FAQ
Dimensions: Equity, Diversity and Inclusion Canada

1. **What is Dimensions: Equity, Diversity and Inclusion Canada?**
   Dimensions: Equity, Diversity and Inclusion Canada (hereafter referred to as Dimensions) is designed to foster increased research excellence, innovation and creativity within the post-secondary sector in Canada across all disciplines, through greater equity, diversity and inclusion (EDI). It is inspired by the United Kingdom's Athena SWAN program.

2. **What underrepresented groups are included as part of Dimensions?**
   Dimensions addresses obstacles faced by, but not limited to, women, Indigenous Peoples, persons with disabilities, members of visible minority/racialized groups, and members of LGBTQ2+ communities.

3. **What are the components of Dimensions?**
   Dimensions consists of a charter of principles and the Dimensions awards. All Canadian post-secondary institutions (including universities, colleges, polytechnics and CEGEPs) are encouraged to publicly endorse the charter as part of their commitment to increasing EDI within their institutions.

4. **Who must sign the charter endorsement on behalf of an institution?**
   The signature of the president (or equivalent) of the institution is required for the endorsement to be official.

5. **What exactly is the Dimensions pilot?**
   Dimensions is a five-year pilot that started in February 2018. It will allow for a limited number of Canadian post-secondary institutions to apply for a Dimensions award.

6. **How does an institution apply to be part of the pilot?**
   Institutions must first endorse the charter and then submit a letter of intent (LOI) to be considered for participation in the pilot.

7. **What does it mean to be a participant in the pilot?**
   Institutions participating in the pilot will have a unique opportunity to be among the first in Canada to receive a Dimensions award. They will also be able to take advantage of the support provided by tri-agency staff during the pilot. At the same time, they will be expected to help further develop the awards' design and delivery by providing relevant feedback as part of ongoing and formal evaluations of the program.

8. **When are the deadlines to apply to be part of the pilot?**
   The charter can be endorsed at any time using the secure site. The LOI must be submitted to the secure site by July 8, 2019. Institutions selected to participate in the pilot will then have two years to prepare their full applications which will be due in fall of 2021.

9. **Why will it take pilot institutions two years to prepare a full application?**
   The length of time required to prepare a full application is due the requirement to collect two years' worth of data in order to determine an appropriate action plan.

10. **Is there a fee to apply to be part of the pilot?**
    No.

11. **How will institutions be selected for the pilot?**
    Institutions will be selected based on the criteria of institutional commitment and evidence of probability of success, while ensuring a balance of institutions across Canada in terms of geographical location, institution type and institution size. A selection committee will be formed to review the LOIs and determine the pilot participants.

12. **How many institutions will be selected to be part of the pilot?**
    This has yet to be determined and will depend in part on the number of applications received.

13. **Are the Dimensions awards only for small institutions and colleges like the Institutional EDI Capacity Building grants?**
    No. The Dimensions awards are open to all sizes and types of post-secondary institutions in Canada, including universities, colleges, polytechnics and CEGEPs. They can all submit an LOI.

14. **If our institution received an Institutional EDI Capacity Building grant, are we required to apply to participate in the pilot?**
    No.

15. **Will there be a limited number of awards?**
    No. If all institutions that submit an application for an award meet the standards of the program, they will all receive an award. The program is not a competition between institutions; institutions are evaluated according to the realities of their individual environments and are encouraged to interact with other institutions to develop best practices.