

# L'EDI dans la recherche / EDI in Research

- Concepts clé, méthodes, exemples / Key definitions, methods, examples

Diego Herrera, Ph. D. Equity, Diversity, and Inclusion Advisor for Research OVPR

# Agenda

- Context and current situation
- EDI in the Tri-Agency Programs
- Why EDI matters?
- EDI measures in the research team
- Sex and gender-based analysis plus
- Quiz?
- Discussion



# EDI Context



<https://www.democracyandme.org/part-five-womens-rights-can-we-talk-about-this-in-class-unpacking-some-complexities-of-the-me-too-movement/>

<https://www.americamagazine.org/politics-society/2016/10/26/black-lives-matter-canada-too>

## COMMUNITY VIGIL & MEMORIAL WALK FOR JOYCE ECHAQUAN

SUNDAY OCTOBER 4TH, 1-3PM  
LKWUNGEN (VICTORIA BC)

GATHER @ OUR PLACE (919 PANDORA) 1PM, MARCH TO ROYAL JUBILEE HOSPITAL FOR 2PM, SPEAKERS FROM COMMUNITY 2PM-3PM



*Please come ready to socially distance (6ft) with masks- we're gathering because Indigenous community members experience lethal racism in hospitals, and a COVID outbreak just increases our risk of going to a hospital.*

## Don't put people in boxes

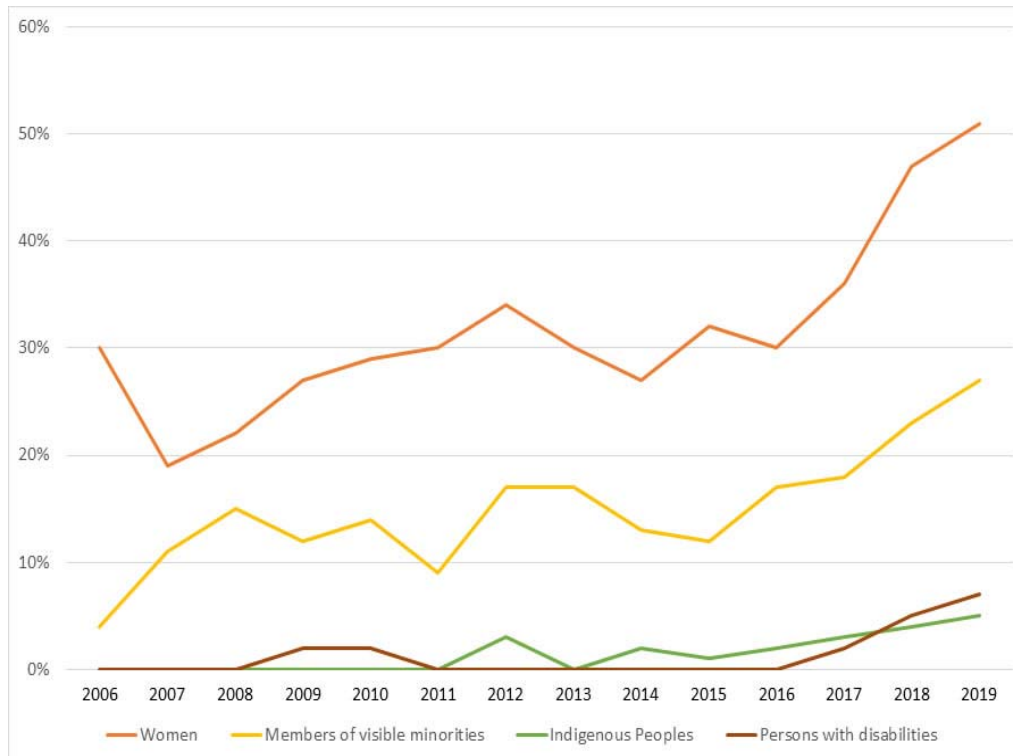
- Research is an act of power. Power for whom?
- How do we, as researchers, position ourselves vis-à-vis this current situation?

