



## TABLE OF CONTENTS

You may complete sections individually by selecting them from the table of contents. At the end of each section, you will be redirected to this table of content to select another section to complete or to review. Alternatively, you may complete the full report, without going back to this table of content between each section, by selecting the option "Complete Full Report".

### 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 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. Ensure that you remove all numbers less than 5 from both the plan and the report prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders, as well as any other identifying information. This is a requirement of the Privacy Act.

All sections of the form are mandatory (unless otherwise noted).

### Contact information

**Please complete the fields below.**

**Name of Institution:**

York University

**Contact Name:**

Dr. Amir Asif

**Position Title:**

Vice-President Research & Innovation

**Institutional Email:**

vpri@yorku.ca

**Institutional Telephone Number:**

416-736-5479

Does your institution have an EDI Action Plan for the CRCP?

Yes

**PART A: EDI Action Plan - Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators**

Date of most recent plan (e.g. latest revision of the public plan):

12/15/2017

Rating given to the action plan in most recent review process:

Fully Satisfies

Name of vice-president level representative responsible for ensuring the implementation of the plan:

Amir Asif

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 individuals from underrepresented groups (e.g. women and gender minorities, persons with disabilities, Indigenous Peoples and racialized individuals, 2SLGBTQIA++ individuals) 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, 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) the main actions were undertaken (up to six) and how they have progressed; 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. If your institution has not yet prepared or received a formal evaluation of its CRCP EDI action plan (institutions having fewer than five Chairs) then section A is optional.

**Key Objective 1**

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 1:

Improve Training in Unconscious Bias Across the University

**Systemic barriers -**

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Very formalized labour relations

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	Work collaboratively with the Joint Committee on Affirmative Action	Completed
Corresponding action 2	N/A	Not yet started
Corresponding action 3	N/A	Not yet started
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

Data gathered and Indicator(s) - can be both qualitative and quantitative:

No formal data was collected.

Outcomes and Impacts made during the reporting period:

Continued use of Places of Online Learning for the Adjudication of Researchers Inclusively and Supportively (POLARIS), an online asynchronous education and learning hub to foster equity, diversity and inclusion (EDI) in the adjudication of professors in research and search committees. POLARIS allows professors to complete six core online modules on EDI for faculty adjudications that can be completed at their own pace. Faculty members who serve on search committees are also required to submit a pre-module exercise, go through a seventh module on York search procedures and policies, and attend a synchronous online meeting with the Affirmative Action, Equity and Inclusivity Officer and EDI Program Manager. Certificates are issued to professors and recorded to confirm their completion. Participants are encouraged to add this training to their CVs. POLARIS is available to all York faculty and staff, and to the broader community as well. This past year the content was translated into French to enhance accessibility and the Diversity Composition Report Generator was made available - this allows for the confidential collection and anonymized reporting of aggregate self-identification data to a research team leader or university leader (e.g. committee chair, department chair).

Challenges encountered during the reporting period:

None

Next Steps (indicate specific dates/timelines):

Continue to develop new content.

Was funding from the CRCP EDI stipend used for this key objective?

No

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.

**Do you have other key objectives to add?**

Yes

## Key Objective 2

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 2:

Improve recruitment process through enhanced collaboration of Faculties, VP Research & Innovation (VPRI), Provost, Departmental Hiring Committees, Human Resources, and VP Equity, People, and Culture (VP-EPC).

**Systemic barriers -**

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Previously the hiring process was isolated within a Faculty and the Provost's Office.

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	VPRI is engaged with all new CRC hiring committees at inception, with careful communication between VPRI, VP-EPC and Faculty Deans to support the hiring process.	In progress
Corresponding action 2	N/A	Not yet started
Corresponding action 3	N/A	Not yet started
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

Data gathered and Indicator(s) - can be both qualitative and quantitative:

N/A

Outcomes and Impacts made during the reporting period:

The Associate Vice-President Faculty Affairs is coordinating various aspects of the CRC hiring process, including development of standard and CRC-compliant language for job ads, presentations by VPRI to search committees, establishment of central repository of information, FAQs, etc.

Challenges encountered during the reporting period:

None

Next Steps (indicate specific dates/timelines):

Continue to refine and evolve process over time.

Was funding from the CRCP EDI stipend used for this key objective?

No

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**

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 3:

Enhance Chairholder resources, allowing for unique needs of FDG candidates

Systemic barriers -

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Lack of uniformity around supports, varying by Faculty

## Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1	VPRI guidelines outline expected CRC supports	Completed
Corresponding action 2	N/A	Not yet started
Corresponding action 3	N/A	Not yet started
Corresponding action 4	N/A	Not yet started
Corresponding action 5	N/A	Not yet started
Corresponding action 6	N/A	Not yet started

## Data gathered and Indicator(s) - can be both qualitative and quantitative:

York undertook a formal evaluation of the pilot phase of the internal Black Research Seed Grants (\$250K) and Indigenous Research Seed Grants (\$250K). The intent of the seed grants programs was to provide funding up to \$25,000 for early career (including graduate students) Black and Indigenous researchers. The evaluation included interviews with grant recipients and data on spending and outcomes – if any at this early stage of funding. The programs were revised to focus solely on tenure track faculty members. The President approved a second year of funding allowing York to roll out a second round of Black Research Seed Grants (\$225K) and Indigenous Research Seed Grants (\$225K)

## Outcomes and Impacts made during the reporting period:

York renewed Black Research Seed Grants (\$225K) and Indigenous Research Seed Grants (\$225K) for one more year. Funding for an additional two year has been secured pending completion of the first round projects. Created additional internal funding - Indigenous incentive grant: \$6,000 to bring an Indigenous led research team together to apply for large scale external funding - Indigenous Scholarly Outreach and Events: \$1,500 to support Indigenous led scholarly events and community engagement - Black incentive grant: \$6,000 to bring a Black led research team together to apply for large scale external funding - Black Scholarly Outreach and Events: \$1,500 to support Black led scholarly events and community engagement Enhanced administrative support to Organized Research Units focused on EDI disciplines - Harriet Tubman Institute for the study of Africans and its Diasporas - Centre of Excellence for Research in Latin America and the Caribbean - Centre for Indigenous Knowledges and Languages - Centre for Feminist Research Launched Canada's first Indigenous Research Ethics Board:  
<https://yfile.news.yorku.ca/2023/03/21/indigenous-research-ethics-board-sets-nationwide-precedent/>

## Next Steps (indicate specific dates/timelines):

Continue to evolve as needed.

