

## IDEAs workshop

- Inclusion, Diversity, Equity, Accessibility.
- Faculty of Medicine

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# PART I: WHY IDEAS MATTERS

## Inclusion

In a word, please summarize what inclusive research means to you

[PollEv.com/alvarodiego452](https://www.poll-ev.com/alvarodiego452)

“Ensuring that all individuals are valued and respected for their contributions and equally supported.”

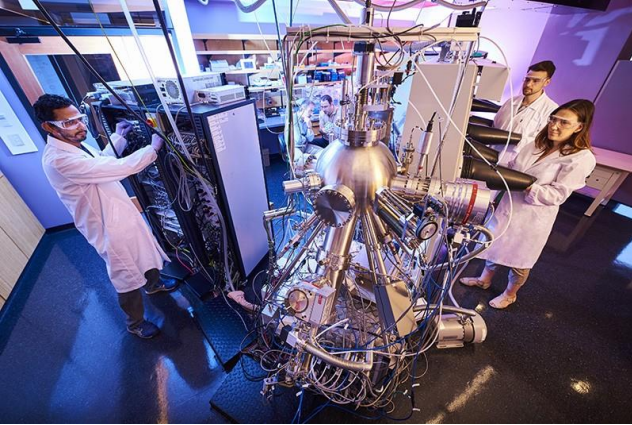
There is flexibility and all researchers feel they belong.

Strengthen confidence in researchers' chances of success (as distinct from their confidence in their own qualifications).

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

**Equity, Diversity and Inclusion** is not a section, it is an approach, a sensitive way to conduct research to make it more innovative, relevant to social groups and connected to social needs.

# Why Diversity Matters



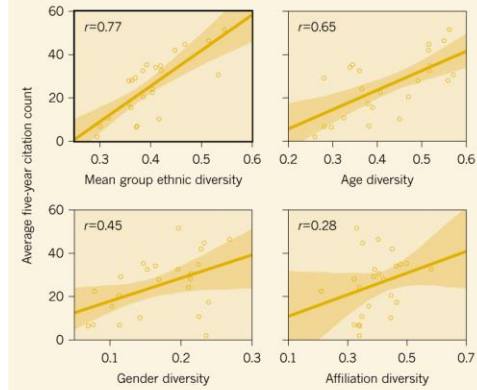
- More diverse companies are better able to win top talent and improve their customer orientation, employee satisfaction, and decision making, and all that leads to a virtuous cycle of increasing returns (Hunt, Layton, and Prince, 2015).
- The Okinawa Institute of Science and Technology Graduate University (OIST) in Japan

“A 2014 analysis<sup>2</sup> looked at 2.5 million US-based papers using surnames as a proxy (albeit a crude one) for ethnicity. Papers with 4 or 5 authors of different ethnicities had 5–10% more citations on average than papers from authors of all the same ethnicity.” (Powell, 2008. [These labs are remarkably diverse — here’s why they’re winning at science](#))

**“Who asks the question and how defines the field of knowledge”**  
**Raychelle Burks (Picture a Scientist)**

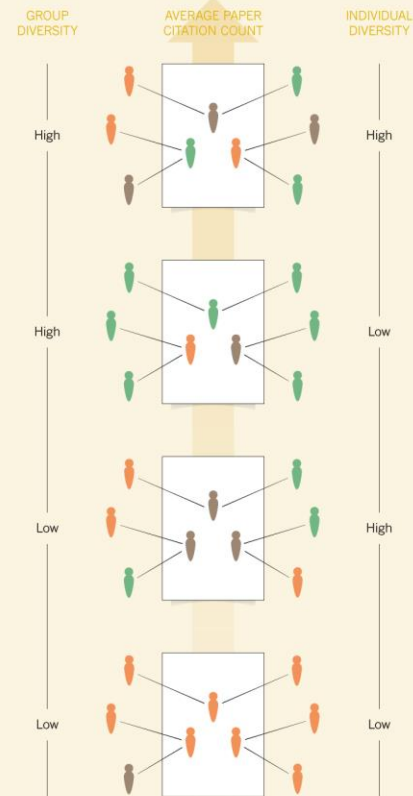
## DIVERSITY'S IMPACT

Ethnic diversity correlates more strongly ( $r$ ) with citation counts than do diversity in age, gender or affiliation, according to an analysis of more than 1 million papers in 24 academic subfields (circles).



### GROUP VERSUS INDIVIDUAL DIVERSITY

Diversity within the list of authors on a paper (group diversity) has a stronger effect on citation count than does individual diversity, the measure of diversity in a researcher's network of collaborators.