[Tri-Agency EDI Plan](#)  
[Dimensions Program](#)

<https://twitter.com/racellekooy>

uOttawa.ca

## Percentage of nominations submitted for individuals who self-identified as members of the four designated groups from 2006 to 2019



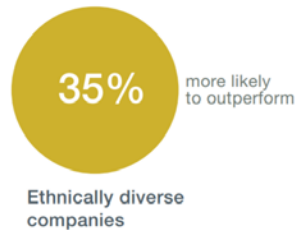
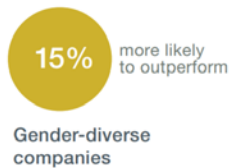
“Efforts are fundamental to ensuring that the program achieves its objectives of **attracting** and **retaining** a diverse cadre of world-class researchers and reinforcing academic research and training excellence in Canadian postsecondary institutions.” [Canada Research Chairs](#)

CIHR [results on the self-identification questionnaire responses](#)  
[uOttawa.ca](http://uOttawa.ca)

# Why EDI Matters

## Diversity's dividend

What's the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?¹



¹Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set. Results vary by individual country. Source: McKinsey analysis

The data suggests diversity correlates with better financial performance.

Likelihood of financial performance above national industry median, by diversity quartile, %

### Ethnic diversity



### Gender diversity



### Gender and ethnic diversity combined



Source: McKinsey Diversity Database

McKinsey & Company

- Going beyond numbers and recruitment. **Privilege voice, leadership, and active engagement.**

# Equity, Diversity and Inclusion in the Tri-Agency Programs

## Commitment to EDI in the Research Project or Team

Researchers must explain what actions they will take, the outcomes expected, and the assessment planned for each of the following three key areas:

- (A) team composition and recruitment processes;
- (B) training and development opportunities; and
- (C) inclusion.

## SGBA+ Considerations in Research Design

- Gender-sensitive assessments are needed to determine the different impacts of phenomena, programmes, and initiatives on women and men according to sex, gender, and other multiple identity factors.
- GBA+ challenges decision-makers to question the assumption that policies and programmes affect everyone in the same way.

# EDI in the Tri-Agency Programs Indigenous Research Guiding Principles

- **Clearly recognize your project as [Indigenous research](#)** according to the SSHRC guidelines
- **Respect Ethic standards on [Chapter 9](#) of the [Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans](#)**
- **Respect** Indigenous knowledge **systems** and affirm their important contribution to human knowledge
- **Support** the talent of Indigenous researchers and students.
- **Promote and facilitate** fair and equitable merit review processes and procedures.
- **Value** collaborative and diverse relationships with First Nations, Inuit and Métis Peoples in Canada, and with indigenous peoples in other parts of the world.
- **Recognize and respect** the diverse protocols and processes established by Indigenous peoples.
- **Accommodate and acknowledge the diversity** of Indigenous peoples and identities
- **Encourage** the participation of elders and knowledge keepers
- **Ensure** that all levels of SSHRC programming includes information, guidance, training and tools that help build awareness and understanding about the importance and value of these principles.
- **Continue to identify important topics, issues and questions** relevant to Indigenous research



# Commitment to EDI in the Research Project or Team



- Include data and specify obstacles of URG in your field and institution.
- Show how the institutional environment and the researcher's commitment will be critical to overcome these gaps.
- Clearly **display the benefits** of increasing the participation of under-represented groups
- Establish **equitable mentorship strategies** for all trainees
- Show concretion
  - Making barriers visible
  - Adapting mentorship to the specific needs of trainees
  - Creating spaces for voice of groups that may be misinterpreted
  - Making conscious the unconscious bias and clear establish how your team will avoid it.

