

isadvanEmployment Equity and Diversity policy

and the [Respectful Working and Learning Environment Policy](#) underscore the importance of cultivating an inclusive and welcoming campus community. In 2015, The University of Winnipeg released its [Strategic Directions](#) to guide our actions and our [Integrated Academic and Research Plan](#) in 2016. Our [institutional sustainability strategy](#) also includes commitments related to equity and diversity.

This commitment is shared with the Canada Research Chairs (CRC) program. Through the CRC program, we nominate and house leading scholars in the social sciences, humanities, sciences, and health-related areas. We are pleased to align with the CRC Program in viewing these objectives as top priorities for

v [•]v•š]šµš}}v• }(Z]PZ Œ o Œv]vP v Á o }u šZ }%•ãĐ P i Đ aĐ `

holders It outlines our institutional equity, diversity and inclusion objectives and measurement strategies, our approach to managing Canada Research Chair allocations, a plan for collecting equity and diversity data, and our approach to retention and inclusivity.

As required by the CRC Secretariat, on October 31 we will provide an annual report to the Secretariat and post it on our public accountability and transparency webpage. The report will provide details

Section 35 of the Canadian Constitution refers to Aboriginal Peoples in its CRC Equity, Diversity, and Inclusion Plan, meaning First Nations, Inuit and Métis peoples. The term Indigenous Peoples policies and programs to encompass a variety of Aboriginal groups inclusive of Indigenous Peoples from outside Canada.

Our Context & Aspirations

The CRC Secretariat created a target-setting tool for

identifies as a member of a racialized group. A second female Tier 1 chair retired in the summer of 2016, and this Tier 1 chair has been split into two Tier 2 chairs that will be nominated in April 2018. Based on this, UWinnipeg has a temporary gap of one woman in its CRC complement as measured against the target setting tool. One additional chair will turnover between in 2018.

Equity, Diversity and Inclusion Objectives and Measurement Strategies

The following objectives and measures ensure an equitable, diverse, and inclusive CRC recruitment,

