Tri-Agency and CIHR Funding Opportunities for Trainees

September 2019

Discoveries for life / Découvertes pour la vie
Agenda

- Funding Opportunities
- Other Useful Information
- CIHR Training Resources
- Equity, Diversity and Inclusion at CIHR
- Questions
Funding Opportunities
Funding Opportunities available for trainees

- Canada Graduate Scholarships - Masters Awards (CGS M)
- Frederick Banting and Charles Best Canada Graduate Scholarship Doctoral Awards (CGS D)
- Doctoral Foreign Study Award (DFSA)
- Vanier Canada Graduate Scholarships (Vanier CGS)
- Michael Smith Foreign Study Supplement (MSFSS)
- CIHR Fellowship
- Banting Postdoctoral Fellowships

From any CIHR web page, modify the URL link by entering these 5 digits (http://www.cihr-irsc.gc.ca/e/35273.html) for an easy access to complete listing of current and archived opportunities.
Canada Graduate Scholarships – Master’s Program (CGS M)

This program funds high caliber scholars who are engaged in eligible Masters or, in some cases, doctoral programs in Canada.

Annual Stipend: $17,500
Term: Up to 12-months
Application Deadline: December 2, 2019

For more information about this program: CGSMA-BESCBM@cihr-irsc.gc.ca
Canada Graduate Scholarships – Master’s Program (CGS M)

Eligibility Criteria

• Open to Canadian citizens and permanent residents of Canada

• be enrolled in, have applied for, or will apply for full-time admission* to an eligible graduate program (master’s or doctoral) at a Canadian institution with a CGS M allocation

• have completed, as of December 31 of the year of application:
  – between zero and 12 months of full-time studies (or full-time equivalent) in the program for which funding is requested; or,
  – between four and 12 months of full-time study (or full-time equivalent) in an eligible master’s program for which the degree requirements will be completed before activation of the award, allowing it to be activated during the subsequent doctoral program for which funding is requested

• have achieved a first-class average as determined by the host institution, in each of the last two completed years of study (full-time equivalent)

This list is not exhaustive - Review the program’s literature for full list of eligibility requirements
To apply to this funding opportunity, you are to submit an application via the Research Portal, and not ResearchNet.
Tips for Applicants

For applicants to CGS-M specifically:

If you select *Health* as your Field of Research, you must also provide a CIHR Personal Identification Number (PIN). It takes up to one full working day to process your CIHR PIN Request.

For *program-related information*, contact the Faculty of Graduate Studies (or its equivalent) at the institution(s) where you intend to hold the award.

For *technical matters* related to the Research Portal: contact the Helpdesk or complete an On-line Services Support Request.
Doctoral Awards Programs

Funding is available for Doctoral studies in Canada and abroad.

Three envelopes of funding:

- Vanier Canada Graduate Scholarships (Vanier CGS)
  — Nomination process

- Frederick Banting and Charles Best Canada Graduate Scholarships – Doctoral Awards (CGS D)
  — If proposed location of research is at a Canadian Institution

- CIHR Doctoral Foreign Study Award (DFSA)
  — If proposed location of research is located abroad

New this year

CGS D and DFSA are now 2 distinct funding opportunities.
Vanier Canada Graduate Scholarships (Vanier CGS)

Open to Canadians, permanent residents of Canada, and foreign citizens and offered by CIHR, NSERC and SSHRC.

Aims to attract and retain world-class doctoral students by supporting students who demonstrate both leadership skills and a high standard of scholarly achievement in graduate studies.

Applicants must be nominated by a Canadian Institution with a Vanier quota and awards can only be held at the nominating institution.

For more information about this program: www.vanier.gc.ca

Annual Value: $50,000
Duration: 3 years
Application Deadline (Institution nominations): November 6, 2019
Vanier CGS - Instructions to Applicants

Link to Instructions to Applicants:
Nominations will be evaluated and selected based on the following three (3) criteria (weighted equally):

<table>
<thead>
<tr>
<th>Selection Criteria</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Excellence</td>
<td>As demonstrated by past academic results and by transcripts, awards, and directions</td>
</tr>
<tr>
<td>Research Potential</td>
<td>As demonstrated by the candidates research history, interest in discovery, proposed research and its potential contribution to advancement of knowledge in field and anticipated outcomes</td>
</tr>
<tr>
<td>Leadership</td>
<td>Personal achievement, involvement in academic life, volunteerism/community outreach, civic engagement or other</td>
</tr>
</tbody>
</table>

The *Instructions to Applicants* on the website provide detailed information on these selection criteria.
CIHR, NSERC and SSHRC have worked collaboratively on the Canada Graduate Scholarships – Doctoral program (CGS D) in removing barriers and having consistent processes across the three agencies to simplify the application and adjudication processes.

