

FEAS Dimensions Faculty Chair Report – 2022/23

2022/23 Activities

Building on the work of the previous Dimensions Faculty Chair, Dr. Seth Dworkin, the Dimensions activities in 2022/23 focused on gathering additional insights regarding current barriers to EDI to support a more diverse set of students becoming engaged in research within FEAS as well as providing guidance to faculty to support and enhance EDI in research.

The FEAS DFC activities through 2022/23 are summarized below:

- F2022
 - Appointment of new Dimensions Faculty Chair in October
 - Development and testing of new process to more equitably hire undergraduate RAs
 - Hiring of new undergraduate and graduate RAs
 - Data analysis to determine whether significant gaps existed with respect to tri-council grant success between faculty members from EDGs and those from majority groups
- W2023
 - Initial planning of events to promote research opportunities for BIPOC and female students, respectively (postponed indefinitely)
 - Series of workshops to engage different cross-sections of students (undergraduates, graduate students, BIPOC students, other racialized students, female students, and FEAS Ambassadors) to discuss EDI principles and gain insight into student experiences in research within FEAS
 - Development of a three-part series (HQP hiring & recruitment, Day-to-day HQP management, and Equitable HQP evaluation) on best practices for research group management along with short ‘taster’ session versions
 - The taster session was piloted for the Faculty of Arts Session on “Graduate supervision for LitMod supervisors and second readers”
 - Worked with the Aboriginal Education Council showcase to support their annual showcase event to highlight the achievements of Indigenous students in research across campus
- S2023
 - EDI in Research Management “Taster” session presented to FEAS faculty
 - Co-presented a workshop for FEAS & FoS Faculty on “Best Practices in EDIA in SRC: Incorporating EDIA in grant applications” with FoS DFC Dr. Costin Antonescu
 - Co-presented (with FoS DFC Dr. Costin Antonescu) a section on EDI aspects for a Discovery Grant preparation workshop presented for FEAS & FoS Faculty
 - Began developing guides for faculty applying for NSERC (Alliance) and CIHR (all) grants to complement the NSERC Discovery Grant application guide developed by the previous DFC

- Engaged with Associate Deans of Research and Graduate Studies to discuss a comprehensive EDI plan for FEAS and identify areas where the Dimensions FC can play a key role to support those portfolios

In addition to these FEAS-specific activities, I participated in the following activities as part of the larger Dimensions team:

- Worked on a task group with DFCs Katherine Underwood, Ann Ludbrook, and Costin Antonescu to explore how research financial processes are currently impacting EDI in research and work with the relevant finance department staff to identify potential strategies to overcome these
- Worked with the full Dimensions team to refine the Dimensions objectives in response to feedback from the Dimensions reviewers, leading to a Stage 2 Dimensions recognition nationally

Plans for 2023/24

Building on the momentum developed in the past year, this year the FEAS Dimensions team plan to:

1. Continue to develop the Faculty guides for NSERC and CIHR grants (in collaboration with the FoS DFC) and SSHRC grants (working with the Faculties of Arts, Community Services, and The Creative School).
2. Refine the data analysis regarding the impact of perceived gender and race on grant outcomes and provide this insight to the FEAS Assoc. Dean of Research to inform faculty grant support programs.
3. Establish a FEAS Community of Practice for faculty members to provide a venue to raise awareness of EDIA in research, promote EDIA best practices, and conduct EDIA research within FEAS