

CRC Institutional Report 2024-25: EDI components

S3: Equity, Diversity, and Inclusion

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.

3. a.) Key institutional actions in support of EDI in the CRCP

Share up to three key EDI actions related to the CRCP that were undertaken by the institution during the reporting period as well as their impact.

Key EDI action #1

Describe the key action that was undertaken.

In summer 2024, the UNB EDI in Research Advisor met individually with each UNB Canada Research Chairholder to discuss their EDI practices, challenges, and needs for EDI resource development. Each Chairholder participated in a 45-minute virtual interview, and key findings from the interviews were summarized to inform future development of EDI supports and resources at UNB. Moving forward, interviews with Chairholders are planned every 2 years to allow the university to monitor progress on EDI objectives and identify Chairholders' emerging EDI concerns.

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

Yes/No

This action relates to Objective 1.2: "All UNB planning, policy, and decision-making will be informed by EDI." Canada Research Chairholders at UNB represent a diverse group of researchers who conduct research on a wide range of topics. Their input is essential to help inform UNB's EDI planning, policy, and decision-making initiatives.

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

The interviews conducted with UNB's CRCs in summer 2024 were key in informing the Office of Research Services' priorities for EDI resource development over the 2024-25 reporting period. Chairholders also reported that having the opportunity to discuss their EDI practices with someone external to their research group was helpful in inspiring ideas for new EDI actions they could pursue in the future.

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

The main challenge in undertaking this action was to coordinate with each Chairholder to find a meeting time that would work with their schedule. While an initial deadline for completing the interviews was set for July 31st, 2024, ultimately the deadline was extended to the end of August to accommodate all Chairholders.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

Yes/No

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Key EDI action #2

Describe the key action that was undertaken.

Over the course of the reporting period, the UNB EDI in Research Advisor prepared a series of templates to support researchers, including CRCs, in developing EDI plans tailored to their research programs that also meet requirements for Tri-Agency funding programs. These templates prompt researchers with questions related to EDI practices in research design, HQP training and mentorship, and research team composition and commitments. Templates are provided to researchers who register intent to apply to Tri-Agency funding programs by UNB's Grant Facilitation team. UNB Office of Research Services staff have also modified existing workshops focused on EDI and Tri-Agency funding to incorporate the use of the templates.

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

Yes/No

This action related to objective 3.2: "Programs and initiatives developed with an EDI lens will eliminate environmental barriers and will increase UNB's recruitment and retention rates, particularly among members of the FDGs." The intent of the EDI templates and associated workshops is to promote widespread adoption and implementation of EDI measures among UNB researchers. Implementation of these measures will support UNB's goal to eliminate environmental barriers that impede the progress of equity-deserving groups.

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

The developed templates directly address the demand from UNB researchers, including CRCs, for additional resources that focus specifically on how to implement EDI principles in the research environment and that respond to Tri-Agency funding program EDI requirements. The templates also support the university's Grant Facilitation team in more effectively communicating EDI requirements and expectations to researchers, particularly for high-volume Tri-Agency programs.

Because this is the first year the templates have been used, our assessment of outcomes and impacts is limited. The EDI in Research Advisor will continue to engage with CRCs and other UNB researchers to collect feedback on the templates and modify them as necessary.

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

The main challenge in undertaking this action was to determine the specific needs of researchers applying to Tri-Agency funding programs and ensure that the developed templates directly address those needs. To inform the development of the templates, the UNB EDI in Research Advisor synthesized feedback from interviews conducted with the university's Canada Research Chairholders during summer 2024, feedback from researchers who attended UNB Office of Research Services workshops, and feedback from UNB researchers applying to Tri-Agency programs with EDI requirements.

Another challenge is ensuring that all templates continue to reflect current Tri-Agency policies and program requirements. This requires strong familiarity with major Tri-Agency programs and cross-agency policy initiatives. The UNB EDI in Research Advisor position is housed within the Office of

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Research Services' Grant Facilitation team, which closely monitors Tri-Agency policy and program updates.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

Yes/No

Key EDI action #3

Describe the key action that was undertaken.

In January 2025, the UNB Human Rights and Equity Office conducted a campus-wide Employee Survey aiming to assess the current state of human rights, equity, and diversity at UNB. This survey was designed in partnership with Diversio, a Toronto-based DEI data and analytics company, and was distributed to all active UNB employees. 37.5% of UNB employees completed the survey.

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

Yes/No

This action relates to Objective 2.1: "Data on EDI and systemic barriers at UNB will be fully and consistently recorded," and Objective 1.2: "All UNB planning, policy, and decision-making will be informed by EDI." The data collected through the Employee Survey will provide insights that will help UNB understand where barriers exist and how people experience equity and inclusion across the university. Findings from the survey will guide concrete actions, policies, and programs to improve the overall campus climate, promote human rights and equity, and advance inclusive experiences for all students, staff, and faculty.

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

Results of the survey were returned to UNB by Diversio in August 2025. Major outcomes and impacts of the survey will be available to describe in future reporting periods.

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

The major challenge in undertaking this action was to ensure that as many UNB employees as possible were aware of and empowered to complete the survey. To ensure widespread awareness, information about the survey was distributed through multiple channels, including by the Office of Human Rights and Equity, the Office of the President, and in the university's daily email newsletter. Leaders of campus units were encouraged to set aside time for all employees to complete the survey. The UNB Office of Human Rights and Equity will engage in ongoing dialogue with Diversio to discuss strategies to increase staff engagement with future surveys.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

Yes/No

3. b) CRCP Stipend for Equity, Diversity and Inclusion

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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

3. c) 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 and 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 UNB Human Rights and Equity Office offers ongoing training and engagement sessions on a variety of EDI topics for UNB faculty, staff and students. These sessions are promoted by the Office of the President, in the university's daily email newsletter, and on the HREO Training and Events webpage: <https://www.unb.ca/humanrights/education.html>

In February 2025, UNB officially signed on to the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher education, a national framework to proactively address anti-Black racism and advance Black success in higher education. By signing this Charter, UNB has committed to upholding the Charter's four guiding principles: Black flourishing, inclusive excellence, mutuality, and accountability. UNB's Human Rights and Equity Office plans to initiate further engagement with the campus community to respond to the calls-to-action in the Charter; actions arising from this engagement will be described in future reporting periods. More details regarding UNB's signing of the Charter can be found here:

<https://blogs.unb.ca/newsroom/2025/02/scarborough-charter.php>