## Was funding from the CRCP EDI stipend used for this key objective?

No

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**

## Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 4:

Improve leadership of equity, diversity and inclusion at the University

## Systemic barriers -

Please provide a high-level description of the systemic barriers (e.g., summarize what the barriers are and how they were identified):

Fragmented and less-engaged approach in the past.

Corresponding actions undertaken/to be undertaken to address the barriers:

		Progress to date
Corresponding action 1	Underook various initiatives as detailed below	Completed
Corresponding action 2		Not yet started
Corresponding action 3		Not yet started
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

Corresponding actions undertaken to address the barriers:

o Associate VP Indigenous Initiatives position created and Susan Dion (Faculty of Education) was hired in 2022-2023 o Completed Decolonizing Research Action Plan fall 2023 o Decolonizing, Equity, Diversity & Inclusion Action Plan completed and rolled out in 2022-2023 o Created and convened Black Inclusion Council in 2023 o Action Plan on Black Inclusion launched Spring 2022

Challenges encountered during the reporting period:

N/A

Next Steps (indicate specific dates/timelines):

Continue with efforts

Was funding from the CRCP EDI stipend used for this key objective?

No

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**

Corresponding actions undertaken/to be undertaken to address the barriers:

	If you have no action to report, please type 'N/A' in the answer field.	Progress to date
Corresponding action 1		Not yet started
Corresponding action 2		Not yet started
Corresponding action 3		Not yet started
Corresponding action 4		Not yet started
Corresponding action 5		Not yet started
Corresponding action 6		Not yet started

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**

Corresponding actions undertaken/to be undertaken to address the barriers:

If you have no action to report, please type 'N/A' in the answer field.

Progress to date

Corresponding action 1	Not yet started
Corresponding action 2	Not yet started
Corresponding action 3	Not yet started
Corresponding action 4	Not yet started
Corresponding action 5	Not yet started
Corresponding action 6	Not yet started

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.

**PART B: Challenges and Opportunities**

**Challenges**

Other than what has been outlined in the section above, outline any challenges regarding the implementation of the EDI action plan. If COVID-19 has had an impact on the implementation of the institution's action plan, please outline how below. How has or will the institution address these challenges? (limit: 5100 characters):

York does not have an EDI research specialist within the Division of VPRI. Supports for grant applicants are provided in consultation with Assistant VP Research Strategy and Impact, a member of the President's Advisory Council on DEDI. The need for such a position is acknowledged by VPRI and is pending the resolution of a hiring freeze.

**Opportunities**

Other than what has been outlined in the section above, outline any opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. (limit: 5100 characters):

N/A

**PART C: 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.
- If you did not receive an EDI stipend during the reporting year, please leave this section blank.

**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**

**PART C: Reporting on EDI Stipend objectives not accounted for in Part A**

**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**

**EDI Stipend Objective 3**

**EDI Stipend Objective 4****EDI Stipend Objective 5****EDI Stipend Objective 6****Part D: Engagement with individuals from underrepresented groups**

Outline how the institution has engaged with underrepresented groups: e.g., racialized individuals, Indigenous Peoples, persons with disabilities, women, 2SLGBTQIA+ 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)

Decolonizing, Equity, Diversity & Inclusion (DEDI) Council was proposed in 2022-2023 as part of the DEDI Action Plan. The pan university committee will replace the President's Advisory Council on DEDI. Its formation included consultation with researchers, graduate student researchers and research support. Recruiting for members of the DEDI Council is underway. Members of the Indigenous Council and Indigenous REB both engage with Indigenous campus and community members routinely. Black Inclusion Council was developed through engagement with Black campus and community members.

**PART E: Efforts to Address Systemic Barriers More Broadly within the Institution**

Briefly outline other EDI initiatives underway at the institution (that are broader than those tied to the CRCP) that are 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, using the hyperlink boxes provided below (URLs should include https://). Note that collecting this information from institutions is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement and provides context for the work the institution is doing in addressing barriers for the CRCP. (limit: 4080 characters)

- Evaluation of phase I of Black and Indigenous research seed grants identify systemic barriers such as lack of readiness for early career researchers to apply for funding. Requires a mentorship program for new hires. Indigenous Council held grant writing workshops for early career Indigenous researchers. - Research Commons held capacity building sessions dedicated to EDI in grant applications and in funded research programs. -As part of the Decolonizing Research Action Plan the following actions were taken to reduce systemic barriers: - remove application fee for Indigenous applicants to graduate school (ongoing) - fund full time Indigenous counselor in Centre for Indigenous Student Services (ongoing) - dedicate 6 Ontario Graduate Scholarships each year to Indigenous grad students - Indigenous REB launched 2023 -secured funding and Indigenous web designer for Indigenous landing page and Indigenous community engagement tool

**Before submitting your report, please ensure that your responses are complete. You will not be able to edit the information after it is submitted.**

**This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit'. You will receive a confirmation email with a copy of your completed form in HTML format once it is submitted.**

Jointly administered by:

