



CANADA RESEARCH CHAIRS PROGRAM (CRCP)



Canada Research
Chairs

Chaires de recherche
du Canada

Canada

EDI in the CRCP

Program requirements for equity, diversity and inclusion:

The CRCP's EDI Action Plan (May 2017)

- Equity targets – December 2019 deadline;
- Institutional Equity, Diversity and Inclusion Action Plan Requirements; and
- Public Accountability and Transparency Requirements.

2019 Addendum

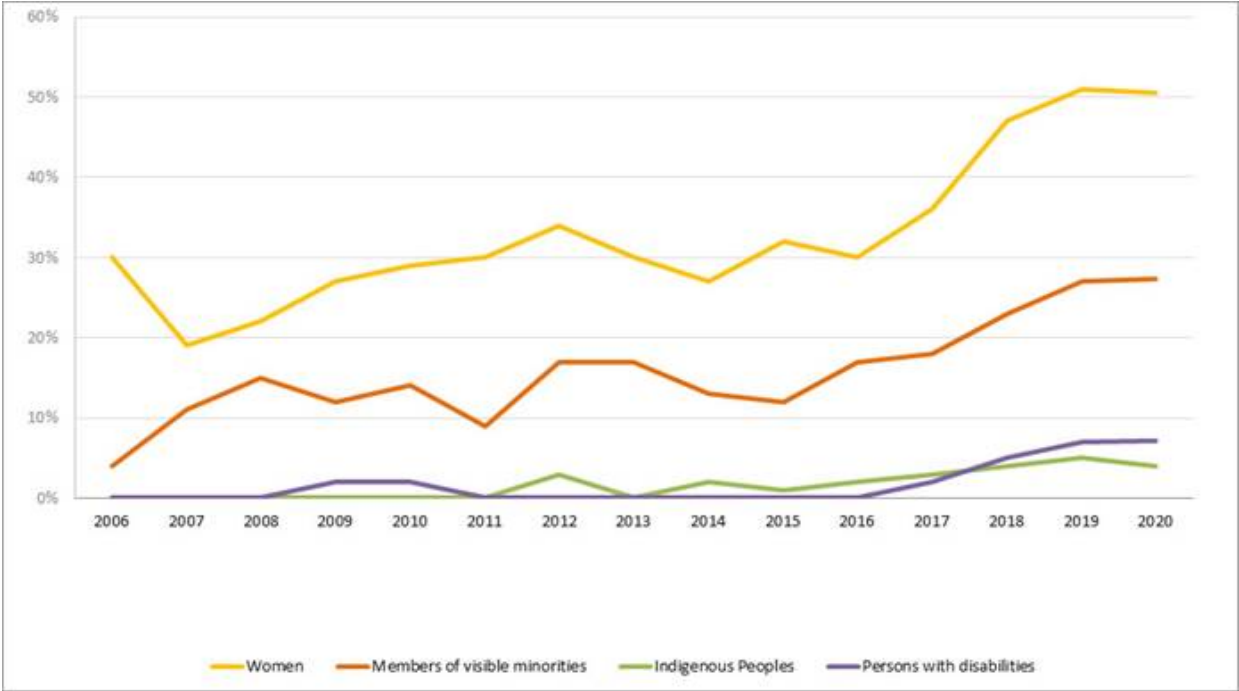
- New target-setting methodology;
- Collecting data from members of the LGBTQ2S+ community and including the option to identify as “white” on the self-identification data collection form;
- \$50,000 in support of EDI initiatives; and
- Advisory Committee on Equity, Diversity and Inclusion Policy.

2021 Agreement

- Acknowledging consequences for institutions that do not meet program requirements.



Percentage of nominations for individuals from the Four Designated Groups, 2006-2020



Increased representation in the program since the launch of the 2017 Equity, Diversity and Inclusion Action Plan

Four Designated Groups	May 2017	April 2021
Women	29.8 %	38.6 %
Members of visible minorities	13.4 %	21.4 %
Persons with disabilities	0.3 %	5.5 %
Indigenous peoples	1.3 %	3.2 %



Resources available online: Self-Identification Form

Self-identification questions

1. What is your date of birth? (YYYY/MM/DD)

I prefer not to answer

2. Select the option that best describes your current gender identity. **(required)**

Gender-fluid

Man

Nonbinary

Trans man

Trans woman

Two-spirit

Woman

I don't identify with any option provided

I prefer not to answer

I identify as



CANADA RESEARCH CHAIRS
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Resources available online: Unconscious Bias Training Module

Unconscious bias training module

Print version



The video player shows a slide with the title "Bias in Peer Review" on the right and a colorful graphic of three overlapping human heads on the left. The heads are filled with various icons representing science, technology, and research. The bottom of the slide features logos for CSNSG NSERC, SSHRC, and CRSH, along with the text "Canada Research Chairs" and "Chaires de recherche du Canada". The "Canada" logo is also present in the bottom right corner of the slide.

