

Describe the key action that was undertaken. (required)

We are currently developing CRCP training on unconscious bias, systemic barriers, and micro-aggressions, as well as the creation of an EDI resource tool to guide researchers in embedding human rights and equity considerations into their research proposals.

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

- Yes
- No

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

Initial outcomes and impacts include the following:

1. Increase awareness and shared understanding of Equity, Diversity and Inclusion principles as they relate to the CRCP and broader research ecosystem.
2. Greater clarity in how EDI expectations are interpreted and applied in the CRCP
3. Baseline institutional understanding of where gaps and opportunities exist and where action is needed to address systemic barriers for underrepresented groups within the CRCP.

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

An early challenge in lifting this work was institutional capacity. With funding support from the CRCP Institutional Equity Stipend, we were able to procure an external consultant to support and advance this work.

Was funding from the CRCPC EDI stipend used for this action? **(required)**

Yes

No

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)

- Not important
- Somewhat important
- Important
- Very important
- Do not know
- Not applicable

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. (required)

Maximum character count: 2000 | Characters remaining: 1049

Algoma University is committed to embedding Equity, Diversity and Inclusion across all our campuses, guided by institutional values and priorities, and recognizing that advancing EDI is a shared responsibility to the entire university community.

EDI Office Committees have been established to provide staff, students and faculty with opportunities to actively contribute to EDI initiatives and to ensure that EDI is integrated into policies, practices, and actively infused into the university's culture, operations and long term vision. <https://algomau.ca/wp-content/uploads/2025/05/EDI-WORKING-GROUPS.pdf>

The recently launched EDI Foundation Course, which will be mandatory for all university staff, provides a comprehensive, interactive learning experience that enhances awareness, skills and practices related to advancing equity and diversity. <https://algomau.ca/wp-content/uploads/2025/05/EQUITY-DIVERSITY-AND-INCLUSION-FOUNDATION-COURSE.pdf>