The Doctoral Foreign Study Award (DFSA) program has also aligned with the harmonized CGS D aspects.
Doctoral Awards – CGS D & DFSA

The Canada Graduate Scholarship – Doctoral Program (CGS D) is available on a common landing page hosted on NSERC’s website: http://www.nserc-crsng.gc.ca/Students-Etudiants/PG-CS/CGSD-BESCD_eng.asp

Supervisor’s CV is no longer a requirement, although at least one primary supervisor must still be identified as part of the application.
Doctoral Awards – CGS D & DFSA

In addition to the harmonized program description hosted on NSERC’s website, candidates have access to various information and useful links located on the CIHR website at [http://www.cihr-irsc.gc.ca/e/50513.html](http://www.cihr-irsc.gc.ca/e/50513.html).

It is strongly suggested that you familiarize yourself with the information contained in these links to increase the success of your application...
Doctoral Awards – CGS D & DFSA

Starting with this year, CIHR has set **Quotas** for the CGS D program.

Each institution will review and submit their best applications to CIHR based on their quotas.

<table>
<thead>
<tr>
<th>Overview</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Value</strong></td>
<td>Stipend of $30,000 per year</td>
</tr>
<tr>
<td></td>
<td>Research Allowance of $5,000 per year</td>
</tr>
<tr>
<td><strong>Duration</strong></td>
<td>36 months</td>
</tr>
<tr>
<td><strong>Tenure</strong></td>
<td>CGS D ➔ Canadian institutions</td>
</tr>
<tr>
<td></td>
<td>DFSA ➔ Abroad</td>
</tr>
<tr>
<td><strong>Application Deadline</strong></td>
<td>Directly to CIHR : October 17*</td>
</tr>
<tr>
<td></td>
<td>Through a Canadian Institution: <strong>Contact your institution</strong></td>
</tr>
</tbody>
</table>

*For CGS D applications submitted directly to CIHR, Institutions’ internal deadlines could still be in advance.
Doctoral Awards – CGS D & DFSA

It is of upmost importance for candidates to familiarize themselves with the Doctoral Research Awards – Application instructions.

<table>
<thead>
<tr>
<th>Applicant’s status at time of application</th>
<th>How to select “Institution Paid”</th>
<th>Application Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Currently registered in a degree program at a Canadian institution with a quota.</td>
<td>“Institution Paid” field must be selected from the dropdown.</td>
<td>Institution Internal Deadline - Contact your Paid Institution</td>
</tr>
<tr>
<td><strong>Note:</strong> This includes applicants on an approved leave of absence from a Canadian institution with a quota.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered concurrently at a Canadian institution with a quota and a foreign post-secondary institution (e.g., in a cotutelle).</td>
<td>“Institution Paid” field must be selected from the dropdown.</td>
<td>Institution Internal Deadline - Contact your Paid Institution</td>
</tr>
<tr>
<td>Not currently registered in a degree program but were registered at any other time during the year of application in a degree program at a Canadian institution with a quota.</td>
<td>“Institution Paid” field must be selected from the dropdown.</td>
<td>Institution Internal Deadline - Contact your Paid Institution</td>
</tr>
<tr>
<td>Currently registered at an institution (Canadian or foreign) without a quota for the selected agency.</td>
<td>CGS D: “Institution Paid” field must be selected from the dropdown. DFSA: “Institution Paid” field must be entered manually in the field “Other”.</td>
<td>Directly to CIHR – Deadline is October 17th*, 8:00 pm</td>
</tr>
<tr>
<td>Not registered at any time during the year of application in a degree program at a Canadian institution with a quota for the selected agency.</td>
<td>“Institution Paid” field must be selected from the dropdown.</td>
<td>Directly to CIHR – Deadline is October 17th*, 8:00 pm</td>
</tr>
</tbody>
</table>

Subtasks
- Overview
- Details
- Descriptors

Enter Proposal Information - Details

* Institution Paid (required)

* There could be an internal deadline in advance of the CIHR deadline.
Harmonized Eligibility Criteria

- Open to Canadian citizens and permanent residents of Canada, as of the application deadline

- have completed no more than 24 months of full-time study in their doctoral program by December 31 of the year of application (no more than 36 months if transferred directly from Bachelors to a PhD or enrolled in a joint program, e.g., MD/PhD, MA/PhD)
  - An applicant who commenced studies in a doctoral program directly from an undergraduate program (i.e., never enrolled in a Master’s program) must be enrolled in their doctoral program at the time of application - These applicants may be eligible to apply to the CGS M program for their first year of doctoral funding.