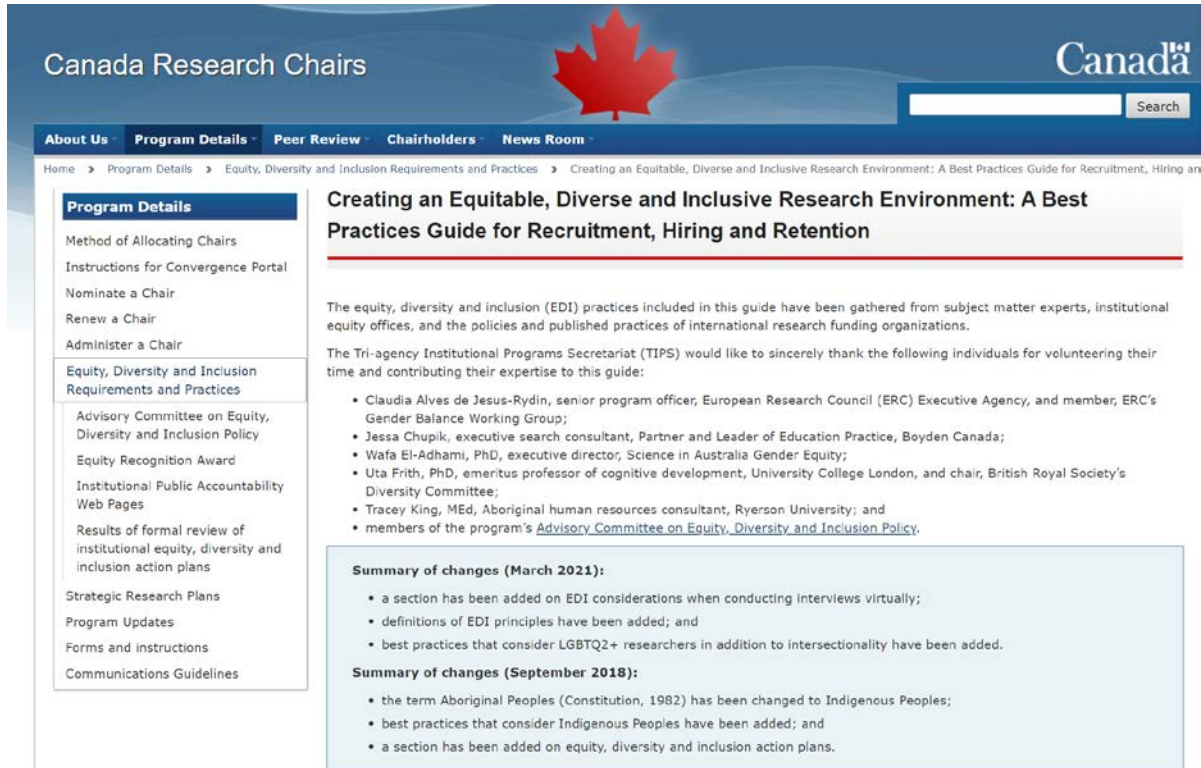
Bias in Peer Review

CSNSG NSERC SSHRC CRSH

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Resources available online: Best Practices Guide for Recruitment, Hiring



The screenshot shows the Canada Research Chairs website. At the top, there is a blue header with the text 'Canada Research Chairs' on the left, a red maple leaf logo in the center, and the 'Canada' logo on the right. Below the header is a navigation menu with links for 'About Us', 'Program Details', 'Peer Review', 'Chairholders', and 'News Room'. A search bar is located on the right side of the header. The main content area is titled 'Creating an Equitable, Diverse and Inclusive Research Environment: A Best Practices Guide for Recruitment, Hiring and Retention'. The page includes a sidebar with a 'Program Details' section containing links such as 'Method of Allocating Chairs', 'Instructions for Convergence Portal', 'Nominate a Chair', 'Renew a Chair', and 'Administer a Chair'. The main text area contains an introduction to the guide, a list of individuals thanked for their contributions, and two summary boxes detailing changes made in March 2021 and September 2018.