# Why Diversity Matters

“Women physicians spend about 10% longer with patients, resulting in 6% fewer visits per patient. Women focus on preventive medicine allowing for earlier detection of and intervention.” (Canadian Medical Association, 2018)

The data suggests diversity correlates with better financial performance.

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



Source: McKinsey Diversity Database

McKinsey & Company

## Understanding Equity

**Equity:** removing barriers to the equal participation of the designated groups, which will not occur without enforceable and systemic intervention (Henry et al., 2017, p. 11).

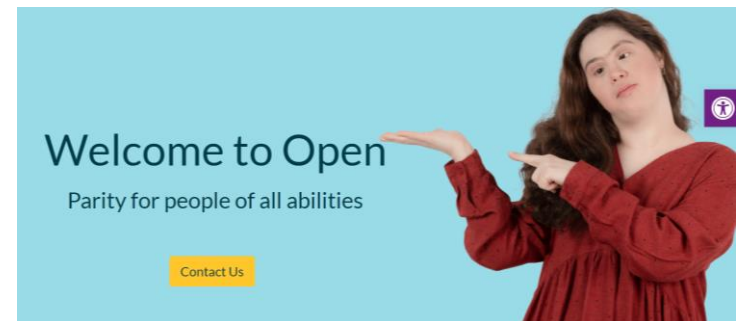
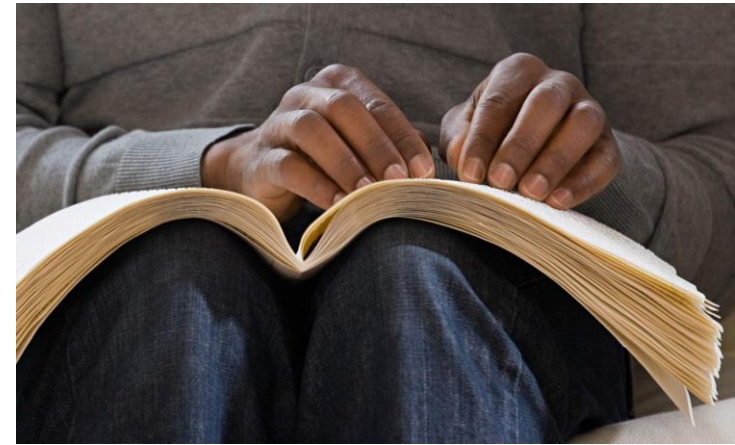
[Let's stop talking about diversity and start working towards Equity \(2:57-7:20\)](#)



# Accessibility

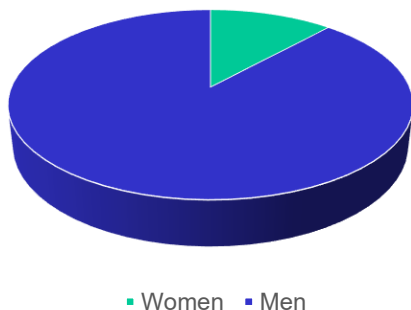
- **A supportive work environment for all team members** – adapt yourself, be aware of difference and specific needs
- Publish information in different forms
- Focus on meaningful research relationships
- Reserve a budget portion for accessible software and infrastructure
- Use knowledge mobilization strategies to reach underrepresented groups
- Establish meaningful partnerships with associations of underrepresented groups.

“My training program will allocate 50% of travel expenses budget to the mobility of women and students with special needs” (R 9)



# EDI in the Medical Profession

Number of women deans in Canadian faculties of medicine (Canadian Medical Association, 2018)



