

Equity Diversity and Inclusion 1

Institution: University of Regina

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

The Office of the Vice-President Research (OVPR), in collaboration with the Equity, Diversity and Inclusion (EDI) Office, organized a Research Chairs Networking Event to bring together all research chairs, including CRCs, as well as Faculty Deans and Associate Deans. The goal of the event was to foster collaboration among research leaders & to explore how research chairs can contribute to advancing equity, diversity and inclusion within their research programs & across the institution. The event featured a keynote presentation by a CRC at the UofR, who shared practical strategies for embedding EDI principles into the formation and leadership of research teams. Following the keynote, participants engaged in panel discussions on a range of topics including: - mentoring emerging scholars and fostering inclusive academic communities - best practices and challenges in advancing EDI research in Engineering & Applied Science - the role of academic leadership in supporting both research excellence and EDI principles - the influence of external political & social factors on EDI efforts in the post-secondary research environment The event provided a meaningful opportunity for academic leaders to connect, share insights and strengthen their collective efforts to promote inclusive, high-impact research at the UofR.

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Three CRC searches were conducted during the reporting period. The EDI Advisor and HR Business Partner supported all three search committees to ensure that EDI principles were integrated throughout the hiring process. This included the use of inclusive language in job postings, targeted recruitment efforts (including one posting specifically aimed at attracting applicants from an underrepresented group), the incorporation of EDI-related questions in interview schedules, and the provision of unconscious bias training for all search committee members.

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The UofR EDI Office and the Faculty of Social Work partnered with the University of Saskatchewan and the Saskatchewan Association of Black Social Workers (SABSW) on the UBUNTU Film Project, which showcases powerful stories of the Black community's contributions in Saskatchewan. The film was directed and produced by the President of SABSW. UofR students, staff and alumni shared their personal stories in the film. UBUNTU premiered at the University of Saskatchewan in February 2025 and at UofR in March 2025. Both events featured a vibrant mix of music, dialogue, and performances by Black staff members. At the UofR, a panel discussion was led by a CRC in the Faculty of Media, Art & Performance (Afolabi). The panel featured Black faculty and students who shared personal reflections and insights on their academic journeys as Black individuals. The UBUNTU premiere was more than a film screening - it was a celebration of Black excellence and a catalyst for meaningful dialogue within the UofR community.

[View](#)

Describe the key action that was undertaken. (required)

The Office of the Vice-President Research (OVPR), in collaboration with the Equity, Diversity and Inclusion (EDI) Office, organized a Research Chairs Networking Event to bring together all research chairs, including CRCs, as well as Faculty Deans and Associate Deans. The goal of the event was to foster collaboration among research leaders & to explore how research chairs can contribute to advancing equity, diversity and inclusion within their research programs & across the institution.

The event featured a keynote presentation by a CRC at the UofR, who shared practical strategies for embedding EDI principles into the formation and leadership of research teams. Following the keynote, participants engaged in panel discussions on a range of topics including:

- mentoring emerging scholars and fostering inclusive academic communities
- best practices and challenges in advancing EDI research in Engineering & Applied Science
- the role of academic leadership in supporting both research excellence and EDI principles
- the influence of external political & social factors on EDI efforts in the post-secondary research environment

The event provided a meaningful opportunity for academic leaders to connect, share insights and strengthen their collective efforts to promote inclusive, high-impact research at the UofR.

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

- ☒ Yes
- ☐ No

Briefly describe the related objective. (required)

to develop strategies that enhance support for CRCs, with a focus on the individual needs of each FDG chair holder. This includes creating networking and mentoring opportunities that allow CRCs to connect with their colleagues in settings designed to foster fellowship and support relationship-building as a key element of work-life balance. It also involves providing information sessions for Deans and Executive leadership to ensure that FDG CRCs are offered equitable and sufficient resources and support throughout the duration of their CRC terms.

