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Complete Full Report

Important Note

(Once you have read the statement below, click the radio button beside it.)

Please note that the information you enter in your report is only saved when clicking on the "Save and Next" button at the bottom of the page. Using the browser navigation buttons or the "Continue Later" button at the bottom of the page will not save the information entered on the page. If after clicking "Save and Next" you see a "Page has errors" message in red, near the top of the page, it means that at least one field is missing information. In such an instance, the empty field will have the words "Answer is incomplete" underneath it, in red.

This report includes mandatory reporting on 1) the CRCP institutional equity, diversity and inclusion action plan (IEDIAP) and 2) the \$50,000 EDI Stipend.

Your institution must submit the report by the deadline date indicated by the program, and must cover the reporting period identified by the program.

Institutions are required to post the most up to date version of their EDI action plan on their [public accountability web pages](#). Ensure to remove all numbers less than 5 prior to posting on your website in cases where your report includes the representation of individuals from underrepresented groups among your chairholders. This is a requirement of the *Privacy Act*.

Each year, institutions must also publicly post a copy of this report to their public accountability web pages within 7 working days after the deadline for submitting the report to TIPS. TIPS will review the report each year; in addition, the annual report(s) will be provided to the external EDI Review Committee, when it is convened every few years, to evaluate the progress made in bolstering EDI at the respective institution and to provide context for future iterations of the EDI action plan.

All sections of the form are mandatory (unless otherwise noted).

Contact information

Please complete the fields below.

Name of Institution:

British Columbia Institute of Technology

Contact Name:

Jackie Gruber

Position Title:

Director - Respect, Diversity, and Inclusion

Institutional Email:

jackie_gruber@bcit.ca

Institutional Telephone Number:

604-451-6721

Does your institution have an EDI Action Plan for the CRCP?

No

PART A: EDI Action Plan - Reporting on Key Objectives Analyses, Systemic Barriers, Objectives and Indicators

In developing their action plans, institutions were required to conduct: 1) an employment systems review; 2) a comparative review; and 3) an environmental scan (see program requirements [here](#)). These assessments were required in order to identify the specific systemic barriers and/or challenges that are faced by individuals from underrepresented groups (e.g. women, persons with disabilities, Indigenous Peoples and racialized minorities, LGBTQ2+ individuals) at the respective institution; institutions were then required to develop key S.M.A.R.T. (specific, measurable, aligned with the wanted outcome, realistic and timely) objectives and actions to address them.

Indicate what your institution's key EDI objectives are (up to six) as outlined in the most recent version of your action plan (either the one approved by TIPS or the one currently under review by TIPS), as well as the systemic barriers/challenges identified that these objectives must address. Please note that objectives should be S.M.A.R.T. and include a measurement strategy. List the corresponding actions and indicators (as indicated in your institutional EDI action plan) for each objective, and outline: a) what progress has been made during the reporting period; b) what actions were undertaken; c) the data gathered; and d) indicators used to assess the outcomes and impacts of the actions. Please note that indicators can be both quantitative and qualitative and should be specific. Outline next steps and use the contextual information box to provide any additional information (e.g., course correction, obstacles, lessons learned, etc.) for each objective.

Key Objective 1

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 2

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 3

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 4

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 5

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Key Objective 6

If the answer to the previous question was 'yes', indicate how much of the funding was spent on this key objective and specifically what the funds were spent on.

Reporting on EDI Stipend objectives not accounted for in Part A

Instructions:

- Institutions with EDI Action Plans, use this section to report on EDI Stipend objectives that are not accounted for in Section A.
- Institutions without EDI Action Plans, use this section to report on EDI Stipend objectives.

Objectives associated with your institution's EDI Stipend application

Table C1. Provide information on the objectives associated with your institution's EDI Stipend application, including the funding and timelines, for the reporting period.

EDI Stipend Objective 1

Additional Objectives (if applicable)

Table C1. Provide information on the objectives associated with your institution's EDI Stipend application, including the funding and timelines, for the reporting period.

EDI Stipend Objective 2

EDI Stipend Objective 3

EDI Stipend Objective 4

EDI Stipend Objective 5

EDI Stipend Objective 6

Part D: Engagement with individuals from underrepresented groups

Outline how the institution has engaged with underrepresented groups: e.g., racialized minorities, Indigenous Peoples, persons with disabilities, women, LGBTQ2+ individuals, during the implementation of the action plan (during the reporting period), including how they have been involved in identifying and implementing any course corrections/adjustments, if applicable. For example, how was feedback gathered on whether the measures being implemented are resulting in a more inclusive research environment for chairholders of underrepresented groups? How has intersectionality been considered in developing and implementing the plan (if applicable)? Have new gaps been identified? How will members of underrepresented groups continue to be engaged? (limit: 10 200 characters)

n/a

PART E: Efforts to Address Systemic Barriers More Broadly within the Institution

Briefly outline other EDI initiatives underway at the institution (that are broader than those tied to the CRCP) that are 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, using the hyperlink boxes provided below (URLs should include https://). Note that collecting this information from institutions is a requirement of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement and provides context for the work the institution is doing in addressing barriers for the CRCP. (limit: 4080 characters)

