

Canada Research Chairs Program (CRCP) Institutional Report (2024 - 2025) – Section 3: Equity, Diversity and Inclusion

Reporting Period: April 1, 2024, to March 31, 2025

Date Submitted: October 31, 2025

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

Key EDI Action 1

In early 2025, all current and recent Canada Research Chairholders at Queen's were invited to participate in confidential, conversations with Aleks Bergier, Research Advisor, Equity, Diversity, Inclusion and Indigenization (EDII) and Betsy Donald, Associate Vice-Principal Research concerning their experiences at Queen's with the CRC program. The invitation noted a particular interest in the experiences of members of equity-deserving groups and to understand successful practices and persistent barriers to full participation in the program from the perspective of Indigenization - Equity, Diversity, Inclusion, Accessibility and Anti-racism (I-EDIAA).

This action directly relates to all objectives in the institution's CRC EDI Action Plan. Specifically:

1) Create an inclusive research culture that celebrates diversity and enables all researchers to flourish;

- 2) To make available to all CRCs support systems to ensure their success and retention;
- 3) To 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) To 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.

These interviews were a method of gathering input from chairholders to understand successful practices and persistent barriers to full participation in the CRC program from the perspective of Indigenization - Equity, Diversity, Inclusion, Accessibility and Anti-racism (I-EDIAA). The information gained helps Queen's to direct efforts and revise processes to ensure our delivery and support of the CRC Program is equitable and inclusive.

No notable challenges were encountered in undertaking this action. Resource limitations have slowed the summarization of the results of these conversations and the undertaking of next steps. Funding from the CRCP EDI stipend was used for this action.

Key EDI Action 2

Research Advisor, Equity, Diversity, Inclusion and Indigenization (EDII), Dr. Aleksandra Bergier, provided expert advice and review of EDII related content in grant and award applications for individual chairholders and chairholders as a part of a team. In this role, she supports researchers in integrating EDII into team composition, research design, processes, analysis, interpretation, and communication of research results.

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.

Through working with Dr. Bergier, researchers can gain a deeper understanding of EDII wise practices in research, and are more prepared to implement such practices while delivering their research programs and leading their teams. Additionally, Dr. Bergier has developed training programs and resources to facilitate reflection by individual researchers and teams related to key EDII

considerations and the implementation of EDII wise practices. See sample resources at <https://www.queensu.ca/vpr/resources/edii-in-research>.

Uptake varies across groups, as does experience and comfort with EDII considerations and strategies. To strive for approachability of this content for researchers who are new to considering EDII, various formats of education and consultation have been offered. Funding from the CRCP EDI stipend used for this action.

Equity, Diversity and Inclusion 2 (Section 4)

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 (required)

- **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.

Equity, Diversity, Inclusion, and Indigenization (EDII) is an inherent part of the Queen's University experience, benefiting all at our institution. In 2023, Queen's established the office of the Vice-Principal, Culture, Equity and Inclusion (<https://www.queensu.ca/vpcei/>), with provision over the Human Rights and Equity Office, Indigenous Initiatives, University Ombudsperson, and Complaints and Investigations. The VPCEI portfolio leads Queen's commitment to creating and ensuring an inclusive and equitable university community that celebrates diversity, fosters belonging, and empowers individuals to reach their full potential. This mission is guided by Queen's Strategic Values of Truth, Responsibility, Respect, Freedom, and Wellbeing, and is led by Dr. Stephanie Simpson, who has more than two decades of experience in human rights and equity. Initiatives within the portfolio include (among others):

- 1) Black Histories and Futures Month, which presents an opportunity for reflection on the experiences and acknowledge the accomplishments of our Black community members;
- 2) Employee Resource Groups, which give equity-deserving groups a formal structure within the organization to support their unique needs and contribute to community building through community activities and events; and
- 3) the Inclusive Community Fund, which provides financial support to host programs, events, initiatives, or projects that serve to promote a more inter-culturally informed, tolerant, and inclusive campus community.

This portfolio publishes Indigenization – Equity, Diversity, Inclusion, Accessibility, and Anti-Racism (I-EDIAA) Annual Progress Reports to critically examine progress made each academic year in relation to I-EDIAA efforts, and facilitates:

- 1) an I-EDIAA Practitioners Group;
- 2) the Principal's Action Group for Gender and Sexual Diversity;
- 3) Queen's Anti-Hate Advisory Group,
- 4) Senior Accessibility Advisory Group, and
- 5) the University Council on Anti-Racism and Equity.