Webinar 1 – Introduction to Equity, Diversity, and Inclusion (EDI) in Research

Discussion Questions:

- What challenges, if any are you facing in embedding EDI in your research design and overall practice.
- What wise practices can you put into place to address these challenges?
- What is the next step you will take to integrate EDI in your next grant application or in your current research?

NOTES:

Incorporating EDI into your Grant Applications:

8 Suggestions for How to Get Started

1. Research Context
   - Take a look at your literature review or perform an environmental scan of your discipline.
   - Expand your literature review to include scientists and researchers whose work addresses the impacts of their research on equity deserving groups.
   - Show that people who benefit from your research are involved in different aspects of the research lifecycle, as partners, and in knowledge mobilization and translation of findings.

2. Research methods and approach
   - Researcher bias and bias within your academic discipline.
     - Explain how you are addressing researcher bias specifically in relation to equity, diversity, and inclusion.
     - How is your research addressing systemic biases?
• Show who benefits and how they are involved.
• Show how the people who benefit from your research are connected to your research processes and/or outcomes.

- Ways of knowing:
  • Explain how you recognize alternative ways of knowing, and the ways in which they will inform your research.

3. Budget Justification

- How are you allocating funds to address equity and diversity and to promote inclusion in your research project?
- Are you allocating funds for honoraria for diverse participants (i.e., from Indigenous and other equity-seeking communities) who are informing your research project?
- Have you set aside money for knowledge mobilization and knowledge translation to facilitate Open Access and accessibility (i.e., alternative formats) and distribution of results?

4. Research Team

- Diverse Expertise, Experiences, and Appropriateness of Your Team
  • Assess the expertise of your team. What strengths do they bring to the project? Have you included scholars and HQP at different stages of their career? Have you implemented GBA+, if so, then show how?
  • Commitment to professional development for the field of researcher and in terms of EDI education.
  • Are you implementing inclusive practices that offer professional development and EDI training for members of your team, especially HQP and those early in their careers?
- Highlight your lab’s EDI policies
  • What policies do you have in places within your lab to foster inclusion among your team. Note: Simply indicating the university’s policies is insufficient.

5. Alignment with TCPS2-Chapter 9 and OCAP

- If you conduct research with Indigenous communities, how does your research align explicitly with Tri-Agency Chapter 9 and OCAP Principles? (i.e., Ownership, Control, Access, and Possession).
- Do you show how you seek prior and informed consent?

6. Alignment of your team/lab’s EDI policies with University, Department and Funder policies.

7. Knowledge Mobilization and Translation

- How does your project involve end users in the research lifecycle as well as in the sharing, publication, and distribution of results?
- What are the aspirations for the impact of your research for diverse communities and do you have evidence to support success in this endeavour?
- What are the different venues in which your research will be shared with different audiences?

8. Data management

- Document how your research project meets the requirements for Open Access and for access to data.
- How have you included EDI in your overall data management plan?