EDI in Research Grant Applications: Introduction

Jennifer Stevens, PhD

Facilitator

Strategic Institutional Research Initiatives
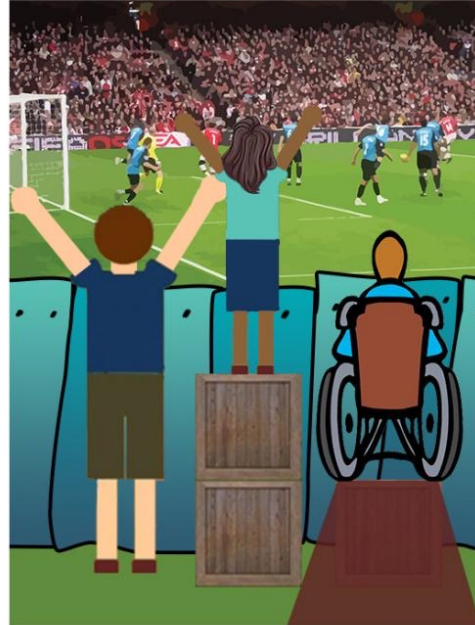
What is EDI?

- **Equity**: the fair and respectful treatment of all people; reduction of disparities and barriers faced by under-represented groups

- **Diversity**: the demographic mix of the community, with a focus on the representation of equity-seeking groups

- **Inclusion**: the creation of an environment where everyone feels welcome and is able to fully participate

Equality vs. Equity

Equal Treatment

Equity

Systemic Barrier
Removed
(true equality)

www.canadianequality.ca

Systemic Barriers

- Policies, practices, systems or procedures that result in some individuals from underrepresented groups receiving unequal access or being excluded
  - Result from institutional-level practices, policies, traditions, values, etc.
  - May not be intentional!

- In universities, some may include:
  - Lab/classroom setups that are inaccessible for students with mobility aids
  - Program-related networking or mentorship events held during evenings/weekends

Why consider EDI in research?

- Strengthens the research community

- Improves the quality, relevance and impact of research

- With these goals in mind, the Tri-Agencies have been making changes to increase EDI in their programs/policies

Resources

- Memorial has many services/resources that may form part of an EDI strategy:
  - EDI events held through SGS's EDGE program
  - Childcare Centre
  - Writing Centre
  - Blundon Centre
  - StudentLife programs
  - Internationalization Office
  - Many others…

- NSERC
  - [Strengthening Research Excellence through EDI](#)
- NFRF
  - [Best Practices in EDI in Research](#)