<https://www.bcit.ca/applied-research/research-support/equity-diversity-inclusion/>

<https://www.bcit.ca/respect/>

<https://www.bcit.ca/indigenous-initiatives/>

<http://www.diversitycircles.com/>

<https://www.bcit.ca/anti-racism-framework/>

<https://www.bcit.ca/free-online-learning/>

We acknowledge that BCIT is located on the unceded territory of the Skwxwú7mesh (Squamish), səliiwətaʔ (Tseil-Waututh), and xwməθkwəyəm (Musqueam) First Nations and recognize that the relationship with Indigenous peoples in Canada has been troubled and must be reconciled. BCIT supports BCIT Indigenous Initiatives, the Respect, Diversity, and Inclusion (RDI) Department, Diversity Circles, and other community groups and ensuring these critical services continue to support equity-deserving community members. BCIT values of championing diversity and inclusion, engaging with respect and pursuing collaboration assist with fostering a community infused with equality and inclusivity. BCIT is committed to providing an inclusive and barrier-free work environment, starting with the hiring process as noted in job ads as follows: If you need to be accommodated during any phase of the recruitment process, please use the contact information below to request specialized accommodation. All information received in relation to an accommodation will be kept confidential. BCIT provides health and wellness programs and initiatives to support our employees. Additionally, we offer support to employees requesting workplace accommodations. BCIT is also committed to employment equity, diversity and inclusion and this is embedded in our 2019 – 2023 Strategic Plan. One of the core values at BCIT is we champion diversity of experience, ideas, cultures, and perspectives, fostering a community permeated with equality and inclusivity. For more information, please visit BCIT's Employment and Educational Equity Policy. BCIT welcomes applications from underrepresented groups and the four designated groups: women, Indigenous peoples, persons with disabilities and members of visible minorities. Questions or concerns related to equity and diversity, or requests for accommodations can be directed to: Director, Respect, Diversity, & Inclusion. BCIT is committed to creating a working and learning environment that fosters respect, equity, and inclusion. To that end BCIT has a number of mechanisms in place to address EDI related concerns. The Respect, Diversity, and Inclusion (RDI) Office at BCIT works to assist the community with a respectful and inclusive working and learning environment by creating awareness and belonging through education, events, and training. The Director of the RDI Office reports directly to the President of BCIT and also provides bi-annual reports to the Human Resources Committee. The RDI team provides assistance and support including confidential consultations to individuals with EDI related concerns and strives to help people resolve conflicts. The RDI Office also accepts complaints of discrimination or harassment related to prohibited grounds, personal harassment or bullying, or sexual harassment under the Harassment and Discrimination Policy and the related Harassment and Discrimination Procedure. Complaints can be addressed through either a voluntary resolution process or an investigation. BCIT recognizes the importance of being proactive with respect to creating a respectful, accessible, and inclusive work and learning environment. To that end, BCIT is committed to ensuring all employees receive training on diversity, inclusion, and anti-racism. We also offer online training, workshops, and events for staff, students (and sometimes general community members) on EDI topics such as anti-racism, allyship, gender diversity, unconscious bias etc. The RDI Office has also undertaken a number of initiatives to further the many priorities identified in BCIT's first Anti-Racism Framework released in May 2021. The RDI office in conjunction with HR is actively working to ensure employees come from diverse groups and represent the communities within which we live and work by creating equitable hiring practices and training selection committee members to remove systemic barriers and unconscious bias.

<https://www.bcit.ca/applied-research/research-support/equity-diversity-inclusion/>

<https://www.bcit.ca/respect/>

<https://www.bcit.ca/indigenous-initiatives/>

<http://www.diversitycircles.com/>

<https://www.bcit.ca/anti-racism-framework/>

<https://www.bcit.ca/free-online-learning/>

Before submitting your report, please ensure that your responses are complete. You will not be able to edit the information after it is submitted.

I have reviewed my responses and I am ready to submit my report.

A reminder that institutions are required to post a copy of this report (as submitted) on their public accountability and transparency web pages within 7 working days of the deadline for submitting the report to TIPS.

This information will be sent to the Tri-agency Institutional Programs Secretariat when you click 'Submit'. You will receive a confirmation email with a copy of your completed form in HTML format once it is submitted.

Jointly administered by:

