

Guidelines to Strengthen EDI Considerations in Tri-Council Applications

WHY IS EDI IMPORTANT?

EDI is becoming a key element of TriCouncil applications. While NSERC and SSHRC do not yet have a separate EDI section, the New Frontiers in Research Fund and CIHR project grant competition does require an EDI section.

WHAT IS EXPECTED OF YOU?

Demonstrate that you are familiar with policies and regulations concerning EDI:

- a. Read, learn, and develop an awareness of your own views and behaviour, acknowledge them to eliminate unconscious biases (implicit attitude, stereotype, motivation, assumption)
- b. Learn to identify physical (sex) and socio-cultural (gender) differences and needs
- c. Also consider multiple identity factors: race, ethnicity, religion, age, and mental or physical disability
- d. Avoid generic/unoriginal statements e.g. copied from University website, which demonstrates a lack of authenticity/seriousness and commitment

WHAT DOES IT MEAN FOR YOUR RESEARCH?

Incorporate EDI into your research project or program, as well as in your research team:

- a. Clearly explain how your proposed project/program will consider EDI in selection of participants for your study (e.g. selection of participants) or in performing some data analysis (e.g. impact of gender on the phenomenon studied).

- b. If EDI considerations are not necessary for your project, clearly explain why they are not relevant.
- c. Include four groups: women, Indigenous peoples, persons with disabilities and members of visible minorities
- d. Work in a diversified environment: work with collaborators that are from EDI group and hire/recruit students with EDI profile.
- e. If in your field there are very little women, LGBT, visible minority or disable persons, say it and explain that you are actively looking for such a colleague

Examples for your application:

- i. My research project will address EDI issues concerning sex differences in blood pressure physiology and pathophysiology by equally including both male and female participants in the study. 50% of study participants will be female and 50% will be male, and the study analysis will consider the entire group, male only, female only...
- ii. EDI does not apply to my proposed research study because the main goal of the research is to produce a cloud-based software that can help health professionals in analyzing complex information. While the software design does not need EDI considerations, the composition of my research team will apply EDI commitments...

WHAT ABOUT THE RESEARCH PROPOSAL?

In your proposal, discuss the four following topics:

1. RECRUITMENT OF STUDENTS AND RESEARCH PERSONAL

Show you are mindful of hiring/recruitment strategies required for implementing EDI. Here is how you can do it:

- Recognize and eliminate potential bias: use inclusive and transparent selection criteria, realize that minimum position requirements can disproportionately favor certain groups.
- Consider that background/culture has significant impact on productivity, contributions, and overall achievements.

- Avoid being judgemental and too quick to dismiss the potential of a candidate with very little research accomplishments or experience.

2. TEAM COMPOSITION

Ensure that research groups are diverse by:

- Considering gender proportions and Canadian/International or minority groups in selection of team members.
- Consider EDI in assigning teamwork and collaborations on different projects.

3. PROVIDE EDI TRAINING

- Select a senior member of the team to act as EDI representative.
- Provide training to all research group members (students and professors) to increase EDI awareness
- Have the EDI representative be responsible for welcoming new team members, explaining the values of the team and the EDI considerations that are in place.
- The EDI representative will also ensure that everyone receives the necessary EDI training. Various modules are available online, as well as implicit association tests that allow an individual to become aware of their unconscious biases.

For online training modules, refer to following links:

Status of Women Canada: https://cfc-swc.gc.ca/gba-acsc/course-cours/eng/mod00/mod00_02_01.html

AAMC: <https://surveys.aamc.org/se.ashx?s=7C7E87CB561EC358>

CIHR: <http://www.cihr-irsc.gc.ca/e/49347.html>

CRC: <http://www.chairs-chaires.gc.ca/program-programme/equity-equite/bias/module-eng.aspx?pedisable=false>

Implicit association test: to evaluate ones own biases and alter discriminatory behaviour accordingly <https://implicit.harvard.edu/implicit/canada/>

4. INCLUSIVE WORK ENVIRONMENT

Maintain an environment of equity and fairness where everyone can prosper by

- Recognizing and addressing potential sources of conflict promptly, to minimize disruptive and irreparable outcomes.
- Offering flexible work hours to accommodate different needs: dependent parents/children.
- Offering financial support for equitable professional development e.g. Travel stipends allow employees with lower socioeconomic status to participate in costly activities (International conferences, training workshops), and this is available to all Telfer students, but if other opportunities arise should be supportive.
- Encouraging mentorship/engagement opportunities for members to receive support and guidance. For example, you can list support groups or programs available at uOttawa or local community, and make sure an EDI representative is available on the team to provide support and information.

Examples for your application:

- i. Each research team member will be recognized as an individual, primed by culture, gender, and personal experiences
- ii. Research group will be selected to foster diversity, including % female/% different ethnicities/nationalities/minorities/...I am committed to recruiting students of different gender and origin for an inclusive research and work environment.
- iii. Research group discussions will address unconscious biases explicitly, and conflicts will be addressed promptly to ensure reconciliation
- iv. All group members will be offered training in EDI policies/regulations: online or workshops (list specific if known or refer to examples above), and a team EDI representative will be available to provide information to new team members, monitor team dynamics, and help resolve issues that arise.
- v. I will make sure that all team members are aware of EDI principles, and assign a team representative to explain EDI to new members, monitor team dynamics, answer questions, and address issues as they arise.

- vi. I will encourage female/visible minorities/specific ethnicity members of your team to become involved in initiatives specific for women/minorities/ethnic groups, to find mentorship and engagement opportunities (list specific examples of organizations or associations for women on campus or in local community).

Useful resources on EDI used to prepare this document:

1) NSERC: framework on implementing EDI

http://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/framework_cadre-de-reference_eng.asp

Guide for applicants for considering EDI in applications

http://www.nserc-crsng.gc.ca/doc/EDI/Guide_for_Applicants_EN.pdf

2) New Frontiers Research Fund: if EDI considerations are not adequately addressed application is rejected

http://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/instructions/nfrf_exploration-fnfr_exploration-eng.aspx

3) CIHR

<http://www.cihr-irsc.gc.ca/e/51283.html>

http://www.cihr-irsc.gc.ca/lms/e/bias/transcript_bias.pdf

4) Canada Research Chairs

http://www.chairs-chaieres.gc.ca/program-programme/equity-equite/best_practices-pratiques_examplaires-eng.aspx