FACULTY OF EDUCATION
COFFEE BREAK

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EQUITY, DIVERSITY & INCLUSION DEFINED

• **Equity** is defined as the removal of systemic barriers and biases, which enables all individuals to have equal opportunity to access and benefit from a program, or a research team.

• **Diversity** is defined as differences in race, colour, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression and age.

• **Inclusion** is defined as the practice of ensuring that all individuals are valued and respected for their contributions and are equally supported.

WHY EDI IN RESEARCH?

- EDI builds creativity, innovation and strong research
- Research and research teams thrive when there is a diversity of perspectives
- Fosters equal access to opportunities, resources and support
- Helps to understand/remove barriers and systemic biases
- **Research team**: Embrace diversity and meaningfully engage underrepresented groups
- **Researchers**: Support for early career researchers, underrepresented groups
- **Research Design**: Promotes rigorous research; affects outcomes and impacts findings
EDI IN RESEARCH PROPOSALS, SPONSORS & RESOURCES

- Tri-Council Funding Agencies* (CIHR, NSERC, SSHRC)
- New Frontiers in Research Fund (NFRF)
- Canada Research Chairs Program (EDI Action Plans)
- Canada Foundation for Innovation
- Ontario Ministry programs
- Federal Granting Programs
- Other/Private Foundations
- Internal Grants & Awards
- Western, other university and organization websites

*See also Tri-Agency Institutional Programs Secretariat (TIPS) resources
EDI IN RESEARCH TRAINING & COURSES

Courses & Training in Canadian Context

• Understanding Unconscious Bias in Peer Review
• Sex & Gender Based Training in Health – SGBA (CIHR modules)
• Gender Based Analysis Plus (GBA+) training
• First Nations Principles of OCAP – Ownership, Control, Access & Possession
• Organizations & Institutions (e.g., Western, others)
• Additional information in Resource Document (email)
EDI PROPOSAL SECTION EXAMPLE

Example EDI section from New Frontiers in Research Fund Exploration Grant

Link
EDI PROPOSAL SECTION EXAMPLES

*Can be shared with permission from researchers...*
There are tons of resources, training and books out there—and more coming each day! Look out for changes/additions as new opportunities are rolled out.

Email me if you would like to receive an EDI resources guide
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Thank you!