



CIFAR Statement on Data Collection for Inclusive Excellence in the Pan-Canadian AI Strategy

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Advancing equity, diversity and inclusion in Canada's AI ecosystem is a priority of the Pan-Canadian AI Strategy. CIFAR has developed [policies, programs, supports and resources](#) for organizations, researchers and trainees to help increase the participation of underrepresented groups in this field of research and innovation.

The Canada CIFAR AI Chairs Program provides funding to exceptional faculty and their trainees to advance Canada's leadership in both fundamental and applied AI research. We have adopted the principles of **inclusive excellence** in the Canada CIFAR AI Chairs Program, a system-wide approach to equity, diversity and inclusion that recognizes the integral relationship between diversity and quality in research.

CIFAR and our partners at the National AI Institutes, Amii, Mila and the Vector Institute, have committed to ensuring that a minimum of 25% of Canada CIFAR AI Chairs identify as women or non-binary, and that, over the next 5 years, at least 40% of new Canada CIFAR AI Chair recruits and at least 30% of their trainees identify as members of equity-deserving groups.

In order to understand our progress towards these goals and to inform policies and programming, it is sometimes necessary to collect self-identification data from applicants to our programs. CIFAR has established [stringent data governance principles and practices](#) to manage that personal data.

For the purposes of Canada CIFAR AI Chairs and their trainees funded through the Pan-Canadian AI Strategy, applicant self-identification information will be collected by the AI Institutes and reported to CIFAR and the federal government only in aggregate. Names and individual responses will never be shared.

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For Canada CIFAR AI Chair positions restricted to members of equity-deserving groups, applicant self-identification information will be used for the purposes of screening and consideration following the provisions for a special program as described by the [Ontario Human Rights Commission](#).

We thank you in advance for your assistance in helping us meet our goals to advance equity, diversity and inclusion in AI. If you have any questions, please contact Elissa Strome, Executive Director, Pan-Canadian AI Strategy, elissa.strome@cifar.ca.