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Complete Full Report

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:

Jerri-Lynne Cameron

Contact Name:

Jerri-Lynne Cameron

Position Title:

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

https://ca1se.voxco.com/SE/?st=jeuW6suXm8k3Ct0XM1n9bz3j3Dx9FJ0rcKiaLCzC1cc%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:

Recruitment of EDI Officer with designated responsibility for the implementation of CRC EDI requirements by September 2020

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

Recruitment of Officer

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

Due to Covid 19 and current recruiting environment, the Officer position was challenging to fill. In order to appropriately empower the position and signal commitment, UFV determined that a Director position reporting directly to the Provost was appropriate. UFV hired an executive recruiting firm and engaged a nation-wide executive search process. This process was completed in early 2021 with the recruitment of Sundeep Hans, Director of Equity, Diversity, and Inclusion who then began work at UFV in April 2021.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective: 0

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:

Don't know

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

As the entire stipend was earmarked to offset the salary of the EDI Director so that they may focus their time on the objectives of this grant, and because the EDI Director did not start work until April 2021, none of the funds have been used at this time. In the coming fiscal year, when we hope to utilize the stipend, UFV's contribution to the position will be approximately $77,447. Please note that while funds spent and in-kind/cash contributions are listed as $0 as of the end of the fiscal year, UFV's contribution to this position is, of course, significant.

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:

Completion of CRC EDI Action Plan and recruitment processes policies by October 2020

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

Completion of CRC EDI Action Plan by November 2020 This indicator has not been completed, but is scheduled to be completed now that the EDI Director is in place.

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

As of this report, there are no results. However significant work has been completed toward an institution-level EDI Action plan and other EDI efforts at the institutional level.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
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:

Don't know

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

At this time the objective has not been completed, and therefore there are no impacts to report.

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:

Comprehensive training in EDI developed for recruitment committees by December 2020 (prior to call for new Tier 2 CRC)

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

Identification and completion of EDI training modules for CRC hiring committees by May 2021

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

At this time there have been no CRC hiring committees, so there are no impacts, however UFV is scaling up to recruit a new Tier 2 CRC in 2021/2022, so the process will have impact almost immediately as this moves forward. More generally, HR has initiated EDI training for standing hiring committees across the institution.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
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:

Don't know

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

No impact yet, but poised to have impact in the 2021/2022 year.

EDI Stipend Objective 4

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:

Completion of CRC EDI Action Plan and recruitment processes policies by October 2020

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

CRC EDI Action Plan and recruitment processes/policies

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

These processes/policies have been have been drafted for the Director, Research Servcies and Industry Engagement so that CRC Tier 2 recruitment processes could begin to be ramped up. The EDI Director will review and formalize these processes policies in the 2021/2022 fiscal year.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
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	800	est. in-kind contribution - Director, Research Services salary

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:

Minor impact (the EDI Stipend had minimal impact on achieving progress)

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

This work supported the beginning of discussions around hiring a CRC Tier 2 and kept EDI considerations at the forefront in these discussions. The EDI stipend was not used.

EDI Stipend Objective 5

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:

Education for Chairholders in implementing EDI practices to ensure equity in their research teams by April 2020

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

none noted in application

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

UFV Office of Research Services has initiated a workshop series on EDI in research for all faculty including CRC's, however the purpose of this item was to help to build CRC capacity so that they can be champions for EDI at the institution.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
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	900	cash - workshops in EDI in research

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 was not used for this initiative.

EDI Stipend Objective 6

Indicate the S.M.A.R.T. objective(s) towards which this funding has been directed:

Baseline data for key equity related questions (recruitment, support, and retention) and a plan for ongoing data collection to monitor impacts of initiatives by April 2020

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

Completion of Environmental Scan (policy, procedure, supports, etc by December 2020;

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

Work toward this objective has been initiated by the UFV President's Task Force on Equity, Diversity, and Inclusion and in the early days of our Director, EDI. There is not concrete results or impacts in this area yet, but we plan to see concrete progress in the 2021/2022 year.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
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	no funds can be specifically attributed to this objective

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 is not being applied to this objective, to date. However the impact of the work toward this objective is that questions of EDI are primary considerations in all decisions made in these areas. The question is asked, and new systems and processes are designed with EDI principles in mind.

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)

The institution currently does not have a CRC action plan. However the institutional EDI action plan was created by a Task Force with members selected for diversity, and was presented to the community for feedback and change. As the CRC action plan is implemented in the coming months, we will be better able to measure impacts.

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.'

Jointly administered by:

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