

## **Equity, Diversity and Inclusion 1**

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 by the institution during the reporting period as well as their impact. (required)**

#### **Describe the key action that was undertaken.**

The Inclusive Research team provided expert advice and review of I-EDIAA related content in grant and award applications for individual chairholders and chairholders as a part of a team. In this role, they supported researchers in integrating I-EDIAA into team composition, research design, processes, analysis, interpretation, and communication of research results. They also supported relevant initiatives, working groups, institutional strategies and programs.

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

Yes

#### **Briefly describe the related objective.**

Supporting researchers in developing and communicating plans which set the stage for inclusive and equitable research contributes to creating an inclusive research culture that celebrates diversity and enables all researchers to flourish. Support for institutional initiatives, strategies and programs to promote I-EDIAA in research creates a more inclusive, equitable, and accessible research ecosystem, in which a greater diversity of chairholders can be successful in their research endeavours.

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

Through working with Drs. Bergier and Nuri, and by participating in training and consultation sessions with this team and by using resources developed by them, researchers can gain a deeper understanding of I-EDIAA wise practices in research, and are more prepared to implement such practices while delivering their research programs and leading their teams.

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

Uptake varies across groups, as does experience and comfort with I-EDIAA considerations and strategies. To strive for approachability of this content for researchers who are new to considering I-EDIAA, various formats of education and consultation have been offered.

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

Yes

#### **Describe the key action that was undertaken.**

During the reporting period, the Inclusive Research team, including Dr. Aleksandra Bergier, Associate Director, Inclusive Research, and Dr. Reshma Nuri, Research Advisor, Inclusion and Community Engagement, drafted a report based on the interviews conducted with CRC holders at Queen's in early 2025 to gather insights on successful practices and persistent barriers affecting full participation in the CRC Program through an I-EDIAA lens.

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

Yes

**Briefly describe the related objective.**

Yes - This action directly relates to all objectives in the institution's CRC EDI Action Plan. Consultation, reflection, and process improvement demonstrate commitment to delivering on the Queen's CRC EDI Action Plan, and updating the actions required to achieve our objectives, as needed. The specific objectives this work supports include:

- 1) Create an inclusive research culture that celebrates diversity and enables all researchers to flourish;
- 2) Make available to all CRCs support systems to ensure their success and retention;
- 3) Broaden our implementation of equity objectives to include intersectionality and to create specific strategies for underrepresented groups;
- 4) Ensure equitable and transparent support for all CRC holders; and
- 5) Embed EDI considerations within our procedures for CRC allocations, recruitment and renewal in order to ensure that diversity is maintained throughout the recruitment, nomination and renewal process.

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

The information gained through interviews with chairholders and analysis of their feedback helps Queen's to direct efforts and revise processes to ensure our delivery and support of the CRC Program is equitable and inclusive. The findings will be used to identify opportunities for improvement and to inform revisions of Queen's CRC Equity, Diversity and Inclusion (EDI) Action Plan.

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

Team capacity slowed the summarization of the results of these conversations. Expanding the capacity of the Inclusive Research team was crucial to advancing this work. These efforts coincided with other strategic chair programs over 2025-2026; however, the team has made every effort to continue the forward momentum of this work. Next steps will include sharing of the draft report with chairholders to ensure their feedback was accurately captured, and consultation with relevant units to inform process improvement, to be reflected in updates to our institutional CRC EDI Action Plan.

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

Yes

**Describe the key action that was undertaken.**

Following growing demand, in 2025 the Vice-Principal (Research) portfolio increased its capacity to support Queen's researchers seeking guidance in community engagement, partnership development, and integrating Indigenization - Equity, Diversity, Inclusion, Accessibility and Anti-racism (I-EDIAA) into research planning and grant applications by expanding its Inclusive Research team. The team now includes a new position of Associate Director, Inclusive Research and has recruited an additional team member to act as Research Advisor, Inclusion and Community Engagement.

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

Yes

**Briefly describe the related objective.**

Yes, this action directly relates to objectives named in Queen's University's CRC EDI Action Plan. Specifically, this action helps to create an inclusive research culture that celebrates diversity and enables all researchers to

flourish; make available to all CRCs support systems to ensure their success and retention; and ensure equitable and transparent support for all CRC holders.

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

Expanding the team has increased its capacity to support Queen's researchers seeking guidance in community engagement, partnership development, and integrating I-EDIAA into research planning and grant applications.

The new position of Associate Director, Inclusive Research, is supporting the creation and implementation of a university-wide I-EDIAA in Research Strategy in alignment with the Tri-Agency Dimensions Recognition Program.

The new Research Advisor, Inclusion and Community Engagement works with researchers to strengthen partnership and engagement strategies, develop I-EDIAA action plans, and incorporate inclusive research practices into funding applications using established wise practices and planning resources. Support is available for researchers at all stages of project development, from early partnership planning to refining applications for major funding opportunities.

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

No notable challenges were encountered in undertaking this action.

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

Yes

## **Equity, Diversity and Inclusion 2**

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:**

Very important

### **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.**

Indigenization, Equity, Diversity, Inclusion, Accessibility, and Anti-Racism (I-EDIAA) remain core institutional priorities at Queen's and are embedded across research, teaching, and community initiatives. Over the reporting period, Queen's continued this work through the Office of the Vice-Principal, Culture, Equity and Inclusion (VPCEI), as well as through initiatives led by VPR portfolio.

A notable institutional initiative was the implementation of Queen's Strategic Research Plan 2025-2030, which identifies I-EDIAA as foundational to research excellence and commits the university to attracting, developing, and supporting diverse research talent. Supporting this work, the Queen's Dimensions Data and Engagement Working Group continued institutional self-assessment and action planning through an I-EDIAA lens as part of the Tri-Agency Dimensions Recognition Program, helping advance an inclusive research ecosystem across the university.

Queen's also advanced Indigenous research initiatives through the Indigenous Research Ethics Working Group, which is supporting wise practices in Indigenous research ethics review and the development of an independent Indigenous Research Ethics Board. In November 2025, an Indigenous Research Ethics Gathering brought together Indigenous scholars, research administrators, and external experts to inform strategic planning for Indigenous research ethics at Queen's.

The university continued to expand training and capacity-building opportunities, including workshops on Indigenous knowledge systems, inclusive research design, community-engaged scholarship, and I-EDIAA research action planning. The Research Ethics Office also developed new resources to support community-engaged research ethics review, promoting more inclusive and collaborative research practices.

Together, these initiatives address systemic barriers, strengthen inclusive research practices, and foster a more equitable, diverse, and inclusive research environment at Queen's.