Introduction to Equity, Diversity, and Inclusion (EDI) in Research Design

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Research Design vs. Research Practice

**Research Design**

EDII considerations are incorporated into each or any stage of the research process (research questions, study design, methodology and data collection, analysis, dissemination of results).

**Research Practice**

Applying EDII in research practice involves ensuring diversity in team composition and trainee recruitment, building an inclusive work environment and fostering equity in mentoring and training.

This webinar highlights research design but as we introduce EDI, we will touch on research practice.
Why EDI in Research?
Think Research Excellence, Impact, and Accountability

Social-Ecological Model

- Systems
- Community
- Interpersonal
- Individual

You

Funders / University / Public

Discipline / Scientific & Professional

Team / Research Partners
To embed EDI in research design requires long-term commitment and concerted effort, because there is no magic checklist, and so, we can offer options for you to begin to implement.
Learning Outcomes

**Listen**

Listen to a presentation highlighting key components and questions for researchers re: how to embed equity, diversity (EDI) and inclusion in research design (and research practice).

**Network**

Network with colleagues to exchange knowledge about experiences with embedding EDI in research design, and to build community.

**Explore**

Explore actions to begin to implement or further enhance how to embed EDI principles in research design, research practice (and grant applications).

**Engage**

Engage in a short discussion period with fellow participants and webinar facilitators to integrate learning.
Outline

- Basics of Equity, Diversity and Inclusion (EDI)
- Applying Principles of EDI to Research Design and Research Practice
  - Mitigating Bias: Researcher and Systemic
  - Enhancing EDI in Research Processes and Outcomes
  - Guarding Against Perpetuating Assumed Norms
- What does this all mean for your grant applications?
Basics of Equity, Diversity and Inclusion

**Equity**
- Equity is the guarantee of fair treatment, access, opportunity, and advancement for all.
- It requires the identification and elimination of barriers that prevent the full participation of some groups.

**Diversity**
- is any dimension that can be used to differentiate groups and people from one another.
- It means respect for and appreciation of differences; demographic difference and more, such as differences in life experiences, learning and working styles and personality types.

**Inclusion**
- Inclusion is the active, intentional, and ongoing engagement with diversity, where each person is valued and provided with the opportunity to participate fully in creating a successful and thriving community.
- It means creating value from the distinctive skills, experiences and perspectives of all members of our community, allowing us to leverage talent and foster both individual and organizational excellence.
5 Principles of EDI

1. Researchers should examine their own background and biases.

2. Researchers must make a commitment to dig deeper into the data and to expose underlying historical and systemic disparities beyond their own biases.

3. Researchers should recognize that the research process itself has an impact on them and on diverse communities, and that researchers have a role to ensure that research benefits communities, not simply the researcher.

4. When engaging with communities, researchers should engage with them as partners in research and credit them for their contribution.

5. Researchers should guard against the implied or explicit assumptions that white, gender binaries, and generalizations about ability are the normative, standard, or default position.
Applying EDI Principles to Research Design
Addressing Bias

Bias is a preference, inclination or prejudice for or against someone or something.

If we remain unaware of our biases, we can act out in ways that are offensive to others and create a closed system that detracts from our research.
How to mitigate unconscious bias?

Unconscious bias is only addressed if we are confronted with it, based on someone else telling us. So, you might ask a member of your research team:

"Can you help me to see what I am missing?"
Reflection Question about Unconscious Bias
(Share your answer in the chat)

At a personal level, name one wise action that you are taking, or could take, to mitigate unconscious bias?
Common systemic biases affecting research design

Lack of disaggregation of data.

Lack of diverse perspectives in the critical analysis and translation of knowledge.

Lack of gender-based (and more) analysis.
Reflection Question about Systemic Bias
(Share your answer in the chat)

What historical biases can you identify in your field in relation to how research is conducted, findings analysed, and interpreted?
Introduction to GBA+

Explore expanding the way research questions are posed.
Explore new audiences for research.
Explore developing new ways for considering research design.

https://women-gender-equality.canada.ca/gbaplus-course-cours-acsplus/eng/mod00/mod00_01_01.html
Applying EDI Principles to Research Practice
Enhancing, Equity, Diversity and Inclusion in Research Processes and Outcomes

• Who benefits from your research and who does not?