- Must submit only one doctoral award application in a given academic year - Nominations to the Vanier CGS program do not count towards this limit (not applicable for DFSA program as proposed location of research is abroad).

An eligible doctoral program must include a significant research component.
CGS D & DFSA – Selection process

Selection Criteria

1. Research Ability or Potential (50%)
   • Quality of research proposal
   • Relevant training
   • Research experience and achievements relative to stage of study
   • Quality of contributions to advance the field of research
   • Sound judgment and critical thinking skills
   • Demonstration of responsible and ethical research conduct
   • Enthusiasm for research, originality, initiative, autonomy, relevant community involvement and outreach
   • Oral and written scientific communication skills

2. Relevant experience and achievements obtained within and beyond academia (50%)
   • Scholarships, awards and distinctions (amount, duration and prestige)
   • Academic record
   • Professional, academic and extracurricular activities as well as collaborations with supervisors, colleagues, peers, students and members of the community

Annex A of the CIHR Reviewers’ Guide provides detailed information of these evaluation criteria
# CGS D & DFSA – Tips for success

<table>
<thead>
<tr>
<th>Tasks</th>
<th>Useful Tips</th>
<th>What’s New</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify Participants</td>
<td>In addition to yourself, you must also identify a supervisor. If only one supervisor, it must be selected as “Primary Supervisor”</td>
<td>Supervisor’s CV is no longer required</td>
</tr>
<tr>
<td>Identify Sponsors</td>
<td>Refer your sponsors to the <a href="#">Information to Sponsors</a> web page, so they can follow best practices and limit unconscious bias</td>
<td>Only 2 sponsor assessments are required. Applicants can manage the deadline by which sponsors must submit their assessment</td>
</tr>
<tr>
<td>Enter Proposal Information</td>
<td>Use full page allowances and adhere to format guidelines (e.g. font, page limits)</td>
<td>“Training Expectations” and “Research Project Summary” sections instructions have been updated to align with new selection criteria</td>
</tr>
<tr>
<td></td>
<td>Proofread (grammar and orthography)</td>
<td></td>
</tr>
<tr>
<td>Attach Other Application Materials</td>
<td>Order the transcripts several weeks before the deadline (includes all undergraduate and graduate studies, completed or ongoing)</td>
<td>Must include “Doctoral Studies Timelines” form – it must be uploaded as one single PDF with transcripts</td>
</tr>
</tbody>
</table>

- Supervisor’s CV is no longer required
- Only 2 sponsor assessments are required
- Applicants can manage the deadline by which sponsors must submit their assessment
- “Training Expectations” and “Research Project Summary” sections instructions have been updated to align with new selection criteria
- Must include “Doctoral Studies Timelines” form – it must be uploaded as one single PDF with transcripts
## CGS D & DFSA – Tips for success (Cont’d)

<table>
<thead>
<tr>
<th>Tasks</th>
<th>Useful Tips</th>
<th>What’s New</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply to Priority Announcements / Funding Pools (Optional)</td>
<td>It increases funding success if the application is relevant to a specific CIHR research area – can be considered for up to three</td>
<td>The <a href="https://www.cihr-icrhl.gc.ca/e/51346.html">Canada Graduate Scholarship to honor Nelson Mandela</a> is now listed as a Priority Announcement</td>
</tr>
<tr>
<td>Print/Upload Signature Pages</td>
<td>Only the Primary supervisor’s signature is required (if a second supervisor is identified, signature is also required)</td>
<td>No change</td>
</tr>
<tr>
<td>Preview</td>
<td>Ensure consistency between the various sections of the application</td>
<td><strong>For CGS D:</strong> It is the applicant’s status that determines where the application is to be submitted (to an Institution with quota or directly to CIHR*)</td>
</tr>
<tr>
<td></td>
<td>Show the complete application to your supervisor and other researchers for feedback</td>
<td></td>
</tr>
<tr>
<td>Consent and Submit</td>
<td>Be particularly careful when determining if your application should be submitted to a Canadian Institution with a <a href="https://www.cihr-icrhl.gc.ca/e/20761.html">quota</a> or directly to CIHR</td>
<td>For CGS D application submitted to an institution with a quota:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>It is the responsibility of the Scholarships Liaison Officer (or equivalent) to inform applicants of the outcome of the institution’s internal selection process</td>
</tr>
</tbody>
</table>

