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Equity Diversity and Inclusion 1

Canada Research Chairs Program (CRCP) Institutional Report		

✔ Attraction and Retention

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✔ Additional Comments and/or Suggestions

Institution:	Trinity Western University	**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**
Institutional climate survey (2nd in the past two years)	View
Review of faculty hiring policies and procedures by our People and Culture Office, Office of Inclusive Execllence and Provosts Office. New procedures for faculty hiring are currently being developed.	View
New CRC Strategic Research Plan was formally released	View

Describe the key action that was undertaken. (required)

Institutional climate survey (2nd in the past two years)

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

◉ Yes

◯ No

Briefly describe the related objective. (required)

Measure 1.4. in TWU's EDI Action Plan

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

The first climate in 2024 survey indicated a low level of morale at the Institution while the second survey in 2025 indicated a marked improvement as a results of several administrative changes that occurred at our University.

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

The first climate in 2024 survey indicated a low level of morale at the Institution while the second survey in 2025 indicated a marked improvement as a results of several administrative changes that occurred at our University.

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

The climate survey was welcomed and in fact there was a higher number of respondents in the second round of the survey when compared to the first round in 2024.

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

○ Yes
◉ No

Describe the key action that was undertaken. (required)

Review of faculty hiring policies and procedures by our People and Culture Office, Office of Inclusive Execllence and Provosts Office. New procedures for faculty hiring are currently being developed.

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

⦿ Yes

◯ No

Briefly describe the related objective. (required)

MEASURE 2.3: Complete an inventory of policies, agreements and plans that may impact the recruitment, retention, and support of chair holders at Trinity Western University and establish a process and timeline for reviewing them.

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

New procedures for faculty hiring being developed that require EDI training for all faculty hires.

recruitment, retention, and support of chair holders
at Trinity Western University and establish a
process and timeline for reviewing them.

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

New procedures for faculty hiring being developed that require EDI training for all faculty hires.

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

No challenges. Changes were mostly to streamline the process and to require EDI training for committees undertaking all faculty hires.

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

◉ Yes

◯ No

Describe the key action that was undertaken. (required)

New CRC Strategic Research Plan was formally released

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

◉ Yes

◯ No

Briefly describe the related objective. (required)

MEASURE 2.2: Review and update the TWU's CRC/CFI Strategic Research Plan to ensure it supports and enables our equity, diversity and inclusion goals.

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

Compared to the previous CRC Strategic Research Plan, the new CRC Strategic Research Plan has several areas of focus for Inclusive Excellence including Objectives: "Increase inclusive excellence in research and research opportunities " as well as Research Themes "Truth and Reconciliation through Indigenous Research" and "Social Justice and Inclusive Excellence"

supports and enables our equity, diversity and inclusion goals.

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

Compared to the previous CRC Strategic Research Plan, the new CRC Strategic Research Plan has several areas of focus for Inclusive Excellence including Objectives: "Increase inclusive excellence in research and research opportunities " as well as Research Themes "Truth and Reconciliation through Indigenous Research" and "Social Justice and Inclusive Excellence"

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

No challenges. The changes and updates to the Strategic Research Plan were welcomed by the TWU community.

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 inclu

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: 419

Our University has had several initiatives to improve campus climate and to underscore the importance of EDI to research excellence .
In the broader sense, the TWU Office of Research changed its name to the TWU Office of Research, Creative and Scholarly Activity to better reflect and include the diverse an rich scholarship and creative activity that occurs on our campus. This name change has ben followed up with several initiatives around helping faculty, in particular, those who are new to TWU and are from underrepresented groups to prepare their drafts for the upcoming launch of the Tri-agency CV.   In addition TWU is in the process of reviewing the Declaration of Research Assessment working through the Senate and Provost's Office.

Another major initiative has been the Cultural Renewal Initiative (CRI) led by the Office of Inclusive Excellence with help from several areas of the campus including the Office of People and Culture and the Office of Research, Creative and Scholarly Activity (ORCSA). Under the CRI , ORCSA started a monthly faculty speaker series where the research of a faculty member is featured in a 1 hour public lecture with audience questions. Faculty, Staff and Students from across the campus are invited to hear the lunchtime Faculty speaker series. The series has been well attended and has become so popular that we are booking into the 2027-28 academic year. A major goal of the monthly lecture is to showcase the diverse research and researchers that we have on the campus including our Canada research chairs and emerging researchers.