Equity, Diversity, & Inclusion (EDI) in Research: Practical Strategies

EDI considerations strengthen research and are becoming a frequent differentiator in grant proposals. Yet, few resources are available to researchers and administrators to address these criteria.

Federal Context

- Employment Equity Act (1995)
- Historical Bias in Canada Research Chairs (2006 Settlement Agreement)
- Canada Excellence Research Chairs adds EDI strategy to review (2016)
- Canada Research Chairs Equity Action Plans (2017)
- Canada 150 Research Chairs program formally evaluates EDI strategy (2017)
- Tri-Agency Demographic Tracking (2018)
- Dimensions: Equity, Diversity and Inclusion Canada (2019

EDI requirements tend to focus on three dimensions:

1. Ensuring Equitable Recruitment Practices:

Such practices are transparent, address structural biases and barriers, value diverse experience and perspectives and ensure equal participation from all team members.

A. Recruiting New Hires

Example Programs:

- Canada 150 Research Chairs
- Canada Excellence Research Chairs
- Canada Research Chairs

Example strategies:

- Develop an Equity Commitment Statement or Mission/Values Statement to guide your research plan
- Create a Hiring Plan:
  - Use best practices to develop inclusive advertisements
  - Collect data & assess diversity of applicant pool
  - Implicit Bias training
  - Diverse search committees
  - Strategic & proactive communication & outreach

B. Bringing Together Diverse Teams

Example Programs:

- CFI Innovation Fund
- NSERC Alliance
- NSERC CREATE

Example strategies:

- Use competency matrixes to construct a team with the diversity of skills and perspectives required
- Effective Intercultural Communication

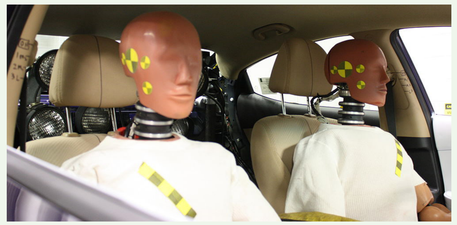
Under-represented Groups	Position on Team	Research Team	SFU Related Disciplines	SFU Overall
% Female	Faculty			
	PDF			
	Grad student			
% Racialized Groups	Faculty			
	PDF			
	Grad student			
% Indigenous Peoples	Faculty			
	PDF			
	Grad student			
% Persons with disabilities	Faculty			
	PDF			
	Grad student			
LGBTQ2+	Faculty			
	PDF			
	Grad student			

2. Ensuring Research Activities & Outcomes Represent an Appropriately Diverse Population

Such research activities and outcomes are collaborative and applicable to broader populations, consider context and barriers, focus on relationships, and openly available to all Canadians.

Example Programs:

- CIHR: Sex & Gender Based Analysis (SGBA)
- Frontiers: SGBA & Indigenous Research components
- IDEaS: Gender-based Analysis+ (+ = dimensions beyond gender such as race, ability, age, SES, Indigenous peoples)
- NSERC Alliance: Consideration of sex, gender, and diversity



Example strategies:

- SGBA & GBA+:
  - Status of Women Canada GBA+ Course
  - Intersectional data analysis
- Cultural Competencies:
  - PHSA San'yas Indigenous Cultural Safety Training
- FNHA Cultural Safety & Cultural Humility Webinars
  - Evaluate your research question/design with a decolonizing lens
- Transdisciplinary Methods:
  - True, bi-lateral collaboration with stakeholders
  - Relationship building
  - Conflict as process
- Knowledge Translation:
  - KT Pathways

3. Ensuring Inclusive Access to Research Opportunities & Resources:

Such practices offer equitable access to resources and opportunities, ameliorate barriers to full participation, are responsive to inequities and course correct, and value each team member and trainee's identity and work/life balance needs.

Example Programs:

- Canada Excellence Research Chairs
- Canada First Research Excellence Fund
- NSERC Alliance
- NSERC Discovery Grants

Example strategies:

- Equal participation/opportunity for all team members in training and mentorship opportunities
- International Teaching Assistants Seminar (SFU Continuing Studies)
- Develop a training & support program that includes tracking opportunities and participation and method of evaluating success
- Develop clear, transparent and equitable criteria for assessing and evaluating trainees
- Work with trainees to develop a training program that fits their needs and desires for growth and development
- Ensure your lab or research space is Inclusive & Accessible:
  - LBGTQ2+ Safe Zone Certification
  - Assess your lab for Accessibility
  - Flexible hours for students & RAs

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