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#### Important Note

(Once you have read the statement below, click the radio button beside it.)

Please note that the information you enter in your report is only saved when clicking on the "Save and Next" button at the bottom of the page. Using the browser navigation buttons or the "Continue Later" button at the bottom of the page **will not save** the information entered on the page. If after clicking "Save and Next" you see a "Page has errors" message in red, near the top of the page, it means that at least one field is missing information. In such an instance, the empty field will have the words "Answer is incomplete" underneath it, in red.

This report includes mandatory reporting on 1) the CRCP institutional equity, diversity and inclusion action plan (IEDIAP) and 2) the \$50,000 EDI Stipend.

Your institution must submit the report by the deadline date indicated by the program, and must cover the reporting period identified by the program.

Institutions are required to post the most up to date version of their EDI action plan on their [public accountability web pages](#).

Each year, institutions must also publicly post a copy of this report to their public accountability web pages within 7 working days after the deadline for submitting the report to TIPS. TIPS will review the report each year; in addition, the annual report(s) will be provided to the external EDI Review Committee, when it is convened every few years, to evaluate the progress made in bolstering EDI at the respective institution and to provide context for future iterations of the EDI action plan.

All sections of the form are mandatory (unless otherwise noted).

#### Contact information

#### Please complete the fields below.

**Name of Institution:**

Richard Chandra

**Contact Name:**

Richard Chandra

**Position Title:**

Associate Provost Research

**Institutional Email:**

richard.chandra@twu.ca

**Institutional Telephone Number:**

6045132121 ext 3890

**The link for the EDI progress report and EDI Stipend report:**

<https://ca1se.voxco.com/SE/?st=jeuW6suXm8k3Ct0XM1n9bz3j3Dx9FJ0rxODrVDjwANK%3D>

Does your institution have an EDI Action Plan for the CRCP?

Yes

**PART A: EDI Action Plan** - Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators

Date of most recent plan (e.g. latest revision of the public plan):

05/29/2020

Rating given action plan in most recent review process:

Accepted

Name of vice-president level representative responsible for ensuring the implementation of the plan:

Dr. Eve Stringham

In developing their action plans, institutions were required to conduct: 1) an employment systems review; 2) a comparative review; and 3) an environmental scan (see program requirements [here](#)). These assessments were required in order to identify the specific systemic barriers and/or challenges that are faced by underrepresented groups (e.g. women, persons with disabilities, Indigenous peoples and racialized minorities at the respective institution; institutions were then required to develop key S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objectives and actions to address them.

Indicate what your institution's key EDI objectives are (up to six) as outlined in the most recent version of your action plan (either the one approved by TIPS or the one current under review by TIPS), as well as the systemic barriers/challenges identified that these objectives must address. Please note that objectives should be S.M.A.R.T. and include a measurement strategy. List the corresponding actions and indicators (as indicated in your institutional EDI action plan) for each objective, and outline: a) what progress has been made during the reporting period; b) what actions were undertaken; c) the data gathered; and d) indicators used to assess the outcomes and impacts of the actions. Please note that indicators can be both quantitative and qualitative and should be specific. Outline next steps and use the contextual information box to provide any additional information (e.g. course correction, obstacles, lessons learned, etc.) for each objective.

**Key Objective 1**

Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 1:

1) Equity, Diversity and Inclusion Objectives and Measurement Strategies The following objectives and measures ensure an equitable, diverse, and inclusive CRC recruitment, retention, and support system aligned with existing University policies. OBJECTIVE 1: Align existing systems and environmental reviews to ensure success in achieving equity, diversity and inclusion in Trinity Western University's Canada Research Chair program. MEASURE 1.1: Recruit and hire a Vice President, Inclusive Excellence, who will provide leadership to the university's strategic plan for equity, diversity and inclusion. WHO: President and Executive Leadership Team WHEN: By December 2020 MEASURE 1.2: Complete an employment systems review to identify the extent to which Trinity Western University's current recruitment practices are open and transparent; barriers or practices that could be having an adverse effect on the employment of individuals from the four designated groups (women, members of visible minorities, indigenous people, persons with disabilities); and corrective measures that will be taken to address systematic inequities. WHO: Vice President, Inclusive Excellence and/or Executive Director, Human Resources WHEN: By May 2021 MEASURE 1.3: Complete a comparative review—by designated group, and field of research—of the level of institutional support (e.g. protected time for research, salary and benefits, additional research funds, office space, mentoring, research trainees, administrative support, equipment, etc.) provided to previous and current chair holders, and identify measures to address any systemic inequities identified. WHO: Vice-Provost Research & Graduate Studies (VPRGS) and/or the Director of Research Services WHEN: Annually. Every chair is assigned a management committee consisting of the CRC, the Dean of the Faculty or School, and the department chair, as well as the VPRGS who chairs the committee. The chair's management committee meets at least once per year, and issues regarding protected time for research, access to physical and personnel resources, and administrative support is reviewed. Because the VPRGS is a member of all committees, this provides a lens through which inequities between chair holders may be identified. MEASURE 1.4: Analyze the results of the Climate survey administered in 2018 to gauge the health of TWU's current workplace environment. Interview previous and current chairholders to identify measures to address issues raised that have particular reference to the CRC program. WHO: Vice President, Inclusive Excellence and Vice Provost, Research & Graduate Studies WHEN: By May 2021

