EDI in Research Grant Applications: Introduction

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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)
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