• Who is included on your team and among the research participants? Are they reflective of a diverse population of people, experiences, perspectives, and expertise?
To Enhance Research Impact:

Consider including the people most affected by your research in your research process, from question design to knowledge mobilization and knowledge translation.
Reflection Question about Access to data and findings: (Share your Answer in the Chat)

How do you make your data and research findings accessible (eg., Open Access, alternative formats, multiple languages, data deposit plan, etc)?
Building Awareness of Assumed Norms

Building a culture of equity and inclusion requires recognizing human diversity, the diversity of ideas and the variety of opportunities to have impact.
How to Guard Against Perpetuating Assumed Norms

- **Start by contextualizing your research.**
  - What source material are you drawing from and what bias is evident in your field?

- **Start by facilitating belonging and inclusivity through lab/team policies.**
  - Do you have team/lab policies that equalizes team members through accommodation and inclusion policies?
  - Does your research group/lab have a mission statement, vision, strategic goals, or operation plans that include EDI? Would you consider creating one collectively with your team to the implement together?
Incorporating EDI into your Grant Applications

8 Suggestions for How to Get Started
Reflect on your Current Level of Engagement in EDI

I am a novice  I am a mentor  I am an advocate  I am a sponsor

Where are you at?
8 Suggestions for How to Get Started

1. Research Context

Take a look at your literature review or environmental scan of your discipline:

Expand your literature review to include scientists and researchers whose work addresses the impacts of their work for equity-deserving populations.

Show how the people who benefit from your research are involved in different aspects of your research, as partners, and in knowledge mobilization and translation of findings.
2. Research Methods and Approach

<table>
<thead>
<tr>
<th>Researcher bias and bias within your academic discipline</th>
<th>Show who benefits and how they are involved.</th>
<th>Ways of Knowing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Explain how you are addressing researcher bias specifically in relation to equity, diversity, and inclusion</td>
<td>Show how the people who benefit from your research are connected to your research process and/or outcomes.</td>
<td>Explain how you recognize alternative ways of knowing and the ways in which they will inform your research.</td>
</tr>
<tr>
<td>How is your research addressing systemic biases?</td>
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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 the diverse participants in your project who are from Indigenous and other equity-deserving communities who are informing your research project?

Have you set money aside for EDI training to develop a research team of EDI champions and enhance your discipline?

Have you set aside money for knowledge mobilization and knowledge translation to facilitate Open Access, accessibility (e.g., alternative formats), and distribution of results?
1. **Diverse Expertise and Experiences, and the Appropriateness of Your Team**

Does your team have expertise from scholars at different stages of their careers; reflect gender diversity; and include Indigenous knowledge keepers, and others with experience? Show how.

2. **Commitment to Professional Development**

Are you implementing inclusive practices that offer professional development for members of your team, especially those early in their careers?

Are you including EDI training for team members?

3. **Highlight Your Lab's EDI Policies**

What policies do you have in place 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

How does your research engage with First Nations, Metis, and/or Inuit communities? Do you show how you seek prior and informed consent? How do different aspects of your grant application align with Tri-Agency’s TCPS2 Chapter 9 and OCAP Principles? (i.e., Ownership, Control, Access, and Possession)

6. Alignment of your team/ lab's EDI policies with University, Department, Funder (e.g., Tri-Agency) policies
7. Knowledge Mobilization and Translation

How does your project involve the end user in the research and in the sharing, publication, and distribution of results?

What do you aspire 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 the data.

How have you included EDI in your overall data management plan?

Have you included data collection, data storage, and data deposit components in your data management planning?
Aim to include EDI in your overall research design. It's never too late to start!

Show how you are applying EDI principles. Think of EDI as a thread that is woven throughout a research proposal and into the implementation of the project, rather than in a single statement or action.

Getting started, consider exploring connections between EDI and one section of your proposal or practice, and then expand from there.
Queen's VPR - EDII Wise Practices in Research

Key EDII considerations

1. Set equity goals and stay accountable
2. Know the difference between EDII in research design and practice
3. Include concrete practices in your funding application
4. Think beyond one demographic group
5. Evaluate your context periodically
Introduce yourselves to each other.

What is the next step you will take to integrate EDI in your next grant application or in your current research?

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?

Time for Breakout Groups!

- Introduce yourselves to each other.
- Take the next 25 mins to network and discuss the following:
  - 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?