

Institution: University of Northern British Columbia**Reporting period:** [April 1, March 31]

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**Actions**

Offer training on equity, diversity, and inclusive hiring and retention practices.

[View](#)**Describe the key action that was undertaken. (required)**

Offer training on equity, diversity, and inclusive hiring and retention practices.

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

☒ Yes

☐ No

Briefly describe the related objective. (required)

Building and communicating a culture of Equity,
Diversity, and Inclusion

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

Equity, Diversity, Inclusion and Accessibility Speaker Series featured experts on equity, diversity, inclusion, and accessibility.

Unconscious Bias and Employment Equity Training offered to faculty and staff to build awareness and reduce bias in recruitment and research environments.

Enhanced accessibility resources and training, including an accessibility course, which is offered on the Office of Equity and Inclusion SharePoint that supports inclusive practices across campus.

This training and these resources have resulted in positive impacts on faculty and staff awareness and engagement in Equity, Diversity, Inclusion and Accessibility.

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

Funding is one of the overarching challenges to sustaining and expanding EDI programming and resources.

UNBC is also working to strengthen community engagement and follow-through. To address this, UNBC is working to ensure that training and educational resources are shaped by community needs and feedback. This approach allows UNBC to build more meaningful engagement and ensure that initiatives remain responsive and relevant.

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

- ☒ Yes
- ☐ No

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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: 1043

UNBC released its new Strategic Research Plan, UNBC READY: Research Roadmap 2025-2030, in March 2025. This key strategic document provides a pathway for research and innovation, and reflects UNBC's commitment to research excellence. Through extensive engagement activities, one of six core priority areas identified was the importance of attracting, retaining, and developing outstanding researchers, especially those from equity-deserving and underrepresented groups, who all contribute to a vibrant research environment.

An initiative that is currently underway that underscores the importance of EDI to research excellence is: Amplifying Underrepresented Researchers – A project designed to highlight and support scholars from equity-deserving groups, reinforcing the link between EDI and research excellence. The intent of this project is to celebrate and amplify diverse contributions without placing an undue spotlight or pressure on individuals.