

Equity, Diversity and Inclusion 1

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 by the institution during the reporting period as well as their impact. (required)

Describe the key action that was undertaken.

The University of Lethbridge built an inclusive excellence hiring framework to streamline and standardize the recruitment of academic staff, including Canada Research Chairs (CRCs) and other prestigious chair appointments. The framework was actively rolled out and adopted across campus, with targeted support provided to faculties such as Arts & Science, and Health Sciences to guide their CRC, Canada Excellence Research Chair, and Canada Impact+ Research Chair recruitment processes. Notably, this was the first research chair recruitment process for the Faculty of Health Sciences.

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

Yes

Briefly describe the related objective.

The Inclusive Excellence Hiring Framework advances Goal 3 of the EDI Action Plan (Apply EDI principles to all university planning, policy, and decision-making and commit to transparency in processes, thereby supporting and expanding excellence through diversity). Embedding EDI principles into academic hiring ensures that equity, diversity, inclusion, and transparency are applied in planning and decision-making. By standardizing processes for CRCs and other prestigious chair appointments, the framework reduces subjectivity, enhances accountability, and makes hiring practices more consistent across faculties.

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

The implementation of the framework produced several measurable and qualitative outcomes:

- Campus-wide adoption: The framework was taken up broadly, demonstrating institutional alignment and consistency in academic hiring practices.
- Improved hiring processes: Recruitment processes for CRCs and related chairs were streamlined, creating clearer procedures and reducing variability across faculties.
- Capacity building: Faculties, particularly those new to research chair recruitment, gained practical experience and strengthened their ability to manage complex hiring processes.
- Equity and inclusion outcomes: The framework embedded inclusive excellence principles into hiring, supporting more equitable and transparent recruitment practices.
- Enhanced recruitment success: The structured approach supported successful CRC and Impact+ Chair recruitments, contributing to the university's strategic research capacity and talent attraction.

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

Challenges

There was a varying levels of familiarity and readiness across faculties in implementing the framework. Some Faculties, such as Health Sciences, were engaging in their first-ever research chair recruitment process, which

meant navigating both the complexity of the hiring requirements and the learning curve associated with a new, standardized framework. Additionally, introducing a consistent approach to academic hiring required meaningful change management, as it involved shifting established practices and building broad-based buy-in across diverse academic environments. The inherent complexity of CRC, Canada Excellence Research Chair, and Canada Impact+ Research Chair recruitments further compounded these challenges, given the layered compliance and procedural considerations involved.

Mitigation

To address these issues, the University of Lethbridge adopted a collaborative and supportive approach. Human Resources and the Accessibility, Belonging, and Community Office provided targeted, hands-on guidance to faculties throughout the recruitment process, helping them implement the framework. This direct support was particularly important for faculties undertaking a research chair recruitment for the first time, as it enabled them to build confidence and competence while ensuring adherence to institutional standards. Overall, the framework introduces clarity and standardization to ensure recruitment processes are consistent across Faculties and Schools.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

No

Equity, Diversity and Inclusion 2

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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:

Very important

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.

The University of Lethbridge is developing a comprehensive onboarding and orientation process map for all CRC Search Committee Chairs as part of its 2026/27 priorities. This initiative is designed to provide individuals serving in these critical leadership roles with the knowledge, tools, and institutional context necessary to effectively support inclusive, transparent, and high-quality CRC recruitment processes. By providing a consistent and repeatable onboarding model, the university aims to reduce variability in chair preparedness and ensure that all faculties/schools benefit from a shared understanding of expectations and standards. This approach supports continuity of practice across campus and strengthens the ability of faculties to independently manage future CRC and chair recruitments.