**Systemic barriers -**

Please provide a high-level description of the systemic barriers (e.g. summarize what the barriers are and how they were identified):

For Measure 1.1 there were no barriers identified. There were challenges during the reporting period that will be described below. There were no systemic barriers identified in 1.2 and 1.3 as of yet due to challenges presented towards completing these tasks that are described below. Measure 1.3 is currently underway and will progress through Summer 2021.

Corresponding actions undertaken to address the barriers:

If potential barriers are identified when Measures 1.2-1.3 are underway they will be addressed.

**Data gathered and Indicator(s) - can be both qualitative and quantitative:**

Due to challenges described below, data has yet to be gathered for Measures 1.2 and 1.3.

**Progress and/or Outcomes and Impacts made during the reporting period:**

TWU has hired a VP Inclusive Excellence but due to the pandemic, their start date has been delayed until August 2021 as will be described in greater detail below. TWU has promoted Dr. Richard Chandra to the Associate Provost Research as of May 1, 2021. Dr. Chandra will work with the Vice President Inclusive Excellence on the implementation of the SMART Objectives within the TWU EDI Action Plan.

**Challenges encountered during the reporting period:**

There have been tremendous challenges faced by our University during this past year due to the pandemic. As shown in the description above, Measures 1.1-1.4 all required leadership and involvement provided by the Vice Provost of Research and Graduate Studies, Dr. Eve Stringham and the new VP Inclusive Excellence. Due to several unforeseen circumstances related to COVID-19, the new VP Inclusive Excellence was unable to complete their PhD studies in time for starting in their position at Trinity Western University during 2020 as had originally been planned. Initially the delay in the PhD. Studies were forecasted to allow for degree completion by December 2020. However, due to circumstances that were a direct result of COVID-19, the VP Inclusive Excellence will start in their position in August of 2021. The circumstances faced by the new VP Inclusive Excellence also included several challenging situations that were made insurmountable due to the travel restrictions implemented as a result of COVID-19. The future VP Inclusive Excellence's PhD studies requires interaction with human subjects which were ceased and then subsequently curtailed during the pandemic. Just recently the future VP Inclusive Excellence has been able to resume their PhD Studies and is expected to defend the PhD degree in the summer of 2021 and subsequently begin their work at TWU. In addition to the challenges faced by the future VP inclusive Excellence, the Vice Provost of Research and Graduate Studies, Dr. Eve Stringham left TWU for another position at Vancouver Island University in June 2020. Dr. Stringham led the EDI efforts at TWU related to the research enterprise and beyond as shown on the EDI Action Plan. Dr. Stringham's departure has slowed many of the coordinated EDI initiatives planned for the fall of 2020 that were expected to commence with the input of the VP Inclusive Excellence. Dr. Richard Chandra has recently been promoted from the Director of Research Services to Associate Provost Research to lead the efforts in EDI related to TWU's research enterprise. Measure 1.2. In addition to Dr. Stringham's departure and the delay in the start date for the VP Inclusive Excellence, the Executive Director of Human Resources will also leave TWU in May 2021 which has further delayed the implementation of this Measure. As well as the challenges described above, as would be expected with a small private University, the pandemic presented several financial obstacles for TWU. As a result of these obstacles, in the Spring of 2020, due to uncertainty surrounding enrollment, TWU was forced to lay-off 46 employees and permanently terminate 14 employees while implementing strategies to move all of our courses online. We also were forced to simultaneously develop safety measures that would allow students/staff to potentially return to campus in the Fall of 2020 (now Fall 2021). Considering the combination of moving our courses online, staff shortages and the development of safety protocols during periods of unprecedented uncertainty, we were unable to launch many of the EDI related initiatives that we had planned. Fortunately, TWU's enrollment for Fall 2020 was promising and we were able to hire back a portion of the employees that lost employment during the spring which should help with implementing the EDI action plan going forward.