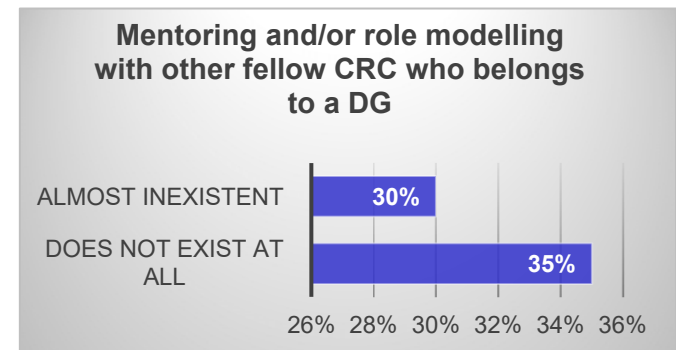
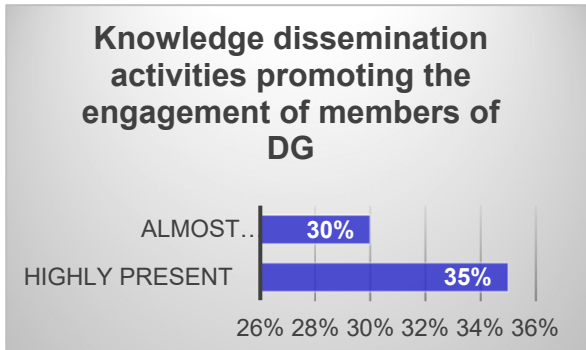
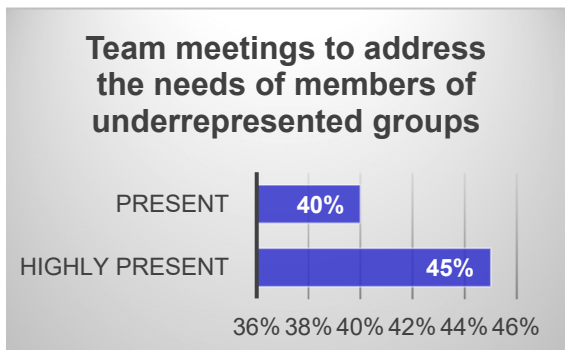
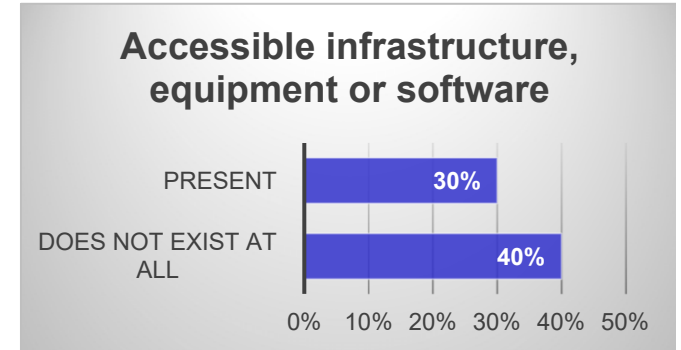
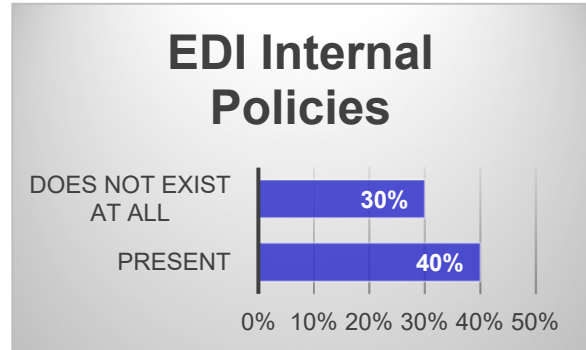
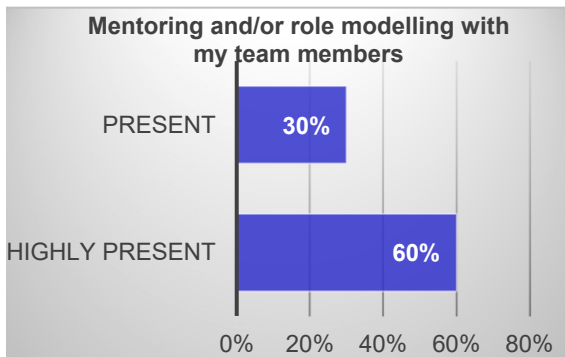
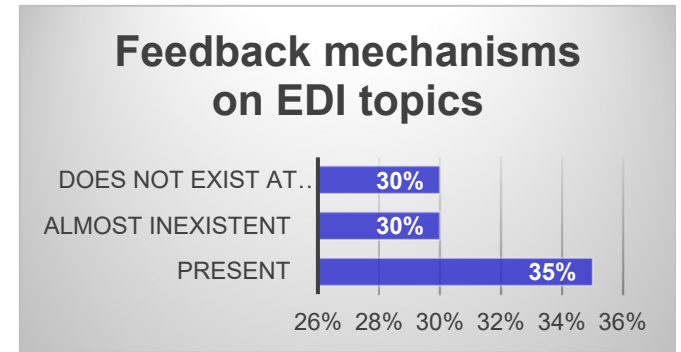
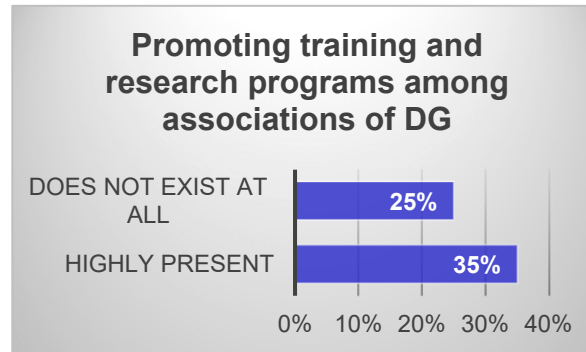
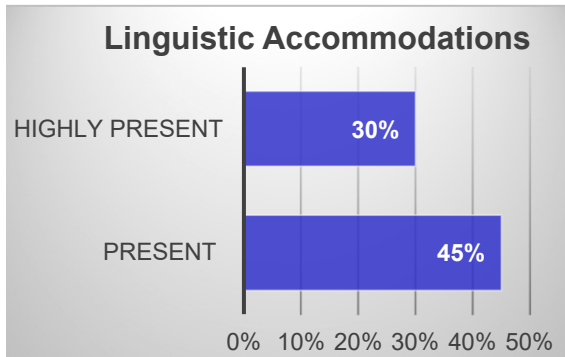
Show **how equitable** and inclusive your research and work environment is



