

# UBC'S DIMENSIONS PILOT

## EQUITY, DIVERSITY & INCLUSION IN THE RESEARCH ECOSYSTEM

UBC is one of 17 Canadian post-secondary institutions participating in a pilot project of the federal Dimensions program. Dimensions aims to enable transformational change in equity, diversity and inclusion (EDI) within Canadian post-secondary institutions' research communities.

### THE PILOT PROJECT AT UBC

UBC's Dimensions pilot will produce a comprehensive review of the university's existing EDI-related policies, programs, practices and initiatives to identify systemic barriers and inequities experienced by members of historically underserved, marginalized or excluded groups within its research ecosystem. This self-assessment will build upon UBC's Inclusion Action Plan and Indigenous Strategic Plan to inform the creation of an action plan. This will reinforce our commitment to ensuring equitable access to funding opportunities, increasing equitable and inclusive participation in research and embed EDI-related considerations in research design and practice.

### THE SELF-ASSESSMENT TEAM

A diverse team from across UBC's research community will carry out the self-assessment and action planning. The team includes faculty, staff and students, with representation from many of the equity-seeking groups identified in the Dimensions program; these include, but are not limited to, women, Indigenous Peoples, persons with disabilities, members of visible minorities/racialized groups, and members of LGBTQ2+ communities.

**Learn more:** [research.ubc.ca/dimensions](https://research.ubc.ca/dimensions)

### UBC'S DIMENSIONS PILOT ACTIVITIES

#### Form a diverse and inclusive self-assessment team



#### Conduct an institutional self-assessment

Within the context of UBC's research ecosystem, examine:

- Faculty and staff hiring, pay equity, progression and retention
- Student and postdoctoral admissions, recruitment and funding
- Research services
- Research funding
- Awards and distinctions for researchers
- Research culture



#### Create an action plan to improve EDI in UBC's research ecosystem

- Address systemic barriers and inequities experienced by equity-seeking people in the research community at the university
- Seek Dimensions recognition from the federal Tri-Agencies



#### Support a more inclusive, equitable and diverse research community at UBC



THE UNIVERSITY OF BRITISH COLUMBIA  
Office of the Vice-President, Research & Innovation  
Equity & Inclusion Office



Dimensions  
Participating institution