



Office of Research and Innovation

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Canada Research Chair Equity, Diversity and Inclusion Strategy and Commitment

2017-2019

Trent University is committed to creating opportunities for all community members to develop and flourish as individuals and global citizens (Trent's Vision Statement, 2010). This commitment extends to Trent University's participation in the Canada Research Chairs Program.

The Government of Canada and the Canada Research Chairs Program (CRCP) are committed to excellence in research and research Training for the benefit of Canadians. Achieving a more equitable, diverse and inclusive Canadian research enterprise is also essential to creating the excellent, innovative and impactful research necessary to seize opportunities and for responding to global challenges. As such, the program is committed to the federal government's policies on non-discrimination and [employment equity](#).

To promote awareness of Trent University's commitment to equity, diversity, and inclusion within the Canada Research Chairs Program and the broader research enterprise, the following strategies will be implemented, monitored, and revised as necessary to promote best practices:

- Public posting of the Equity, Diversity and Inclusion Action Plan as well as annual reports on the status of the Plan;
- Calls for Proposals to Host a Canada Research Chair (internal allocation process) will require a statement specific to how the proposal supports the commitment to equity, diversity and inclusion. In addition, the proposal must include a statement about how the recruitment process will address equity, diversity and inclusion within the specific subject area discipline (encouragement of applications from the Federally Designated Groups);
- CRC Selection Committees, where possible, will be reflective of a diverse community of scholars;
- All CRC Selection Committee members will participate in mandatory training provided by the University's Equity Officer;
- The University's Equity Officer will participate in the entire recruitment, nomination and hiring process;
- Recruitment processes will be open and transparent with broad distribution of available Chair opportunities;
- Applicants will be encouraged to self-disclose;
- The Standard Operating Procedure for Nominating a Canada Research chair will be a public document;
- All recommendations from a CRC Selection Committee to appoint a Chair will require a statement on how equity, diversity and inclusion were managed throughout the selection process, including competition statistics