

The following excerpt is Section 3 from the 2024/25 Institutional Report.

Equity Diversity and Inclusion 1

Canada Research Chairs Program (CRCP) Institutional Report	Institution: University of Lethbridge Reporting period: [April 1, March 31]						
<ul style="list-style-type: none"> ✓ Attraction and Retention ✓ Impact on Research Capacity ✓ Equity Diversity and Inclusion 1 ✓ Equity Diversity and Inclusion 2 ✓ Strategic Use of Resources ✓ Institutional Support and Protected Time for Research ✓ Additional Comments and/or Suggestions 	<p>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.</p> <p>Key institutional actions in support of EDI in the CRCP:</p> <p>Share up to three key EDI actions related to the CRCP that were undertaken during the reporting period as well as their impact. (required)</p> <table> <thead> <tr> <th data-bbox="626 825 1170 856">Key EDI Action</th><th data-bbox="1170 825 1403 856">Actions</th></tr> </thead> <tbody> <tr> <td data-bbox="626 877 1170 1409"> <p>University of Lethbridge Hiring Framework During the reporting period of 2024- 2025 the University has been engaged in building a comprehensive hiring framework to streamline the hiring not only of the Canada Research Chair Programs but to also streamline the hiring of academic staff at the University of Lethbridge. The UofL hiring framework is a comprehensive tool that embeds the principles of Equity, Diversity and Inclusion into the hiring process. This ensures that all candidates applying to the university have an inclusive candidate experience. Action Taken - The creation of the SharePoint Hub with resources, tools and guides to help CRC hiring committees plan an inclusive approach to targeted hires. This has resulted in more intentional collaboration between HR, the Accessibility, Belonging & Community Office and the Faculty. - The creation of a confidential self-declaration process with HR which is a standard part of the hiring process. - All committee members must take the university inclusive excellence in hiring training which covers unconscious bias and addresses issues of merit and meritocracy. - Ongoing work to ensure that committees understand the importance of meeting equity targets. - The creation of a seamless process for accommodation for candidates in collaboration with Human Resources.</p> </td><td data-bbox="1170 877 1403 1409"> <p>View</p> </td></tr> <tr> <td data-bbox="626 1430 1170 1881"> <p>Pay Equity Study During the period of April 2024 – March 2025 the University of Lethbridge in collaboration with the Consultants Mercer has been engaged in a pay equity study. The pay equity study focused on determining whether all full-time faculty and instructors received equitable and fair pay for their work and if a pay gap existed at the institution. This project was also possible with funding from the NSERC capacity grant and included academic members who were CRC chairholders. The results of the project indicated that the university does not have a pay gap. However, any identified members who had an unexplained pay gap were addressed as per the collective agreement. Action Taken - A project team in collaboration with Mercer was developed to identify and collate the data, determine the variables of analysis, determine what are unexpected pay gaps and to identify the key drivers of pay at the University of Lethbridge. - The establishment of a pay equity review process at the University of Lethbridge. - The establishment of key recommendations and best practices to continue this work in the future.</p> </td><td data-bbox="1170 1430 1403 1881"> <p>View</p> </td></tr> </tbody> </table>	Key EDI Action	Actions	<p>University of Lethbridge Hiring Framework During the reporting period of 2024- 2025 the University has been engaged in building a comprehensive hiring framework to streamline the hiring not only of the Canada Research Chair Programs but to also streamline the hiring of academic staff at the University of Lethbridge. 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Equity Diversity and Inclusion 2

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✓ Attraction and Retention	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.	
✓ Impact on Research Capacity	CRCP Stipend for Equity, Diversity and Inclusion	
✓ Equity Diversity and Inclusion 1	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)	
✓ Equity Diversity and Inclusion 2	<input type="radio"/> Not important	
✓ Strategic Use of Resources	<input type="radio"/> Somewhat important	
✓ Institutional Support and Protected Time for Research	<input type="radio"/> Important	
✓ Additional Comments and/or Suggestions	<input checked="" type="radio"/> Very important	
	<input type="radio"/> Do not know	
	<input type="radio"/> 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: 302	
	<p>The University of Lethbridge continues to expand institutional events and celebrations to recognize key institutional dates such as Black History Month, Pride Month, International Women's Day, Disability Awareness Month. https://www.ulethbridge.ca/accessibility-belonging-community/news-and-events</p> <p>The University of Lethbridge has also become the host of the largest International Women's Day Conference in Lethbridge which brings together the internal and external community. https://www.ulethbridge.ca/accessibility-belonging-community/international-womens-day-leadership-conference</p> <p>The university continues to grow its Equity Scholars Program which is focused on providing Faculty and Instructors with time and resources to address systemic issues across our institution. https://www.ulethbridge.ca/accessibility-belonging-community/equity-scholars-program</p>	
	<p>The Accessibility, Belonging & Community team also supports the Emerging Scholars Collective to create spaces for connection, collaboration and interdisciplinary research for equity members to share stories and their research. https://www.ulethbridge.ca/accessibility-belonging-community/emerging-scholars-collective</p> <p>The Accessibility, Belonging & Community team has also provided workshops to faculty and students to expand knowledge and understanding of the principles of EDI.</p> <p>The University of Lethbridge has established its first Accessibility, Belonging & Community Advisory Council which brings together diverse voices across campus for work on best practice approaches to address access, equity and systemic issues across our institutions. https://www.ulethbridge.ca/accessibility-belonging-community/meet-advisory-council</p>	