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".

Submit and Exit Survey

Important Note

(Once you have read the statement below

Contact information

Please complete the fields below.

Name of Institution:

University of Victoria

Contact Name:

Joaquin Trapero

Position Title:

Director, Strategic Research Initiatives

Institutional Email:

sridirector@uvic.ca

Institutional Telephone Number:

250-472-5383

Does your institution have an

Corresponding actions undertaken to address the barriers:

1. CRC search committees are required to appoint and EDIchampion. Additionally, a self-identification survey was administered to assess search committees' team composition aswell as to evaluate diversity composition of applicants.   2 An online equity based hiring training course launched in Fall 2021, which is a required step for all members engaged in faculty appointment, review, promotion and tenure (ARPT) and senior leadership search processes. 3. EDI Research Officer offered consultation to CRC recruitment committees to ensure that hiring activities were facilitated based on the EDI principle.   4. In the fall of 2021, UVic signed the H (I)n4.8 (on2fil689mt)04a6.70arborougsign3.8 (h[(f)t hi)1.3 (it-5.nign3.8 A.2 -Black

Challenges encountered during the reporting period:

1. Even with this in-depth learning tool, there is still

Corresponding actions undertaken to address the barriers:

The Director of Strategic Research Initiatives managed communication with senior level units while the EDI Research Officer worked closely with key campus units including EQHR to ensure that the CRC EDI Action Plan's principles were reflected in a number of faculty-related initiatives. For exam ple, the EDI Research Officer facilitated group and individual meetings with the current CRCs to discuss specific EDI rela epo -39the barri3rs: or(s) -ussen to

Next Steps (indicate specific dates/timelines):

Effective September 1, 2022, the provincial government will launch the Accessible BC Regulation. UVic is currently reviewing the regulation and planning its approach to effectively comply with the regulation. VPAC will roll out the enhanced communication plan to further clarify the work flow with internal stakeholders in the fall of 2022.

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

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 5:

LEADERSHIP & ACCOUNTABILITY: To provide leadership on equity, diversity and inclusion • Promote and practice equity to ensure equity, diversity and inclusion are key considerations and key ingredients in the UVic culture

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

While leadership is making an effort to communicate the value of equity, diversity and inclusion on a number of occasions through social media and public presentations, campus members continue to experience persistent underrepresentation, systemic barriers and inequity including racism, transphobia, homophobia, ableism, and harassment and microaggression.

Corresponding actions undertaken to address the barriers:

A number of key initiatives/actions took place at the leadership level to advance the value of equity, diversity and inclusion. 1. UVic has signed the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education along with other post-secondary institutions as a commitment to hold ourselves accountable to its principles and actions. The BC Human Rights Commissioner has approved the university's intention to conduct preferential/limited hiring for Black applicants. 2. Aspiration 2030 – a research and creative works strategy was announced. The strategy was formed by the EDI principle, proposing multiple actions to remove barriers and to support researchers and students from equity deserving groups. 3. The process of developing an institutional Equity Action Plan started by EQHR. With a one-year timeline, a committee with 25 diverse members started an equity-centered design process to identify systems of inequity and redesign these systems to foster equity on campus. 4. In order to strengthen collaboration with VPRI and EQHR, the EDI Research Officer position was updated with a dual reporting structure to the Director of Strategic Research Initiatives in VPRI and the Manager in EQHR to ensure that the work aligns with the overall direction and priorities of advancing EDI at UVic. 5. UVic4.3n4tegy t7n

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

In 2021, UVic is recognized as one of Canada's best diversity employers, making significant investments to ensure well-being of the university community members.   The UVic CRC

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 6:

CONSULTING & PARTICIPATING: To consult and engage on employment equity • Coordinate meetings of the UVic Employment Equity Plan (EEP) Implementation Steering Committee to review progress on the EEP and suggest new developments to enhance the plan's work. • Engage with the campus community on new and ongoing equity, diversity and inclusion initiatives

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

While much has been done to promote the EDI principles, the engagement level of the campus community varied throughout the reporting period. Higher engagement from the equity deserving groups was noted while participation of the dominant identity holders was sporadic.ur-5 (rier)-5 (sr6 (S -1.7 (P <</MCta 7n2 -0.0034 Tw7 (o)2.8st)5l(.)324 Tw7e7f)5.3 (r 10.5 076

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Next Steps (indicate specific dates/timelines):

1. The summary report is to be presented to multiple in ternal stakeholders such as VPAC and EQHR and implement recommended actions such as standardizing mentorship and facilitating networking events. 2. The EDI Research Officer will continue to engage in the equity training programs. EQ HR is designing its second stage of the training as well as VPAC is working on to launch a sub training course on Indigenization and Decolonization. 3. The committee is preparing a draft action plan by Fall 2022 based on extensive community consultation process via survey and meetings.

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.

Challenges and Opportunities

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

Challenges: Through the UVic CRC EDI Experience Survey, over 60% of UVic CRCs from the equity deserving groups confirmed they had seen/experienced discrimination or harassment. This persistent trend is widely present in the campus community. EQHR managed over 150 cases related to the Discimination and Harassment policy, 25% of cases were from faculty. The large majority of concerns were of person al/sexual harassment, workplace bullying, gender, race and disability. In an effort to increase th e university community's awareness of the resolution process, EQHR developed a set of information sheets, which were distributed to the key ca mpus units.   a8.9 (ar20.7 ifically)5.o-0.00.5 (.)2.7Rpractic-itbilit (.)2.Tj 0 Tc 0.0

Reporting on EDI Stipend   objectives not account   ed 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 in   stitution'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

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

https://www.uvic.ca/about-uvic/equity-action.php

https://www.uvic.ca/vpacademic/faculty/training/index.php

https://www.uvic.ca/equity/a ssets/docs/annualreport2021w.pdf

https://www.uvic.ca/equity/ed ucation/washrooms/index.php

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