Canada Research Chairs

Creating an Equitable, Diverse and Inclusive Research Environment: A Best Practices Guide for Recruitment, Hiring and Retention

The equity, diversity and inclusion (EDI) practices included in this guide have been gathered from subject matter experts, institutional equity offices, and the policies and published practices of international research funding organizations.

The Tri-agency Institutional Programs Secretariat (TIPS) would like to sincerely thank the following individuals for volunteering their time and contributing their expertise to this guide:

- Claudia Alves de Jesus-Rydin, senior program officer, European Research Council (ERC) Executive Agency, and member, ERC's Gender Balance Working Group;
- Jessa Chupik, executive search consultant, Partner and Leader of Education Practice, Boyden Canada;
- Wafa El-Adhami, PhD, executive director, Science in Australia Gender Equity;
- Uta Frith, PhD, emeritus professor of cognitive development, University College London, and chair, British Royal Society's Diversity Committee;
- Tracey King, MEd, Aboriginal human resources consultant, Ryerson University; and
- members of the program's [Advisory Committee on Equity, Diversity and Inclusion Policy](#).

Summary of changes (March 2021):

- a section has been added on EDI considerations when conducting interviews virtually;
- definitions of EDI principles have been added; and
- best practices that consider LGBTQ2+ researchers in addition to intersectionality have been added.

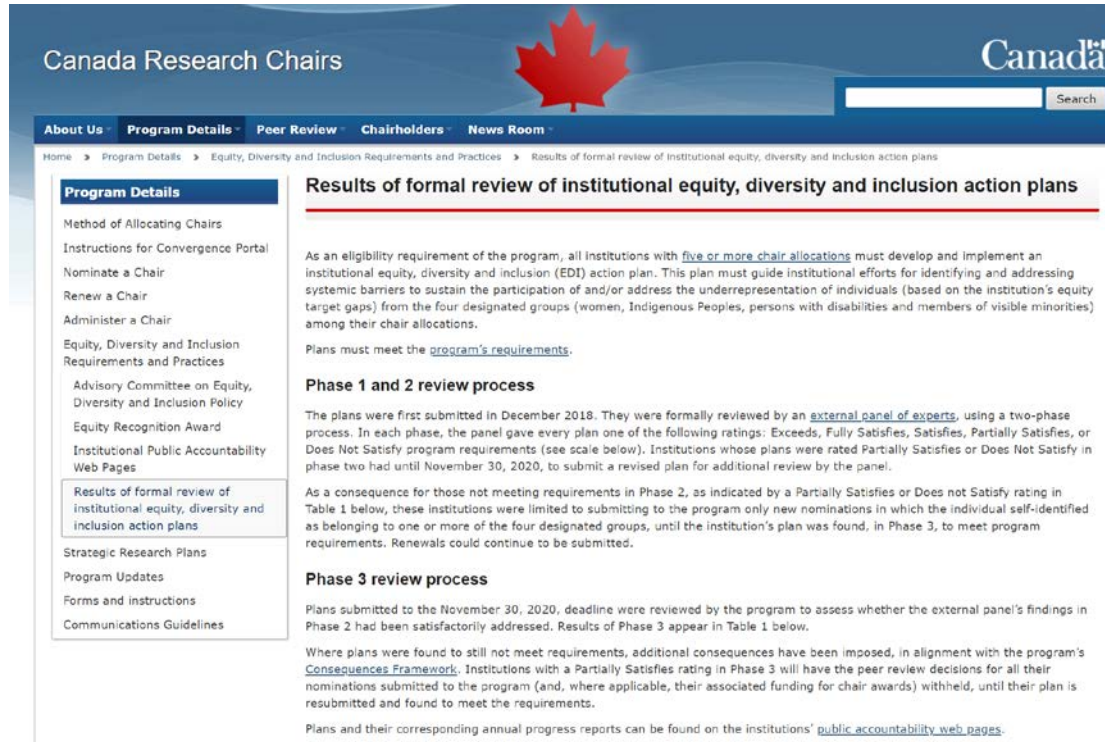
Summary of changes (September 2018):

- the term Aboriginal Peoples (Constitution, 1982) has been changed to Indigenous Peoples;
- best practices that consider Indigenous Peoples have been added; and
- a section has been added on equity, diversity and inclusion action plans.