*For CGS D applications submitted directly to CIHR, Institutions’ internal deadlines could still be in advance.*
**Application deadlines – CGS D & DFSA**

<table>
<thead>
<tr>
<th><strong>CGS D (Quotas)</strong></th>
<th><strong>CGS D (Non-Quotas) &amp; DFSA</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INSTITUTION DEADLINE</strong></td>
<td><strong>AGENCY DEADLINE</strong></td>
</tr>
<tr>
<td>Applications submitted through the Institution</td>
<td>Applications submitted directly to CIHR</td>
</tr>
<tr>
<td>Deadline will be set by the institution</td>
<td>Deadline is on October 17* before 8:00 pm (ET)</td>
</tr>
<tr>
<td>The institution will review all applications received and submit the best applications to CIHR (according to their quota)</td>
<td></td>
</tr>
</tbody>
</table>

Applications from self-identified Indigenous applicants may be submitted beyond the institution’s quota.

* Quota. Maximum number of applications an institution can forward to the agency.

* There could be an internal deadline in advance of the CIHR deadline.

Don’t wait to the last minute – Start working on your application several weeks before the deadline.
Where to submit a CGS D or DFSA application?

<table>
<thead>
<tr>
<th>Applicant’s status</th>
<th>Where to submit application</th>
<th>Application Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered <strong>in a degree program</strong> at a Canadian institution with a quota.</td>
<td>The Canadian institution at which the applicant is currently registered.</td>
<td>CGS D</td>
</tr>
<tr>
<td>• Including applicants on an approved leave</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered at a Canadian institution with a quota <strong>and</strong> a foreign institution</td>
<td>The Canadian institution at which the applicant is currently registered.</td>
<td>CGS D</td>
</tr>
<tr>
<td>(e.g., cotutelle).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not currently registered in a degree program but <strong>was registered at any other</strong></td>
<td>The Canadian institution at which the applicant was registered in a program during the year.</td>
<td>CGS D</td>
</tr>
<tr>
<td><strong>time during the year of application</strong> in a degree program at a Canadian institution with a quota.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Where to submit a CGS D or DFSA application? (Cont’d)

<table>
<thead>
<tr>
<th>Applicant’s status</th>
<th>Where to submit application</th>
<th>Application Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered at an institution (Canadian or foreign) without a quota.</td>
<td>Directly to CIHR. (via the eApproval process for CGS D applications)</td>
<td>CGS D or DFSA (based on location of tenure)</td>
</tr>
<tr>
<td>Not registered at any time during the year of application in a program at a Canadian institution with a quota.</td>
<td>Directly to CIHR. (via the eApproval process for CGS D applications)</td>
<td>CGS D or DFSA (based on location of tenure)</td>
</tr>
</tbody>
</table>

Applicants may submit their application in the official language of their choice.
Fellowship Awards Programs

**Funding is available for** Post-Docs and Post-Health professionals in Canada and abroad.

Two envelopes of funding:

- **Banting Postdoctoral Fellowship**
  - Endorsement from Host Institution required
  - Intended for students pursuing research training

- **CIHR Fellowship**
  - Intended to:
    - PhD holder pursuing a Post-PhD
    - Health Professional pursuing a graduate degree or a research training.

**Peer Review Opportunity**

Depending on expertise requirements, there are opportunities for Postdoctoral Fellows to participate in evaluating applications for CIHR’s Doctoral Research Awards. For more information, please see the [peer review pilot studies](#).
Banting Postdoctoral Fellowships

Aims to attract and retain top-tier postdoctoral talent nationally and internationally;

Develop their leadership potential;

Position them for success as research leaders of tomorrow, positively contributing to Canada's economic, social and research-based growth through a research-intensive career.

For more information about this program: http://banting.fellowships-bourses.gc.ca

Annual Value: $70,000  
Duration: 2 years  
Application Deadline: September 18, 2019

Note: Institutions may have prior internal deadlines
Selection process

Selection Criteria

Applications are evaluated based on the following three criteria (weighted equally):

1) Research excellence and leadership in the research domain
2) Quality of applicant's proposed research program
3) Institutional commitment and demonstrated synergy between applicant and institutional strategic priorities

The Application Guide on the website provides detailed information on these selection criteria.
CIHR Fellowship

This program provides support for highly qualified candidates in all areas of health research at the post-PhD degree or post-health professional degree stages to add to their experience by engaging in health research either in Canada or abroad.

