

C le e F II Re



University of Victoria

Joaquin Trapero

Director, Strategic Research Initiatives

sridirector@uvic.ca

} CE 0% } v] v P	ÿ } v í	We standardized the appointment of an EDI champion for each CRC search committee as well as the facilitation of a self-identification survey to assess search committees' team composition	Completed
} CE 0% } v] v P	ÿ } v í	An online equity-based hiring training course continued to be a required step for all members engaged in faculty appointment, review, promotion and tenure (ARPT) and senior leadership search processes.	Completed
} CE 0% } v] v P	ÿ } v ï	EDI Research Officer continued to offer consultation to campus members on the CRC recruitment process to ensure that hiring activities were facilitated based on the EDI principle. This includes pre-recruitment meetings with the chairs and committees (2 pre-recruitment meetings per posting) to go over equitable hiring practices, including outreach activity examples and key considerations to preferential/limited hiring process.	Completed
} CE 0% } v] v P	ÿ } v ð	UVic continues to work with BC's Office of Human Rights Commissioners to maintain and enhance its blanket approval to conduct preferential/limited hiring for members of the 5 underrepresented groups (Indigenous peoples, Black persons, racialized individuals, people with disability and women).	In progress
} CE 0% } v] v P	ÿ } v ñ	The CRC best recruitment practices are embedded in the Faculty and Librarian Recruitment Guides, which was being revised and will launch in Spring 2024	In progress
} CE 0% } v] v P	ÿ } v ò	N/A	Not yet started

According to UVic's CRC EDI Experience Survey, a larger portion of the current chairholders from underrepresented groups chose to apply for the opportunity because of word of mouth.

TRAINING & EDUCATION: To provide training, tools and education for chairs and for chair hiring committee members (e.g. Deans, Department Chairs, faculty members and external members) • Provide training, tools and education for all faculty searches including CRCs, which includes but is not limited to: a transparent, consistent process; use of inclusive language for the advertisement and throughout the search process; accommodation considerations; evaluation of non-traditional CVs; unconscious bias; and other topics. • Provide equity information and training at orientation including for chairs.

The mandatory equity training was widely completed by hiring committee members, however, the knowledge gained from the course may not have been necessarily applied to pursue equitable hiring processes or practices.

} CE } v] v P	Y } v í	<p>The online equity-centred hiring training course launched as part of a 4-stage training module called "UVic Increasing Equity in Decision Processes" which is a required component for all members of ARPT and CRC Search committees. Over 700 members completed the training by the end of December 2022.</p>	Completed
} CE } v] v P	Y } v î	<p>Equity committees across campus facilitated education-focused initiatives to initiate cultural shifts and increase buy-ins from their members. Some CRCs are part of their units equity committee. They also actively participate in the Academic Advisory Committee for Equity and Diversity (AACED), jointly led by VPAC and EQHR.</p>	In progress
} CE } v] v P	Y } v ï	<p>The EDI Research Officer added a few steps in the CRC hiring process to increase interactions with CRC hiring committees, so the equity-based hiring practices were being implemented in a consistent way.</p>	Completed
} CE } v] v P	Y } v ð	<p>In collaboration among Human Resources, VPAC and EQHR, a number of EDI oriented sessions were offered to researchers and other campus members, including "Power, Privilege and Accountability," "Supporting and Evaluating Community Engaged Scholarship," "Indigenous Leadership Perspectives," and "Cultural Intelligence for Academic Leaders."</p>	Completed
} CE } v] v P	Y } v ñ		1 RM HWM/DUMG
} CE } v] v P	Y } v ò		1 RM HWM/DUMG

During this reporting period, only one CRC search took place, which was a preferential hire. All committee members completed the online training and met with the EDI Research Officer to review core components of the preferential hiring practices.

ACCOMMODATION: To support accommodation, including for CRC recruitment and retention in line with UVic Policy, procedures and the Collective Agreement • Provide advice, training and support for leaders and hiring committee members on the principles and UVic's processes to support accommodation. • Support all potential chair candidates requiring accommodation during recruitment process

While we had a designated unit to support job applicants with accommodation needs, the overall lack of understanding around accessibility and accommodation practices was noted within the campus community.

}CE{ }v]v P }v í

All CRC postings to include UVic's accommodation statement and how to request for support.

Completed

}CE{ }v]v P }v î

A team of Work Life Consultants (support person for members with disabilities) with understanding of the academic context was available for all faculty requiring accommodation. The consultants worked closely with the F

LEADERSHIP & ACCOUNTABILITY: T

With the launch of the Equity Action Plan, the university was moving forward to implement specific actions to pursue the EAP universal goals. Each senior leader takes the lead on actions that were most relevant to their portfolio. The implementation was scheduled to take place throughout 2023.

12500

The stipend was used for the EDI Research officer salary, one of her major responsibilities to work on the Consulting and Participating.