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

Research Chairs and Faculty leadership shared examples of good practices and innovative approaches to implementing and embedding the principles of EDI within their research environments. The networking event created opportunities for relationship building among research leaders, particularly for emerging researchers. Participants discussed challenges and collaboratively explored potential solutions. The importance of networking and sharing opportunities was also highlighted.

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

One challenge encountered was coordinating the schedules of busy researchers to ensure strong participation. This was mitigated by planning the event several months in advance and confirming the date early, allowing attendees to prioritize the event in their calendars.

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

- ☐ Yes
☒ No

Describe the key action that was undertaken. (required)

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

- ☒ Yes
☐ No

Briefly describe the related objective. (required)

To sustain or exceed the UofR's CRC equity targets, the following measures were implemented: ensuring that each search committee included more than one member from a federally designated group (FDG), providing unconscious bias training to committee members, using targeted recruitment where appropriate, and embedding equity and diversity considerations through the hiring process.



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

All search committee members involved in the active CRC searches completed unconscious bias training. Each set of interview questions included a section focused on EDI. Job postings were reviewed to ensure the use of inclusive language. These measures helped ensure that committee members were aware of EDI considerations and applied this knowledge when reviewing applicant materials and conducting interviews.

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

The CRC posting that was a targeted search resulted in a failed search due to a lack of qualified applicants from the designated underrepresented group. As a result, the committee made the decision to reassess the posting and requirements.

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

- ☐ Yes
- ☒ No

Describe the key action that was undertaken. (required)

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At the UofR, a panel discussion was led by a CRC in the Faculty of Media, Art & Performance (Afolabi). The panel featured Black faculty and students who shared personal reflections and insights on their academic journeys as Black individuals. The UBUNTU premiere was more than a film screening - it was a celebration of Black excellence and a catalyst for meaningful dialogue within the UofR community.

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

- ☒ Yes
☐ No

Briefly describe the related objective. (required)

To bolster a culture of support for EDI by advancing EDI competencies across the research enterprise through the sponsorship of events and conference opportunities that promote EDI.

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

The two premieres attracted over 300 participants. The film highlighted issues of racism and micro aggressions faced by Black faculty, staff, and students within both the post-secondary environment and the broader community, through shared lived experiences. Participants also shared how they addressed these challenges and identified meaningful solutions. The Q&A sessions following each premiere were impactful and generated thoughtful and genuine questions from the audience.

While the film focused on the experiences of the Black community, it also addressed concerns shared by other equity-deserving groups who face similar challenges with racism and microaggressions. Feedback from members of the Black community indicated they felt seen, heard, and meaningfully represented through the film and events surrounding its premiere.

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

The film premiere at the UofR concluded with an African-themed lunch. While dietary restrictions were taken into account, we did not fully consider the impact of cultural events occurring on the same day. The event fell during the Ramadan fasting period, which excluded some participants from joining the lunch.

This experience highlighted the importance of incorporating cultural days and events into future event planning to ensure inclusivity.

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

- ☐ Yes
☒ No

Equity Diversity and Inclusion 2

Institution:

University of Regina

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.

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: 825

As part of its efforts to engage allies and leaders in advocacy and culture change, the EDI Office focused on increasing capacity, confidence, connectedness and collaboration across campus. Through both proactive and restorative approaches, the EDI Office delivered 43 workshops and engagement sessions, reaching over 1,925 participants including leadership, faculty, staff and students.

These initiatives connect the EDI Office with all faculties and departments, helping to foster a more inclusive and informed campus culture. Topics addressed include Intergroup Dialogue, EDI in Research, EDI in Clinical Practice for Student Nurse Practitioners, Intercultural Communication, Microaggressions and Allyship, Inclusive Hiring, Inclusive Teaching, Inclusive Teams, Introduction to Equity Concepts.

These workshops enabled members of the campus community to meaningfully engage with EDI principles and to ask critical questions about why Indigenous knowledge and EDI must be embedded within the university's systems, structures and policies. Participants also examined their unconscious biases and gained practical tools to address microaggressions and practice allyship.