

## **A Quick Guide on Addressing EDI in Research Applications**

All Federal funding agencies require applicants to address Equity Diversity and Inclusion (EDI) in all funding applications. This document has been created as a guide to help researcher build EDI culture into their research teams and properly address them in funding applications. EDI can be addressed under the following sections of a research proposal:

- (1) The activities of the applicant
- (2) The proposal (if applicable SGBA+ analysis is required)
- (3) The HQP training.

### **Definitions**

Equity - means fairness; people of all identities being treated fairly. It means ensuring that the processes for allocating resources and decision-making are fair to all and do not discriminate on the basis of identity. There is a need to put measures in place to eliminate discrimination and inequalities which have been well described and reported and ensure, to the best degree possible, equal opportunities. Equity is needed to achieve equality. For example, treating people as equals in an environment in which historical and systemic disadvantages prevent people from operating as equals can be inequitable – it lacks the fairness of a truly equitable situation [NSERC].

Diversity - consists of the conditions, expressions and experiences of different groups identified by age, education, sexual orientation, parental status/responsibility, immigration status, Indigenous status, religion, disability, language, race, place of origin, ethnicity, culture, socio-economic status and other attributes. Recognizing and valuing diversity must be accompanied by concerted efforts to ensure inclusion of diverse populations, meaning that individuals are and feel valued, respected and equally supported [NSERC].

Inclusion - requires creating an environment in which all people are respected equitably and have access to the same opportunities. “Organizationally, inclusion requires the identification and removal of barriers (e.g., physical, procedural, visible, invisible, intentional, unintentional) that inhibit participation and contribution. Inclusion also requires to demonstrate values and principles of fairness, justice, equity, and respect by being open to different voices and perspectives, developing an understanding of different cultures, experiences and communities, and making a conscious effort to be welcoming, helpful and respectful to everyone” [NSERC]

### **Major things to consider for EDI in your research group**

- You have to do a self-assessment of your research team from an EDI lens. In doing this you will need to highlight the challenges faced by members of your team in being successful. The focus should be on the people with diverse backgrounds.
- Clearly describe the steps you are taking or will take to address these challenges.
- Clearly describe how you will promote EDI in research staff recruitment (students, post doctorates, technicians) and incorporate it in their supervision.
- Clearly describe how you will create an inclusive environment.
- Clearly describe the EDI training opportunities you will provide for members of your research team.
- Clearly describe what success will look like, how it will be measured, and continuously monitored for improvements.

### Things not to do

- Do not copy and paste generic descriptions from the funding agency guidelines.
- Do not use demographic data about your research team when discussing the EDI of your team.
- Do not use numbers of designated groups in your EDI discussions.
- Do not use gendered language in your writing, i.e., avoid using “He” or “She”.

### Things to consider for EDI of team composition

- Clearly describe the rationale of the team composition from an EDI lens. What efforts did you take to ensure a diverse group of researchers?
- Clearly describe the various career levels of the researchers and a mentorship approach to ensure success.
- Discuss university level programs that could help with ensuring EDI is considered by various research groups.
- Discuss unified hiring practices and joint EDI training for all team members to ensure this transcends to the various research groups.
- For large research teams, consider creating a sub-committee to constantly assess EDI and measure outcomes of practises within the team.
- Clearly describe what success will look like, how it will be measured, and continuously monitored for improvements.

### SGBA+ (Sex, gender and diversity based analysis) in research design

This requires the researcher to look at the research design from an SGBA+ lens and should not be confused with EDI consideration on research team composition, research training plan, or training environment. A good learning resource on how to incorporate SGBA+ into your research design can be found [here](#). IGH Online Training Modules: <https://cihr-irsc.gc.ca/e/49347.html>

### Useful Resources on EDI

Equity, Diversity and Inclusion: A Best Practices Guide for Recruitment, Hiring and Retention.

Consulted at: [https://www.chairs-chaires.gc.ca/program-programme/equity-equite/best\\_practices-pratiques\\_exemplaires-eng.aspx](https://www.chairs-chaires.gc.ca/program-programme/equity-equite/best_practices-pratiques_exemplaires-eng.aspx)

NSERC Guide for Applicants: Considering equity, diversity and inclusion in your application.

Consulted at: [https://www.nserc-crsng.gc.ca/doc/EDI/Guide\\_for\\_Applicants\\_EN.pdf](https://www.nserc-crsng.gc.ca/doc/EDI/Guide_for_Applicants_EN.pdf)

NFRF Best Practices in Equity, Diversity and Inclusion in Research. Consulted at:

<https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>

Unconscious Bias Training Module. Consulted at: <https://www.chairs-chaires.gc.ca/program-programme/equity-equite/bias/module-eng.aspx>

Alliance Grants: [https://www.nserc-crsng.gc.ca/doc/alliance/EDI-TrainingPlan\\_e.pdf](https://www.nserc-crsng.gc.ca/doc/alliance/EDI-TrainingPlan_e.pdf)

WISE Atlantic [http://wiseatlantic.ca/wp-content/uploads/2020/08/200424\\_Resume\\_SectionEDI\\_v3\\_English-1-min.pdf](http://wiseatlantic.ca/wp-content/uploads/2020/08/200424_Resume_SectionEDI_v3_English-1-min.pdf)

### Reference:

Guide for Applicants: Considering equity, diversity and inclusion in your application

[NSERC, 2021, 17, June 2021 [https://www.nserc-crsng.gc.ca/doc/EDI/Guide\\_for\\_Applicants\\_EN.pdf](https://www.nserc-crsng.gc.ca/doc/EDI/Guide_for_Applicants_EN.pdf)]