## uOttawa Examples

- “Post advertisement will use unbiased and inclusive language that takes into account **how racialized people represent themselves**. This will give access to more candidates with diverse perspectives which in turn feeds into a more inclusive research environment.” (R 5)
- “For all vacancies, applications from women and from nationals from low- and middle-income countries are particularly encouraged.”
- “Team leaders have the opportunity to lead research teams from different backgrounds, different countries, speaking different languages, at different stages of their careers with sometimes-different conditions such as pregnancy, sudden illness and parental leaves. These differences were celebrated as an opportunity to foster respectful and supportive work environment for all team members.”
- “Team leaders will provide support for learning and advancing in thesis preparation, but will also listen when team members are struggling with challenges.” (R 25)
- “Trainees will develop professional skills through the uOttawa Altitude Program, as well as develop communication, teaching and writing skills and learn about the job market through the Mitacs Step program.” (R 10).

# EDI practices and measures being implemented in uOttawa's CRC

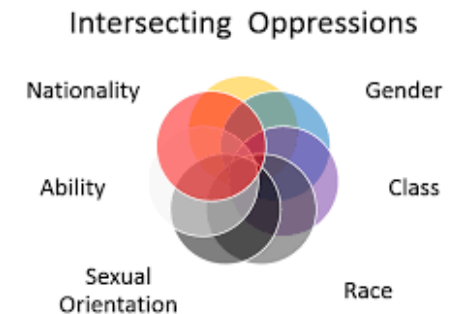


## Put your intersectional lenses

- An analytic sensibility, a way of thinking about identity and its relationship to power.
- Is your project/proposal based solely on your own experience?
- Is it possible that my assumptions prevent me from asking questions and hearing or understanding answers that are outside my own experience?

## Implications for research

- Collecting disaggregated data
- Analyzing the effects of social situations, programs or situations from the different positions in which social groups are located
- Acknowledging the diversity and multiplicity of identity factors
- GBA+ puts people at the heart of research, knowledge use, recommendations, and policy development
- Helps deliver on innovation
- Encourages researchers to think outside of the box
- Knowledge will become more gender responsive and inclusive so all members of society can benefit more from research results



## Example COVID-19: Analyzing Sex & Analyzing Gender



“Although infectious diseases can affect everyone, sex and gender can significantly impact immune responses and the course of the disease in the human body.”

“The biological impacts of the pandemic **intersect with broader social and systemic challenges**, such as limited healthcare, and economic and logistic resources. In the case of COVID-19... **women are projected to suffer more than men from the health**, economic and social consequences of the pandemic in the long term. Innovative solutions beyond health, such as economic re-entry strategies, product development and AI solutions, also need to consider sex and gender”.

