



THOMPSON RIVERS UNIVERSITY

Canada Research Chairs Program: EDI Report, Thompson Rivers University, 2025

The following excerpt is Section 3 from the 2024-25 CRC Institutional Report:

Describe the key action that was undertaken. (required)

Delivered mandatory training on EDI and implicit bias training based on best practices for all Canada Research Chair faculty selection committee members. This specific training complements ongoing training sessions on EDI Basics, Unconscious Bias and Active Bystander.

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

- Yes
- No

Briefly describe the related objective. (required)

Create the conditions where awareness about and consideration of EDI are priorities for hiring and retention.

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

The key outcomes of training activities have been to increase awareness, establish a broader culture of EDI, and equip participants with the skills to recognize and address bias.



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

None

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

- Yes
- No

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.

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 (required)

- Not important
- Somewhat important
- Important
- Very important
- Do not know
- Not applicable

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. (required)

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1. Expanded the Office of EDI and Anti-Racism to ensure capacity for a more pan institutional focus. The EDI intern position was added to develop EDI support for students, and the EDI Manager was hired to expand training, programming, and building the EDI hub through networking and collaboration.

2. A suite of EDI Foundational training was launched and is now continuously offered to faculty, administrators, staff, and students. This includes EDI Basics, (Unconscious Bias), and Active Bystander training. There are institutional offerings of these sessions (open for registration from any department), but also department-specific offerings where training is brought to faculties and departments upon request. Training is offered in person or virtually to include Open Learning students, OL faculty members, regional campuses, and accessibility needs.

<https://www.tru.ca/vpacademic/edi-ar-office/edi-training-sessions.html>

2. EDI Conference, May 2024 – Unearned Assets – keynote speaker Peggy McIntosh. Open to TRU and greater Kamloops community
<https://inside.tru.ca/events/event/unequal-assets-conference/>