**Next Steps (indicate specific dates/timelines):**

Measure 1.1. will be complete by September 1, 2021. Measure 1.3 will be completed by August 30, 2021. Measure 1.4 will be completed by May 1, 2022. Measure 1.2 will be completed by December 2022.

**Was funding from the CRCP EDI stipend used for this key objective?**

No

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

**Do you have other key objectives to add?**

Yes

**Key Objective 2****Brief description of S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) Key Objective 2:**

OBJECTIVE 2: Ensure existing policies, agreements, and plans that may influence TWU's CRC program are written and implemented in a manner that is supportive of equity, diversity and inclusion. MEASURE 2.1: Work with the Faculty Work Environment Committee (FWEC) to ensure that faculty employment policies are aligned with principles of inclusive excellence May 29, 2020 WHO: Provost and Vice-Provost Research & Graduate Studies WHEN: Ongoing 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. WHO: Vice-Provost Research & Graduate Studies and the Academic Research Council of the University Senate WHEN: By May 2020 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. WHO: Vice-Provost Research & Graduate Studies, Research and Academic Support Sub-Committee of the University Senate WHEN: May 2020/ongoing

**Systemic barriers -**

Please provide a high-level description of the systemic barriers (e.g. summarize what the barriers are and how they were identified):

Systemic barriers have not yet been encountered since these Measures have yet to be implemented.

**Corresponding actions undertaken to address the barriers:**

If barriers encountered actions will be taken.

**Data gathered and Indicator(s) - can be both qualitative and quantitative:**

No data gathered on this Objective as of yet.

**Progress and/or Outcomes and Impacts made during the reporting period:**

TWU's Strategic Research Plan has been reviewed by the Academic Research Council of the University Senate. Areas where changes have been deemed necessary have been identified and the Strategic Research Plan will be updated over the coming year through the work of the Provost, Associate Provost Research and the Academic Research Council of the Senate. The hiring of the Associate Provost should aid in the completion of these measures.

**Challenges encountered during the reporting period:**

All three of the Measures described under Objective 2 involved the Vice Provost of Research and Graduate Studies. The combination of a hiring freeze and layoffs at the University with the necessity to rapidly transition all course programming to an online format delayed the process to replace the Vice Provost of Research and Graduate Studies. Dr. Chandra has now been hired as the Associate Provost of Research.

**Next Steps (indicate specific dates/timelines):**

Measure 2.2. addressed by December 2021. Measure 2.3 addressed by December 2021. Measure 2.1 addressed by May 2022.

**Was funding from the CRCP EDI stipend used for this key objective?**

No

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

**Key Objective 3**

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

**Key Objective 4**

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

**Key Objective 5**

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

**Key Objective 6**

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

**Challenges and Opportunities**

Other than what has been outlined in the section above, outline any challenges and opportunities or successes regarding the implementation of the EDI action plan, as well as best practices that have been discovered to date. If COVID-19 has had an impact on the implementation of the institution's action plan, please outline how below. How has or will the institution address these challenges and opportunities? (limit: 5100 characters):

Challenges presented to the University due to COVID-19 have been outlined in great detail in the previous sections. COVID-19 precluded the use of the EDI-Stipend since the stipend was awarded to fund a portion of the salary of the Vice President Inclusive Excellence who was unable to start their position due to circumstances resulting directly from the pandemic. It would be extremely helpful if the Stipend could be offered again for 2021-2022.

**Reporting on EDI Stipend objectives not accounted for in Part A****Instructions:**

- Institutions with EDI Action Plans, use this section to report on EDI Stipend objectives that are not accounted for in Section A.
- Institutions without EDI Action Plans, use this section to report on EDI Stipend objectives.

**Objectives associated with your institution's EDI Stipend application**

**Table C1.** Provide information on the objectives associated with your institution's EDI Stipend application, including the funding and timelines, for the reporting period.

