EQUITY, DIVERSITY and INCLUSION (EDI)

The Tri-Agency (CIHR, NSERC, SSHRC) defines equity as the removal of systemic barriers and biases, to enact the practice of inclusion so that all individuals have equal access to and can benefit from the programs.

To achieve this, institutions must embrace diversity, 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. Recognizing and valuing diversity and equity must be accompanied by concerted efforts to ensure the inclusion of diverse and underrepresented populations, meaning that individuals must be and feel valued, respected and equally supported.

http://www.chairs-chaires.gc.ca/program-programme/equity-equite/best practices-pratiques examplaires-eng.aspx

How to Develop an EDI Plan for your Project:

Tailor

- •EDI component must be tailored to your project and environment
- How can opportunities offered by your research program be made equally available to all participants?

Specific

- Consider the specific challenges and barriers that are present in your project
- •What resources are already available at Concordia (e.g. Women in Engineering Concordia, Indigenous Student Recruitment Office)? Can you establish links between your proposed research program and these resources?

Examples

- •Address at least one **concrete** measures to each of the three areas: team composition and training, recruitment, and inclusion
- •Identify specific challenges in their situation and present a plan to address it (what you have done or will do)

Important to remember: the agency assessment will decide if you Pass or Fail

Open and transparent recruitment

Equitable distribution of opportunities

Mentorship

Concrete measures

Connection to resources at the university and in the community

Procedures for ensuring concerns can be comfortably raised - and adequately addressed