CANADA RESEARCH CHAIRS
CHAIRES DE RECHERCHE DU CANADA

Resources available online: Institutional EDI Action Plan evaluation results



The screenshot shows the Canada Research Chairs website. The header includes the Canada Research Chairs logo, a search bar, and navigation tabs: About Us, Program Details, Peer Review, Chairholders, and News Room. The breadcrumb trail reads: Home > Program Details > Equity, Diversity and Inclusion Requirements and Practices > Results of formal review of institutional equity, diversity and inclusion action plans. The left sidebar contains a 'Program Details' menu with items: Method of Allocating Chairs, Instructions for Convergence Portal, Nominate a Chair, Renew a Chair, Administer a Chair, Equity, Diversity and Inclusion Requirements and Practices, Advisory Committee on Equity, Diversity and Inclusion Policy, Equity Recognition Award, Institutional Public Accountability Web Pages, Strategic Research Plans, Program Updates, Forms and Instructions, and Communications Guidelines. The main content area is titled 'Results of formal review of institutional equity, diversity and inclusion action plans'. The text explains that institutions with five or more chair allocations must develop and implement an EDI action plan. It details the two-phase review process (Phase 1 and 2) and the Phase 3 review process, including consequences for institutions that do not meet requirements. A link to 'public accountability web pages' is provided at the bottom.

Canada Research Chairs

Canada

About Us Program Details Peer Review Chairholders News Room

Home > Program Details > Equity, Diversity and Inclusion Requirements and Practices > Results of formal review of institutional equity, diversity and inclusion action plans

Program Details

- Method of Allocating Chairs
- Instructions for Convergence Portal
- Nominate a Chair
- Renew a Chair
- Administer a Chair
- Equity, Diversity and Inclusion Requirements and Practices
- Advisory Committee on Equity, Diversity and Inclusion Policy
- Equity Recognition Award
- Institutional Public Accountability Web Pages

Results of formal review of institutional equity, diversity and inclusion action plans

Strategic Research Plans

Program Updates

Forms and Instructions

Communications Guidelines

Results of formal review of institutional equity, diversity and inclusion action plans

As an eligibility requirement of the program, all institutions with [five or more chair allocations](#) must develop and implement an institutional equity, diversity and inclusion (EDI) action plan. This plan must guide institutional efforts for identifying and addressing systemic barriers to sustain the participation of and/or address the underrepresentation of individuals (based on the institution's equity target gaps) from the four designated groups (women, Indigenous Peoples, persons with disabilities and members of visible minorities) among their chair allocations.

Plans must meet the [program's requirements](#).

Phase 1 and 2 review process

The plans were first submitted in December 2018. They were formally reviewed by an [external panel of experts](#), using a two-phase process. In each phase, the panel gave every plan one of the following ratings: Exceeds, Fully Satisfies, Satisfies, Partially Satisfies, or Does Not Satisfy program requirements (see scale below). Institutions whose plans were rated Partially Satisfies or Does Not Satisfy in phase two had until November 30, 2020, to submit a revised plan for additional review by the panel.

As a consequence for those not meeting requirements in Phase 2, as indicated by a Partially Satisfies or Does not Satisfy rating in Table 1 below, these institutions were limited to submitting to the program only new nominations in which the individual self-identified as belonging to one or more of the four designated groups, until the institution's plan was found, in Phase 3, to meet program requirements. Renewals could continue to be submitted.

Phase 3 review process

Plans submitted to the November 30, 2020, deadline were reviewed by the program to assess whether the external panel's findings in Phase 2 had been satisfactorily addressed. Results of Phase 3 appear in Table 1 below.

Where plans were found to still not meet requirements, additional consequences have been imposed, in alignment with the program's [Consequences Framework](#). Institutions with a Partially Satisfies rating in Phase 3 will have the peer review decisions for all their nominations submitted to the program (and, where applicable, their associated funding for chair awards) withheld, until their plan is resubmitted and found to meet the requirements.

Plans and their corresponding annual progress reports can be found on the institutions' [public accountability web pages](#).



Questions?

For further questions, please contact:

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