- Gendered innovation 1: Studying Sex Differences in Immune Responses
- Gendered innovation 2: Focusing on Dosing and Sex-Specific Side Effects of Vaccines and Therapeutics
- Gendered Innovation 3: Consider Gender-Specific Risk Factors

<https://genderedinnovations.stanford.edu/case-studies/covid19.html>



# Gender Diversity in Medicine and Health Sciences

Gender diversity can expand the general scope of knowledge production and add new perspectives to the current repertoires of possible management and health solutions (Nielsen et al, 2017).

Gender plays an important role: women exhibit **higher levels of social perceptiveness** and teams with more women achieve **greater equality in participation** (4)... Given the persistent gender gap in science, **women represent an untapped potential for boosting the collective intelligence in scientific team work** (Nielsen et al, 2017).

“In medicine, for example, one analysis found that 8 of 10 drugs withdrawn from the United States market between 1997 and 2000 posed “greater health risks for women than for men” (7), risks that could have been avoided if more attention had been devoted to gender and sex variation.” (Nielsen et al, 2017)

## Don'ts

- “We will fix this women’s problem”
- “There will be an open door policy for minorities”
  
- “Students will be encouraged helping with academic events.”
- “we will post our job advertisements where they can be seen by a more diverse audience”
  
- “participating students in our program can be effective advocates for Black and migrant impacted communities.”
  
- “Our project will be open to the LGBTQ and other lifestyles”

uOttawa.ca

## Dos!

Please avoid reproducing stereotypes

Please be concrete

Give meaningful and empowering roles to students and participants from underrepresented groups

“We will make joint efforts with the Women in Science Association\* to ensure participation of female researchers in our recruitment process”

Be precise in the ways you represent minority groups and be careful of not speaking on behalf of them.

[Self assessment tool](#)

## Quiz!!

## Resources

- The [Empowering Women Leaders in Health Community for Practice \(LEADS\)](#) is a interuniversity initiative in partnership with the Canadian College of Health Leaders and the Canadian Health Leadership Network.
- [Addressing Gender Equity and Diversity in Canada's Medical Profession: A Review](#). (Canadian Medical Association) ([version en français](#)).
- [Canadian Disabilities Studies Association](#): CDSA-ACÉH seeks to facilitate a forum for the exchange of ideas and critical scholarship regarding disability. They support Disability Studies educators and practitioners across Canada. Members are engaged in academic research, teaching, community initiatives, activism, and artistic production.
- [Re:searching for LGBTQ2S+ Health](#): A team of lesbian, gay, bisexual, transgender, transsexual, Two-Spirit, and queer (LGBTQ2S+) and ally researchers who focus on understanding how LGBTQ2S+ people experience physical and emotional (mental) health, and how they access health services all over Ontario and beyond.
- [Canadian Institutes of Health Research EDI Resources](#)
- [Antiracism Resources for Epidemiologists and Public Health Researchers](#) (Ariel Beccia, PhDc Epidemiology, University of Massachusetts Medical School) Buettgen, A., Hardie, S., & Wicklund., E., Jean-François, K.M., Alimi, S. (2018).
- [Understanding the Intersectional Forms of Discrimination Impacting Persons with Disabilities](#). Ottawa: Government of Canada's Social Development Partnerships Program – Disability Component. Canadian Centre on Disability Studies.
- [CPATH Ethical Guidelines for Research Involving Transgender People & Communities](#) (Canadian Professional Association for Transgender Health). ([version en français](#)).
- [Unconscious bias training module - Canada Research Chair](#)
- Bailey Reiners. (2021). [12 Unconscious Bias Examples and How to Avoid Them in the Workplace](#).
- [University of Stanford's Gendered Innovations](#). A collection of reflections and case studies that show the creative power of sex, gender, and intersectional analysis for innovation and discovery.

## References

- Hunt, V.; Layton, D.; Prince, S. (2015) *Why diversity matters*. McKinsey and Company. <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
- Nielsen, M.W.; Alegria, S; Börjeson, L; Etzkowitz, H.; Falk-Krzesinski, H.J.; Joshi, A.; Leahey, E.; Smith-Doerr, L.; Williams Woolley, A.; and Schiebinger L. (2017). *Opinion: Gender diversity leads to better science*. PNAS. Proceedings of the National Academy of Sciences of the United States of America. February 21, 2017 114 (8) 1740-1742; <https://doi.org/10.1073/pnas.1700616114>