

Main measures implemented in 2025 by the institution to support equity, diversity, and inclusion (EDI) in the context of the Program:

To meet the requirements of the Canada Research Chairs Program (CRCP) regarding equity, diversity, and inclusion (EDI), HEC Montréal developed a specific training course offered to professors on EDI in research. This training aims to embed EDI into HEC Montréal's organizational culture, research activities, and all processes related to faculty recruitment, integration, and career progression.

This training equips researchers to meet the requirements of funding agencies and to incorporate EDI into their research projects through practical and realistic measures.

The training had the following impacts:

- Raised researchers' awareness of EDI in research;
- Identified and clarified the expectations of funding agencies regarding EDI;
- Identified tools and approaches for integrating EDI into research;
- Identified and formulated tailored solutions for programs and individual projects;

EDI-related allocation of the Program

Please indicate the extent to which the Program's equity, diversity, and inclusion allocation has helped your institution implement EDI measures aimed at eliminating systemic barriers.

Answer : Very important

Provide an example of an ongoing EDI initiative at your institution that goes beyond Program-related initiatives and aims to address systemic barriers and cultivate a fair, diverse, and inclusive research environment:

The equity, diversity, and inclusion (EDI) training pathway is offered to faculty members to deepen their understanding of these concepts and provide tools for integrating them into teaching and research. The pathway begins with the workshop "Commit to Equity, Diversity, and Inclusion," which includes a thirty-minute asynchronous online training session developed with support from the CRC Program. This training consists of three modules, presenting real-life scenarios, testimonials, and interactive activities to raise awareness of EDI issues at the university. After completing the online portion, participants fill out a short survey to collect their impressions and identify priority topics for further exploration. Next, an in-person session led by the EDI team enables continued discussion, peer exchange, and exploration of the practical application of EDI principles in various teaching situations. Finally, the pathway concludes with the "Inclusive Pedagogy" training session, offered by the Learning and Pedagogical Innovation Directorate. This interactive session presents methods that promote student participation and success, considering the diversity of needs. At the end of the pathway, teaching staff are provided with practical tools and avenues for reflection to foster a more equitable, diverse, and inclusive university environment.

The information in this document comes from the 2025 Institutional Report of HEC Montréal submitted to the Canada Research Chairs Program (CRC).