

Equity Diversity and Inclusion 1

Canada Research Chairs Program (CRCP) Institutional Report
✓ Attraction and Retention
✓ Impact on Research Capacity
✓ Equity Diversity and Inclusion 1
✓ Equity Diversity and Inclusion 2
✓ Strategic Use of Resources
✓ Institutional Support and Protected Time for Research
✓ Additional Comments and/or Suggestions

Institution:	Cape Breton University	Reporting period:	[April 1, March 31]
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.			
Key institutional actions in support of EDI in the CRCP:			
Share up to three key EDI actions related to the CRCP that were undertaken during the reporting period as well as their impact. (required)			
Key EDI Action			Actions
OCAP Training: CBU offered OCAP Training to its CRC Chairholders.			View
Inclusive Research Leadership: A One Day Workshop on EDI and Research Excellence.			View

Describe the key action that was undertaken. (required)

OCAP Training: CBU offered OCAP Training to its CRC Chairholders.

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

Yes

No

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

OCAP Training: Offering OCAP (Ownership, Control, Access, and Possession) training to CRC Chairholders enhanced their understanding of Indigenous data sovereignty and ethical research practices with First Nations, Inuit, and Metis communities. This supported more culturally responsive and respectful research design, particularly for those engaging with Indigenous partners.

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

None to report.

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

Yes

No

Describe the key action that was undertaken. (required)

Inclusive Research Leadership: A One Day Workshop on EDI and Research Excellence.

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

Yes

No

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

Inclusive Research Leadership Workshop: The full-day workshop on inclusive research leadership, facilitated by an EDI expert, equipped researchers with practical strategies to embed equity, diversity, and inclusion into their research teams and leadership practices. It fostered greater awareness of inclusive mentorship, recruitment, and collaboration, contributing to more equitable research environments. CRC Chairholders were offered first priority for registration and remaining spots were open to other researchers and HQP on a first-come, first-served basis.

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

None to report.

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

Yes

No

Equity Diversity and Inclusion 2

Canada Research Chairs Program (CRCP) Institutional Report
✔ Attraction and Retention
✔ Impact on Research Capacity
✔ Equity Diversity and Inclusion 1
✔ Equity Diversity and Inclusion 2
✔ Strategic Use of Resources
✔ Institutional Support and Protected Time for Research
✔ Additional Comments and/or Suggestions

Institution:	Cape Breton University	Reporting period:	[April 1, March 31]
--------------	------------------------	-------------------	---------------------

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)

Maximum character count: 2000 | Characters remaining: 639

Cape Breton University is currently implementing Worktribe, a research management platform designed to digitize and streamline research administration processes across the entire research lifecycle. While not an EDI initiative in name, the rollout of Worktribe is expected to meaningfully support equity, diversity, and inclusion by addressing long-standing systemic barriers within research administration.

By improving transparency, workflow consistency, and access to information, Worktribe will help level the playing field for researchers across career stages and disciplines. The platform will centralize research-related information, including grant opportunities, approvals, and researcher profiles, making it easier for faculty to identify relevant funding, track submissions, and manage their research activities. This is especially important for researchers who may not have had equitable access to institutional knowledge, informal mentorship networks, or administrative support.

Worktribe’s searchable opportunity database offers personalized alerts and will support greater agency and autonomy for researchers whose work may not align with traditional or well-known funding pathways. Through onboarding sessions, how-to guides, and inclusive training opportunities, CBU is ensuring that the platform is accessible and usable for all researchers.