Stipend and term is determined based on the candidate’s educational background and proposed location of research.

**Annual Stipend:** From $21,000 to $55,000

**Annual Research Allowance:** $5,000

**Term:** Up to 5 years

**Application Deadline:** October 1st, 2019

Canadian Institutions may have an internal deadline ahead of CIHR.
CIHR Fellowship

Eligibility Criteria

• The candidate must be a trainee.
• A primary supervisor must be identified on the application. An additional supervisor may also be identified.
• As of the application deadline, the candidate must hold or be completing a PhD or regulated health professional degree.
  ➢ The candidate must expect to have completed all degree requirements by the latest date on which they may commence their award.
  ➢ Health Professional degree holders may request support to pursue a graduate degree or to pursue post-degree research.
• Canadian citizens and permanent residents are eligible to hold awards in Canada or abroad; Foreign applicants are eligible to hold awards in Canada only.

Complete Eligibility Guidelines are outlined in the Funding Opportunity
CIHR Fellowship - Selection process

**Evaluation Criteria**

1. **Achievements and Activities of the Candidate (60%)**
   - Training Expectations (10%)
   - Proposed Research Project (10%)
   - Honours, Awards and Academic Distinction (10%)
   - Publications and Related Research Achievements (30%)

2. **Sponsor’s Assessment of the Candidate’s Characteristics and Abilities (20%)**

3. **Research Training Environment (20%)**

**Annex A** of the CIHR Reviewer’s Guide for Fellowship Awards provides detailed information on these evaluation criteria.
CIHR Fellowship - Tips for Applicants

Candidates are encouraged to…

- Start at least several weeks before the deadline
- Work on the research proposal in collaboration with your supervisor
- Proofread your application (grammar and orthography)
- Show the complete application to your supervisor and other researchers for feedback
- Ensure consistency between the various sections of your application
- Ensure that the overall goal of the project is clearly explained

All ResearchNet tasks must be listed as complete in order to allow successful application submission. Do not wait until the last minute to submit the application!
CIHR Fellowship - Tips for Applicants (continued)

Candidates are encouraged to…

- Follow instructions and adhere to format guidelines (e.g., font, page limits)
- Use full page allowances and/or characters limits
- Obtain the CCV confirmation number from your supervisor(s) in order to attach their CCV to the application
- Submit their CV well in advance of the competition deadline (during peak periods, there can be a delay between the time that the CV is being submitted and when ResearchNet is able to validate it, which could prevent successful submission of the application).

Incomplete or late applications will not be accepted.
CIHR Fellowship – Useful Resources

Postdoctoral/Degree Fellows also have access to various information located on the CIHR website at [http://www.cihr-irsc.gc.ca/e/50513.html](http://www.cihr-irsc.gc.ca/e/50513.html).

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**Banting Postdoctoral Fellowships**

These awards aim to attract and retain top-tier talent, both nationally and internationally, to develop their leadership potential and to position them for success as research leaders of tomorrow, positively contributing to Canada’s economic, social, and research-based growth through a research-intensive career.

**CIHR Fellowship Program**

These awards provide support for highly-qualified candidates at the postdoctoral (post-PhD) or post-health professional degree stages to add to their experience by engaging in health research either in Canada or abroad.

**Useful links:**
- CIHR Fellowship Awards – Application Instructions
- CIHR Reviewers’ Guide for Fellowship Awards
- Information for Sponsors
- CIHR Fellowship Awards – Frequently Asked Questions
- Individual Development Plans
- Peer Review Committees and Mandates – Fellowships
- Tri-agency Research Training Award Holder’s Guide

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**Peer review opportunity**

Depending on expertise requirements, there are opportunities for Postdoctoral Fellows to participate in evaluating applications for CIHR’s Doctoral Research Awards. Invitations will be sent by email. For more information, please see the [peer review pilot studies](http://www.cihr-irsc.gc.ca/e/50513.html).

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“One-stop shop” location where to find useful information to increase application success – Have a look!
Other Useful Information
CGS Michael Smith Foreign Study Supplement (CGS MSFSS)

This program funds existing Canadian Vanier and Canada Graduate Scholarship (CGS) Master’s or Doctoral award recipients interested in building global linkages and international networks through the pursuit of exceptional short-term research experiences at research institutions outside of Canada.