**EDI Stipend Objective 1**

Indicate the S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objective(s) towards which this funding has been directed:

Recruit and hire an Vice President Inclusive Excellence, who will provide leadership to the university's strategic plan for equity, diversity and inclusion. The Executive Director Inclusive Excellence is needed to provide leadership and expertise for the refinement and implementation of TWU's EDI action plan, and in particular, several of the measures underscoring the plan objectives.

**Indicator(s):** Describe indicators, as presented in the EDI Stipend application, and how they are calculated.

Successful hire of an Vice President Inclusive Excellence no later than Fall 2020.

**Progress:** Describe results observed, including indicator results, outcomes, impacts. Include timelines (start and end dates).

The Vice President Inclusive Excellence was hired. However, the VP Inclusive Excellence was unable to start in their position during the reporting period due to circumstances directly related to COVID-19.

Outline the total expenditures below:

Total funds of EDI stipend spent on the objective:	0
Institutional commitment (if applicable):	0
Total funds spent:	

Indicate in the table below any leveraged cash or in-kind contributions provided by your institution:

	Amount \$	Source / Type (cash or in-kind)
1	0	0
2	0	0

**Table C2. EDI Stipend Impact Rating**

Please rate the extent of the impact the EDI Stipend has had on your institution in meeting this objective as identified in your application, for the reporting period:

Don't know

Provide a high level summary of how the stipend was used:

The EDI Stipend was to partially fund the salary of the VP Inclusive Excellence who was hired but unable to start this year due to circumstances directly related to the pandemic that were described above. We hope that the CRC Program will offer an additional year of this funding, as our VP Inclusive Excellence will start in August 2021.

Do you have other objectives to add?

No

**Additional Objectives (if applicable)**

**Table C1.** Provide information on the objectives associated with your institution's EDI Stipend application, including the funding and timelines, for the reporting period.

**EDI Stipend Objective 2****EDI Stipend Objective 3****EDI Stipend Objective 4**

**EDI Stipend Objective 5****EDI Stipend Objective 6****Part D: Engagement with individuals from underrepresented groups**

Outline how the institution has engaged with underrepresented groups: e.g. racialized minorities, Indigenous peoples, persons with disabilities, women, LGBTQ2+ individuals, during the implementation of the action plan (during the reporting period), including how they have been involved in identifying and implementing any course corrections/adjustments, if applicable. For example, how was feedback gathered on whether the measures being implemented are resulting in a more inclusive research environment for chairholders of underrepresented groups? How has intersectionality been considered in developing and implementing the plan (if applicable)? Have new gaps been identified? How will members of underrepresented groups continue to be engaged? (limit: 10 200 characters)

