

Canada Research Chairs Program (CRCP) Institutional Report

Institution: University of Windsor Reporting period: [April 1, 2024 - March 31, 2025]

Equity Diversity and Inclusion 1

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)

Describe the key action that was undertaken.

During the reporting period, the University of Windsor implemented inclusive recruitment and search committee practices for Canada Research Chair (CRC) nominations, ensuring that all stages of the nomination process reflect the institution's commitment to equity, diversity, and inclusion (EDI). Each CRC search committee is composed to reflect diversity across disciplines, career stages, and equity-seeking groups, helping to ensure a broad range of perspectives in candidate evaluation and selection. In addition, the University actively engages with external agencies and organizations that support the recruitment and advancement of individuals from underrepresented groups, broadening outreach efforts and strengthening equitable access to CRC opportunities.

Did this action relate to an objective named in your CRCP EDI Action Plan?

- Yes
- No

Briefly describe the related objective.

This action aligns with the University's CRC EDI Action Plan objective to ensure equitable and transparent recruitment processes that remove systemic barriers and increase representation of individuals from the five designated groups (women, Indigenous Peoples, persons with disabilities, members of visible minorities, and gender and sexual minorities).

CRC search committees are intentionally composed to reflect diversity and are required to complete EDI training to strengthen their understanding of equity principles and inclusive evaluation practices. The University also collaborates with external agencies that promote the participation of underrepresented groups. In addition, a standardized interview rubric is used during candidate assessments to promote consistency, transparency, and fairness, helping to minimize bias throughout the selection process.

Describe outcomes and impacts this action supported during the reporting period.

These actions have contributed to increased awareness of systemic barriers among faculty and leadership involved in CRC recruitment. The inclusive process has led to a more diverse applicant pool and improved transparency in assessment procedures. The integration of EDI considerations at every stage has strengthened the integrity and fairness of the University's CRC nomination processes and reinforced institutional accountability in meeting national EDI targets.

Describe any challenges encountered in undertaking this action, and any mitigation strategies that were employed.

A challenge was ensuring broad awareness of opportunities among underrepresented groups. This was mitigated by expanding outreach through professional networks. This was mitigated by expanding outreach through professional networks and by collaborating with on- and off-campus organizations that support and advocate for underrepresented groups. These partnerships help increase visibility of CRC opportunities and strengthen engagement with diverse candidate pools.

Was funding from the CRCP EDI stipend used for this action?

- Yes
- No

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.

- 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.

The University of Windsor is committed to fostering an equitable, diverse, and inclusive research environment. Beyond the CRCP, the institution has implemented a range of initiatives to address systemic barriers and support EDI in research. The Office of the Vice-President, Research and Innovation (OVPRI) maintains an Equity, Diversity, and Inclusion (EDI) policy (https://www.uwindsor.ca/research/sites/uwindsor.ca.research/files/crc-edi_action_plan_october_10_2023_contacts_updated.pdf) that provides guidance on inclusive recruitment, mentorship, and research practices. In addition, workshops and training sessions on unconscious bias, inclusive leadership, and anti-racism are offered regularly to faculty, staff, and research teams to promote a more inclusive institutional culture.

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To further strengthen these efforts, the University conducts annual EDI progress reports and consultations to gather feedback and perspectives from faculty, staff, and researchers on the effectiveness of its EDI practices. These reports provide valuable insights that inform continuous improvement, while also ensuring that the voices of individuals from underrepresented groups are heard, respected, and meaningfully included in shaping institutional priorities and actions.

The CRCP EDI stipend complements these efforts by providing funding to implement targeted initiatives within research teams, such as enhancing accessibility, promoting mentorship, and supporting the participation of underrepresented groups in research activities. Together, these

initiatives strengthen research excellence, innovation, and a positive campus climate at the University of Windsor.