## Wage gap in the medical profession (Canadian Medical Association, 2018)

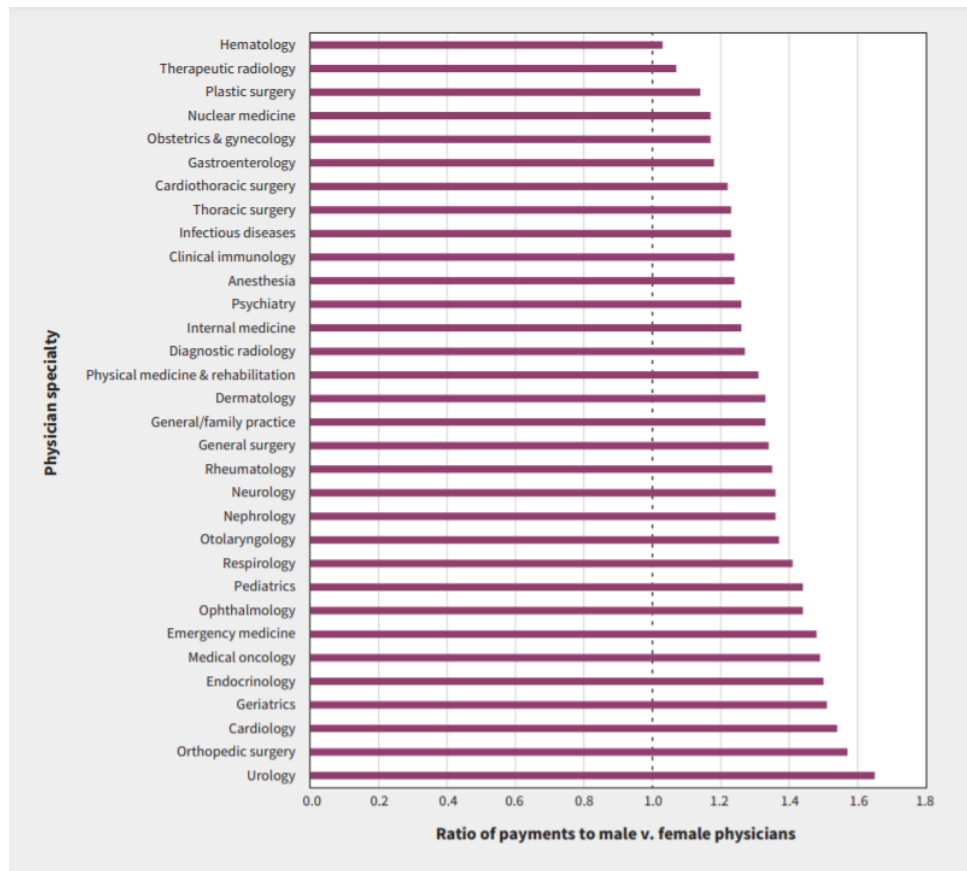
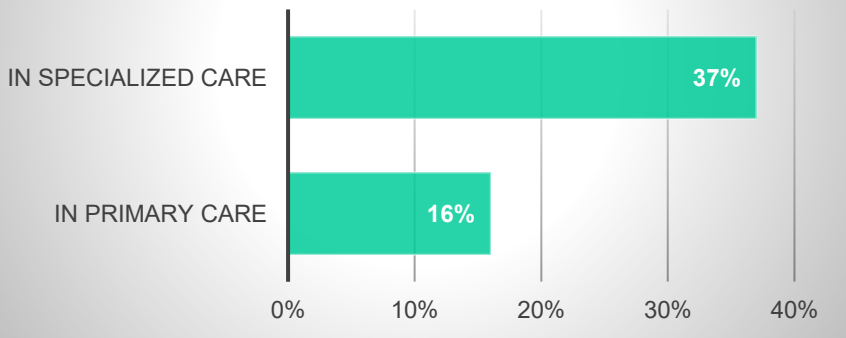


Figure 2: Ratio of average gross fee-for-service payments to male versus female physicians in Ontario in 2016 by specialty. Only physicians billing more than \$100 000 in payments are included in the analysis. A ratio of 1.0 denotes equality in gross fee-for-service payments between male and female physicians; a ratio greater than 1.0 denotes higher payments to males versus females. Data and analysis provided by Dr. Boris Kralj, Faculty of Social Sciences, McMaster University, based on Ontario Health Insurance Plan fee-for-service payments in 2016.

Source: [Cohen and Kiran \(2020\). Closing the gender pay gap in Canadian Medicine.](#)  
[Gender Pay Gap in Medicine \(podcast\)](#)



## **PART II: Best practices**

### **Building Inclusive Environments: “This isn’t just me being nice” (Powell, 2018)**

#### **Establish Climate Ground rules and structures**

(Dewsbury and Seidel, 2020).

1. Create a values statement that is read and signed by every member of the lab.
2. Develop a system for team contributions during lab meetings.
3. Provide mechanisms for handling conflict.
4. Set the tone of critiques
5. Engage social issues directly



# Establish an Individual Development Plan for Trainees (Dewsbury and Seidel, 2020).

- Using the IDP as means to establish meaning conversations

[Examples of Individual Development Plans \(IDPs\)](#)  
[University of Pittsburg, Duke University, University of California-Davis](#)  
[McGill University](#)

- Maintain a schedule where each lab member has private, individual meetings with you as their PI.
- Ensure that the meetings are actual dialogues.
- Ask intentionally about ways in which you can be a better support structure for them.

