

A photograph of a wooden desk with a white coffee cup on a saucer, a notebook with a pair of glasses resting on it, and a blue pen. The background is a blurred window with greenery outside.

# FACULTY OF EDUCATION COFFEE BREAK

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# EQUITY, DIVERSITY & INCLUSION DEFINED

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- **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.

Source: NFRF Best Practices in EDI in Research: <https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>



# WHY EDI IN RESEARCH?

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- 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

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*\*See also Tri-Agency Institutional Programs Secretariat (TIPS) resources*

# EDI IN RESEARCH TRAINING & COURSES

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## *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

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*Example EDI section from New Frontiers in Research Fund Exploration Grant*

[Link](#)

# EDI PROPOSAL SECTION EXAMPLES

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*Can be shared with permission from researchers...*

# MORE INFORMATION

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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!