

Equity, Diversity and Inclusion

How does this relate to my research project?

- More effective teams, better outcomes
- EDI plans now required by CFI, NSERC, NFRF with other agencies likely to add requirements in the near future
- Generally not about:
 - The content of your project
 - The existing composition of your team (but watch guidelines)
- Rather: what will *you do* in this project to recruit a diverse team, in an equitable manner, and carry out the project in an inclusive environment



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What can I do right now?

- Learn about existing barriers in your field and any EDI priorities, targets and programs in your unit and institution
- Get involved in initiatives promoting representation of marginalized groups
- Take training opportunities and offer them to your group
- Create an inclusive culture in your lab/team
- Start developing best practices early



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What to consider in planning a project?

- Consider diversity broadly – going beyond racialization and sex/gender
- Have plans for recruitment (advertising and interviewing) as well as inclusion in your lab/team
- Customize – don't just say you will follow policy
- Think about how you will gauge success