Persevering in Science Despite the Hardship of COVID-19  
 Posted on Monday, March 22, 2021



Inspiring EDI stories: A female math researcher and one-time refugee's path  
 Posted on Wednesday, March 10, 2021



# Building Inclusive Labs (uOttawa Examples)

- My training philosophy is **student-centered**.
- I meet HQP individually at least once per week.
- Teaching by asking questions or through guiding students to discover an answer for themselves.
- Providing students detailed written feedback for their improvement on their regular written work.
- Students' career goals are central to developing our training plan.

## Build Confidence

“Each year, my graduate students *speak at the X Domain local Conference* and my summer UG students at the *Canadian Undergraduate X Domain Conference*. We edit their talks together, and they give a practice talk, on which I provide more feedback.” (R2)

**Show the diversity existing already within your team, speak in past or present tense to show your abilities, show how flexible your lab is and how you envision to promote and retain diversity.**

# Acknowledge and Address Microaggressions

Mansplaining, maninterrupting, bropropriating

- <https://www.youtube.com/watch?v=rKwspViXAk0>

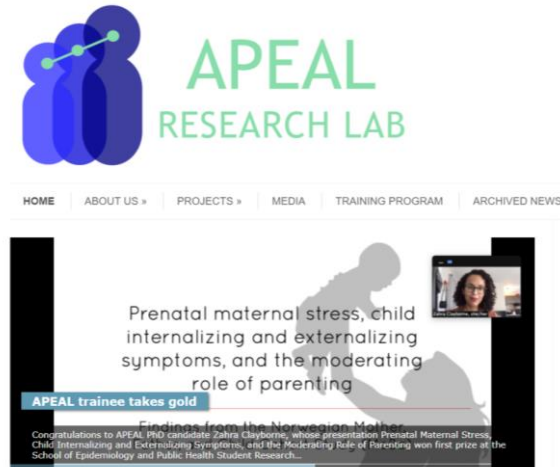
## How to Respond to Racial Microaggressions When They Occur

The R.A.V.E.N. is a five-step approach that entails

- 1) Redirecting the conversation or interaction,
- 2) Asking probing questions,
- 3) Values clarification,
- 4) Emphasizing your own thoughts, and
- 5) Offering concrete Next steps.

<https://diverseeducation.com/article/176397/>

- [The Appeal Research Lab Values and Code of Conduct](#)
- [Conflict in your Research Group? Four Strategies for Finding a Resolution.](#)
- <https://www.hhmi.org/science-education/programs/diversity-and-inclusion>



# Training in Soft Skills and Inclusive Measures for International Students



Linguistic measures at uOttawa:

- Training in a Bilingual Environment
- Training in Academic English writing skills with native and non-native English speakers
- “Giving ample space to express their talent and learn **how to communicate to a nonexpert audience** as teachers in my classes or as science communicators” (Talk Science, others, cited by R1).
- “Academic writing skills are trained with native and non-native English speakers, by manuscript writing and editing, to foster professional language. The university provides help through its Academic Writing Help Center.” (RO)

Other resources

- <https://sass.queensu.ca/programs/workshops/>

# Equity Measures in Writing Processes

## Some uOttawa Examples

- Trainees “actively participate in the entire publishing process, from writing the first draft, painstaking editing, all the way to writing the rebuttal to reviewers’ comments.” (R 11).
- Clarify and highlight students’ role in joint publications:  
“For all publications, the order of the authors was arranged based on the significance of an author’s contribution (not alphabetical order), with the greatest contribution listed first, and senior authors listed last. **The first author is typically the student or postdoc** that conceived and did the bulk of the experimental work, performed data analysis, and wrote the manuscript” (R 10)
- “For BAsC and MEng students, the goal is that they participate as a coauthor in at least one conference publication or journal article.” (R 20).

## 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”

## 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 careful of not speaking on behalf of them

Be precise in the ways you represent or refer to minority groups and.

[Self assessment tool](#)



# Conclusions

## Clearly **displaying the benefits** of IDEAs:

- Focus on building inclusive and mutually rewarding relations between research team members
- Research outcomes can be more easily adapted to the diversity of research participants or users
- Diversifying role models to inspire others
- **Promote, monitor, and make visible** the ways EDI contributes to fostering excellent research
- Establish **equitable mentorship strategies** for all trainees
- Show concretion:
  - Making barriers visible
  - Creating spaces for voice of groups that may be misinterpreted

## Establish clear, measurable and timeline strategies:

**“Our team will achieve racial and gender equity in our researchers’ recruitment processes and in our dissemination activities in three years.”**

# References

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