Despite the challenges of participating in social interactions presented by the pandemic, TWU has had significant engagement with underrepresented groups. Over the past year TWU's engagement has been mainly through our Indigenous Partnership Council led by University Siya:m Patti Victor, as well as our Institute of Indigenous Issues and Perspectives, Gender Studies Institute, Inklings Institute and the Centre for Equity and Global Engagement. The activities described below are part of our campus wide strategy to bring everyone into the conversation of equity, diversity and inclusion as part of our EDI Action plan. The VP Inclusive Excellence will work closely with Dr. Richard Chandra, the new Associate Provost Research, both of whom are members of visible minority groups. The VP Inclusive Excellence and Dr. Chandra will work to fully mobilize the EDI Action Plan starting in August 2021. As part of TWU's efforts to increase Indigenous representation on campus and further welcome Indigenous culture into the already diverse student body, TWU designated the Westcoast Collegium on campus as the official Indigenous gathering place for the campus which features select pieces of traditional native artwork. This location was chosen because of its central location on campus, and to emphasize and encourage the integration of Indigenous and non-Indigenous students. In integrating Indigenous and non-Indigenous students, TWU has hosted monthly "Circle Talk" sessions, where Indigenous and non-Indigenous students gathered to bond over open conversation and personal expression (<https://www.twu.ca/news-events/news/twu-honours-national-indigenous-peoples-day>). An outdoor story walk was created by University Siya:m Patricia Victor and the Norma Marion Alloway Library bears witness to many lives and journeys to honor missing and murdered Indigenous Women in Canada on International Women's Day (<https://www.twu.ca/news-events/news/twu-remembers-missing-and-murdered-indigenous-women-canada-international-womens-day>). On International Women's Day Ariel Little, TWU alumna and UBC PhD student, explored how literature influences societal perceptions of health and wellness at an Inklings Institute of Canada Digital Coffee House event, with a particular focus on women's health (<https://www.twu.ca/news-events/news/twu-remembers-missing-and-murdered-indigenous-women-canada-international-womens-day>). Last June, in response to the murder of George Floyd, TWU President Mark Husbands worked with TWU Chaplain, Rev. James Ellis III to create space for conversation around the topic of race with people across campus. As part of this effort, two virtual events were hosted to engage in dialogue across the campus. The first event, "Do Justice. Love Mercy." was hosted for TWU students of colour on the afternoon of Tuesday, June 2, 2020, which was followed by a second event on, June 4 for the entire TWU student body, "Do Justice. Love Mercy. Weeping with Those Who Weep." (<https://www.twu.ca/news-events/news/memory-george-floyd-letter-president-trinity-western-university>). TWU also honored their Black Community during Black History Month in February 2021 (<https://www.twu.ca/news-events/news/trinity-western-university-commemorates-black-history-month>). During the reporting period, working with Jeff Gamache, TWU's Director of Athletics, a group of Black, Indigenous and Persons of Colour (BIPOC) and ally student-athletes and staff formed the Diversity and Anti-Racism Council (D.A.R.C.) at TWU. DARC is led by Cheryl Jean-Paul, head coach of the TWU women's basketball team. Jean-Paul was one of the first Black female head coaches in U SPORTS basketball history (<https://create.twu.ca/stories/2021/02/01/a-different-life-journey-on-a-shared-street/>). The main goal of DARC was to give student-athletes a voice to speak on their experiences with issues around racism and diversity, to consider, "What is diversity? What does that look like on our campus, and within our athletics department? Jean-Paul has provided insight on how to foster diversity on campus and beyond summarized that were summarized in a local news article (<https://www.aldergrovestar.com/news/diversity-and-anti-racism-council-established-at-langleys-trinity-western-university/>) Over this past year, students at TWU have also become strong voices of diversity through the TWU Student Association (<https://www.twusa.ca/antiracism>). With 1 in 4 students coming from outside of Canada, TWU students have strived to embrace their diversity (<https://www.twu.ca/news-events/news/twu-students-pursue-beloved-community-honour-racial-diversity>).

**PART E: Efforts to Address Systemic Barriers More Broadly within the Institution**

Briefly outline other EDI initiatives underway at the institution (that are broader than those tied to the CRCP) that are 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 possible. Note that collecting this information from institutions is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement and provides context for the work the institution is doing in addressing barriers for the CRCP. (limit: 4080 characters)

In addition to the links shown below that were provided in Part D: <https://www.twu.ca/news-events/news/twu-honours-national-indigenous-peoples-day> <https://www.twu.ca/news-events/news/twu-remembers-missing-and-murdered-indigenous-women-canada-international-womens-day> <https://www.twu.ca/news-events/news/twu-remembers-missing-and-murdered-indigenous-women-canada-international-womens-day> <https://www.twu.ca/news-events/news/trinity-western-university-commemorates-black-history-month> <https://www.twu.ca/news-events/news/memory-george-floyd-letter-president-trinity-western-university> <https://www.aldergrovestar.com/news/diversity-and-anti-racism-council-established-at-langleys-trinity-western-university/> <https://www.twu.ca/news-events/news/twu-students-pursue-beloved-community-honour-racial-diversity> Cultural Intelligence, or CQ, measures a person's capability to relate and work effectively in culturally diverse situations. It's a form of intelligence that has been tested by academic researchers in nearly 100 countries for nearly two decades. Going beyond existing notions of cultural sensitivity and awareness, CQ captures the capabilities of individuals and organizations that respectfully accomplish their objectives, whatever the cultural context. A group of approximately 35 senior University leaders, including the President and Provost, participated in two 2-hour CQ workshops on March 12 and 19, 2021. This year TWU also received the Supporting Structures Award through the Scholarship and Christianity at Oxford University and the Council for Christian Colleges and Universities. In addition to enhancing STEM opportunities on the campus, the Award has a specific portion of funding dedicated to help campuses enhance diversity among their STEM faculty and to encourage engagement across the campus on diversity, science and religion.

**Before submitting your report, please ensure that your responses are complete. You will not be able to edit the information after it is submitted.**

I have reviewed my responses and I am ready to submit my report.

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Contact Information 

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