provide the following support to CRC Candidates, Faculty Deans, and CRC Search Committees: - developed a CRC standardized job template following CRC recruitment guidelines and best practices; - supported the active search of CRCs by helping to identify appropriate venues which engage equity-seeking groups; - candidates were encouraged to complete the optional self-id survey to help monitor success with recruitment strategies; - evaluation matrices were developed for the shortlisting, interviews and public presentations. - the Faculty Dean and CRC Search Committees were required to partake in human rights training and unconscious bias training led by the EDI Research Facilitator; - The EDI Research Facilitator developed an CRC Recruitment Toolkit and standardized templates available to each Search Committee in a shared google folder; - The EDI Research Facilitator served on all CRC Search Committees.

[View](#)

Equity Diversity and Inclusion 2

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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 (required)

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

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. (required)

Maximum character count: 2000 | Characters remaining: 664

Certificate in Inclusive Research Leadership: <https://www.lakeheadu.ca/research-and-innovation/research-services/resources/edi-in-research/training-events-workshops-in-edi-research/edi-certificate>

The "Certificate in Inclusive Research Leadership" was developed by the Office of Research Services in collaboration with the Office of Human Rights and Equity. This certificate program was designed to empower researchers to understand and embrace equity, diversity and inclusion (EDI) within the research environment. Each module/workshop encourages researchers to think critically about how their research design and research team can be enhanced with EDI. Researchers will also gain strategies and resources for implementing EDI within their research groups and projects. Upon completion of this course, researchers better understand how to create an equitable and inclusive research space for team members of diverse identities and be equipped with tools to construct EDI-informed research projects/proposals. All five sections of the program must be successfully completed in order to earn the Certificate in Inclusive Research Excellence.

The Certificate program was launched in 2024; at the end of the reporting period there were 46 registered participants in the online course and 3 participants who had completed the course.