Equity Diversity and Inclusion 1

Describe the key action that was undertaken.

- Revision of the Concordia Policy on Research Chairs and Professorships

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

- No

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

- In 2024-25, Concordia University completed a significant revision of its Policy on Research Chairs and Professorships and the associated procedures, reflecting the institution's ongoing commitment to research excellence, equity, and integrity. The updated policy was designed to enhance both the effectiveness and transparency of the Chair allocation process, while ensuring stronger alignment with national frameworks and Concordia's Strategic Research Plan. A key change was the decision to open CRC opportunities to internal candidates, allowing the program to serve not only as a tool for recruiting exceptional new researchers but also as a mechanism for retaining Concordia's most research-active faculty. This change strengthens institutional capacity to maintain continuity in high-impact research programs and contributes directly to meeting the University's EDI targets by broadening access to CRC nominations for under-represented groups.

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

- As with any important Policy change, internal consultation is key to enable great understanding from all stakeholders to ensure that the resulting framework will enable the university to meet its objectives.

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

- No

Equity Diversity and Inclusion 2

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

- 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.

- OVPRII revised and expanded its online and in-person EDI-RD and GBA+ workshops for guiding researchers through the processes of considering EDI, decolonization, and accessibility in all aspects of their research design, community engagement, and knowledge mobilization, in addition to their individual research and teaching environments. Concordia signed DORA in December 2024, and in keeping with its commitment to equitable research assessment, developed extensive, publicly available resources for developing narrative CVs. Concordia's Equity Office, Office of Indigenous Directions, Black Perspectives Office, and Centre for Teaching and Learning have expanded their comprehensive suite of workshops covering EDI, decolonization, anti-racism and accessibility in all aspects of teaching and learning environments and in community engagement. These include the second Level (of three planned) of the self-guided Decolonial Toolbox, on the historical and contemporary realities of Indigenous Peoples.