**Supplement:** up to $6,000  
**Term:** 2 to 6 months  
**Application Deadline:** June 10 and October 10 each year

To benefit from this program, candidates must have accepted or hold a CGS (Masters or Doctoral) or CGS Vanier and not have previously held a CGS MSFSS.
Priority Announcements

- It offer additional sources of funding for highly rated applications that are relevant to specific CIHR research priority areas.

- Candidates may request to be considered for up to three priority announcement research areas within their application.

- Priority Announcements are offered through the Fellowship and Doctoral Research Awards programs (CGS D & DFSA).
Sponsor Assessments

Candidates should choose sponsors that know them well enough to be able:

- to assess their potential
- to provide specific examples of their behaviour with respect to each characteristic on the sponsor assessment form

Candidates are responsible to inform their selected sponsors to consult the Information for Sponsors web page for useful tips.

** New this year - Assessments submitted via ResearchNet **

Applicants can manage the deadline by which sponsors must submit their assessments.

- By default, the Sponsor Required Deadline in ResearchNet is set for two days before the application deadline. However, applicants can adjust this to any date prior to the application deadline.
Application & Selection process

Applications to more than one competition

Applicants may only submit an application to one competition per academic year (September 1st to August 31st) for funding from any of these granting agencies:

- Canadian Institutes of Health Research (CIHR)
- Natural Sciences and Engineering Research Council of Canada (NSERC)
- Social Sciences and Humanities Research Council of Canada (SSHRC)

Any exceptions to this rule will be indicated within the funding opportunity to which you are applying.
CIHR Training Resources
CIHR has expanded the training webpages to allow better access to training related resources. These pages serve as a one-stop shop for training-related resources available within and beyond CIHR and its Institutes.
Training Modules

CIHR has created a series of research training modules to ensure trainees are aware of and can integrate emerging practices to advance rigorous and responsible research.

- Global Health Research Training Module
- The TCPS2 Tutorial Course on Research Ethics
- Sex and Gender Considerations
- CIHR Research Data Management (RDM) Learning Module
- Research Involving First Nations, Inuit, and Métis Peoples of Canada
- Ethics in Research: A Science Lifecycle Approach
- Unconscious Bias Training Module

http://www.cihr-irsc.gc.ca/e/50517.html
Individual Career Development Plans

CIHR encourages the use of Individual Career Development Plans (IDPs) to **empower trainees** to prepare for the career(s) of their choice.

**What are Individual Development Plans (IDPs)?**
IDPs help map one’s career by encouraging the identification of career goals and the intentional planning of short and long-term strategies to attain the goals.

**5 steps to develop and complete an effective IDP**

For more information on how to fill out an IDP, check out the CIHR IDP webpage for useful resources, including:

- Step by step guide to IDP
- IDP tip sheet
- IDP learning modules (for trainees and mentors)
- CIHR IDP Form (revised)

**Alternate IDP forms may exist at your university.**
Benefits of IDP Use

Active career management, such as using the IDP tool, has been shown to:

- Decrease time to degree completion
- Increase success in securing research funding (e.g., scholarships and awards)
- Enhance access to career advice
- Create better career outcomes for trainees
- Increase career satisfaction

Learn more about the benefits of IDPs for:
- **Trainees**
- **Mentors**
- **Canadian Economy**
Equity, Diversity and Inclusion at CIHR
Equity, Diversity and Inclusion at CIHR: Self-Identification

CIHR has committed to identifying and eliminating systematic biases against any individual or group that would hinder access to CIHR funds.

Reliable and comparable data is essential to identify, track and monitor equitable access to research funds.

- Data collection has been harmonized across the Tri Agencies

All applicant participants on submissions to all CIHR programs are asked to fill out an Equity and Diversity Questionnaire.

Five questions: gender, age, Indigenous identity, visible minority identity, and person with disabilities.

- Each question has “I prefer not to answer” option
Equity and Diversity Questionnaire

Links

CIHR is committed to ensuring the fair treatment of all participants, and the questionnaire is a tool that will allow CIHR to monitor the equity performance of its programs.

You are invited to view more information at the following links:

- [Message from the Associate Vice-President: CIHR launches new Equity and Diversity Questionnaire for applicants](#)
- [How to complete the Equity and Diversity Questionnaire](#)
- [Frequently Asked Questions about the Equity and Diversity Questionnaire](#)
THANK YOU!
CIHR IRSC
Canadian Institutes of Health Research
Instituts de recherche en santé du Canada
Discoveries for life / Découvertes pour la vie