

Institution: OCAD University **Reporting period:** [April 1, March 31]

Attraction and Retention

The CRCP supports the attraction and retention of a diverse cadre of world-class researchers to Canada. The program defines world-class researchers as outstanding and innovative researchers whose accomplishments have made, or have the potential to make, a major impact in their fields.

Using the scale provided, rate how important the CRCP funding was to your institution's ability to **attract** and **retain** a diverse cadre of world-class researchers during the reporting period:

Attraction of researchers from within Canada to your institution.

Not applicable

Attraction of researchers from outside Canada to your institution.

Not applicable

Retention of researchers at your institution.

Very important

Explain your rating.

If you provided a rating of "Important" or "Very Important" to the questions above, provide one or two examples that demonstrate the way in which the CRCP played a key role in attracting outstanding researchers to your institution, or in retaining outstanding researchers at your institution during the reporting period.

In 2025-26 the CRCP played a pivotal role in ensuring the retention of three of OCAD University's top researchers working in Indigenous creative practice, Black Canadian curatorial practice, and Diasporic digital humanities. The support enabled by the CRCP meant that we were able to retain these researchers at our institution and offer them resources and time to advance their research goals through OCAD University.

What are the challenges in recruiting and nominating researchers from outside of Canada to the CRCP, and how does your institution address them?

Impact on Research Capacity

One of the CRCP's key objectives is to contribute to fostering research capacity. Strengthening research capacity and clusters in strategic areas of research provides institutions with the ability to seek and receive other funding, therefore maximizing their ability to develop clusters of research excellence. Maximizing research capacity, in turn, generates social, economic and cultural benefits for Canada and Canadians.

Indicate which aspects of your institution's research capacity were significantly strengthened by the CRCP funding and the related Canada Foundation for Innovation (CFI) infrastructure support, during the reporting period. Select all that apply.

- ✓ The ability of the institution to attract highly qualified personnel (HQP) – including undergraduate, master's and doctoral students, postdoctoral fellows, technicians, research assistants and other HQP
- ✓ The ability of the institution to fund HQP
- ✓ The ability of the institution to train HQP
- ✓ The ability to increase the number of research collaborations at the institution
- ✓ The ability to create international partnerships
- ✓ The ability to develop clusters of research excellence or areas of research strength according to the institution's CRCP Strategic Research Plan
- ✓ The opportunities to conduct research at the institution
- ✓ The overall quality of the research conducted at the institution
- ✓ The institution's capacity to produce new research knowledge
- ✓ The use of research results at the institution

Equity, Diversity and Inclusion 1

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 by the institution during the reporting period as well as their impact. (required)

Describe the key action that was undertaken.

Hiring a gender/transgender/queer consultant to work with CRCs, their offices, and graduate students.

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

Yes

Briefly describe the related objective.

We hired well-established queer theorist and arts practitioner Dr. David Bateman to work with CRCs and graduate students to articulate queer/trans identity issues and how this affects their research production.

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

An exhibition produced by a dozen students working with Dr. Bateman was installed in our Graduate Gallery and an exhibition catalogue was also produced by the students. This raised awareness of EDI and sexual identity on the university campus and demonstrated a supportive environment for researchers in the realm of Canada Research Chairs and surrounding areas.

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

There were no challenges encountered in this undertaking

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

Yes

Describe the key action that was undertaken.

Hiring a consultant to produce the required written report after consulting all constituents.

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

Yes

Briefly describe the related objective.

The consultant worked with all our service offices and with the current and past CRCs to produce a report that exemplified and centralized EDI practices.

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

The main outcome was the actual EDI report which will be uploaded and distributed in the fall of 2026.

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

There were no significant challenges but we should note that we have been in touch with other universities who were struggling with understaffing issues and we have put them in contact with our consultant in case he can facilitate production for those universities.

Was funding from the CRCP Stipend for Equity, Diversity and Inclusion used for this action?

Yes

Equity, Diversity and Inclusion 2

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:

Very important

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.

One of our major projects was to continue on work we piloted last year, developing a series of meetings and exhibitions on gender, gender-fluidity, and transgender identity as it affects research practices in our CRC centres. We expanded the work we began with Toronto-based queer performance/artist Dr. David Bateman who worked with our CRCs, their centres, and graduate students to create a queer-friendly research and research-creation environment. CRCs and their research teams were able to advance their portfolios, with a focussed awareness on race, gender, transgender, and queer issues. A key performance indicator was the building of capacity in addressing research questions that specifically engage identities of race, gender/gender-fluidity, and transgender. We anticipate seeing both an increased traffic in research initiatives and a community of CRCs who will be able to function at a higher level, knowing their EDI concerns are being facilitated. Building on previous initiatives, this support will assist CRCs and their offices in underserved equity issues of transgender and gender fluidity to capture adequately the concerns of EDI writ large. Part of the research output of this project was a full-colour hardcover gallery exhibition catalogue of work produced by graduate students around the subject of queer identity and the result was a product that could be displayed as evidence of supporting EDI at the University.

Strategic Use of Resources

One of the CRCP's expected results is to make the best possible use of research resources through institutional strategic planning.

Using the scale provided, rate to what extent the institution makes decisions on the allocation of CRC awards in alignment with its CRCP Strategic Research Plan.

To a great extent

Share any significant research successes your institution has achieved during the reporting year while implementing its CRCP Strategic Research Plan.

- increase in applications to tri-council
- sharing of research successes from established and emerging researchers with the community
- greater visibility of CRC programs and recognition across the sector
- support of graduate students hired in as RAs for grant holders including but not limited to CRCs
- increased global recognition with more academic visiting delegations from the UK, EU, and Asia
- growth of partnerships directly linked to research activities
- further development toward industry and donor engagement through auspices of our various key positions in the Office of Research and Innovation

Institutional Support and Protected Time for Research

As an evaluation criterion of the program, institutions must demonstrate that they will provide chairholders with the support they need to ensure the success of their work, such as protected time for research, mentoring (if applicable), additional research funds, office space, administrative support, and hiring of other faculty members.

Protected time for research is a component of a research chair which provides chairholders with sufficient time to focus on their research program. Protected time can include teaching release, release from service expectations, release from administrative duties, and/or increased administrative support.

Please respond to the questions below.

Yes, our institution provides protected time for research to chairholders.

If no, explain.

How does your institution provide protected time for research to chairholders? Select all that apply.

It is negotiated by each chairholder

☒ There is an institution-wide policy that applies to all CRCP chairholders

It is decided at the faculty/department level and is not negotiated by the CRCP chairholder

Other (specify in box below)

Explain "Other".

Additional Comments and/or Suggestions

Use this section to describe any successes or challenges you have experienced this year in managing the CRCP at your institution. Successes achieved in the context of your institution's CRCP Strategic Research Plan should be entered in the Strategic Use of Resources section and should not be repeated here. Include any suggestions you may have for improvements or changes to the program.