

# NFRF'S EDI DEFINITIONS

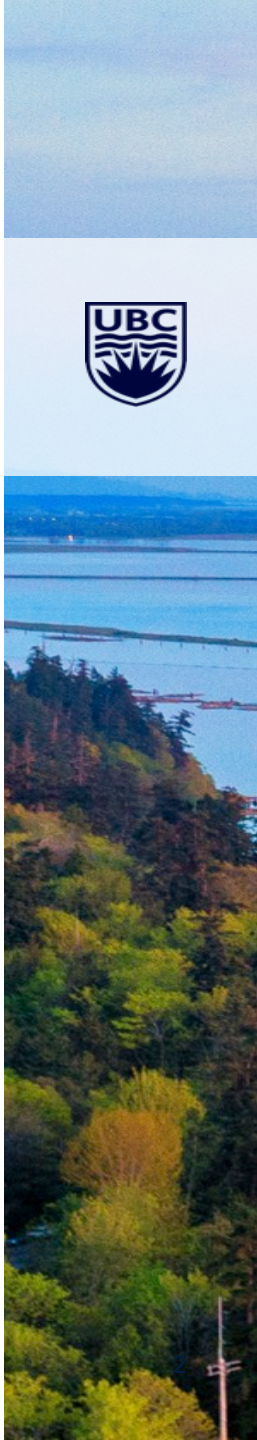
- **Equity** is defined as the removal of systemic barriers and biases enabling all individuals to have equal opportunity to access and benefit from the program.
- **Diversity** is defined as differences in race, colour, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, 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 equally supported.



# IMPORTANT EDI CONSIDERATIONS

Everyone can become an EDI advocate.

1. Recognize that barriers exist;
2. Develop a personal understanding of the different types of barriers and their consequences; and
3. Understand how you and others can play a role in addressing EDI barriers.



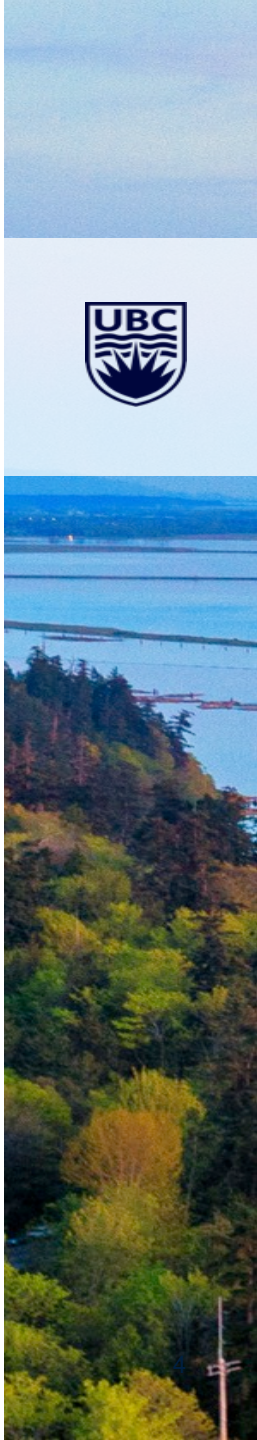
# IMPORTANT EDI CONSIDERATIONS (CONT'D)

- Although everyone can be an EDI advocate, SPARC **strongly recommends** that NPIs be responsible for championing development of the team's EDI strategy **and** writing the EDI content in order to convey the genuine commitment and authenticity required by the selection criterion.
- Compelling best practices will range the full breadth of the 'EDI experience spectrum', from:
  - the NPI being at the early stages of personal education and training; to
  - the entire project team contributing to the implementation of a formalized EDI strategy.



# SPARC/OKANAGAN ORS/GRANT FACILITATOR OBSERVATIONS

- Provide concrete examples of your strengths/experiences to date in supporting/increasing EDI in a research environment, if possible; otherwise, focus on the steps you will undertake and the mechanisms you will implement, individually and collectively, to ensure that EDI is appropriately integrated within your research environment/team moving forward.
- Be aware that the natural occurrence (i.e., coincidence) of balance and diversity is insufficient. In fact, NFRF does not want reports of team 'diversity profiles'.
  - **Tip:** Demonstrate clear integration of deliberate commitment to EDI with concrete practices that will benefit your research environment and approach.



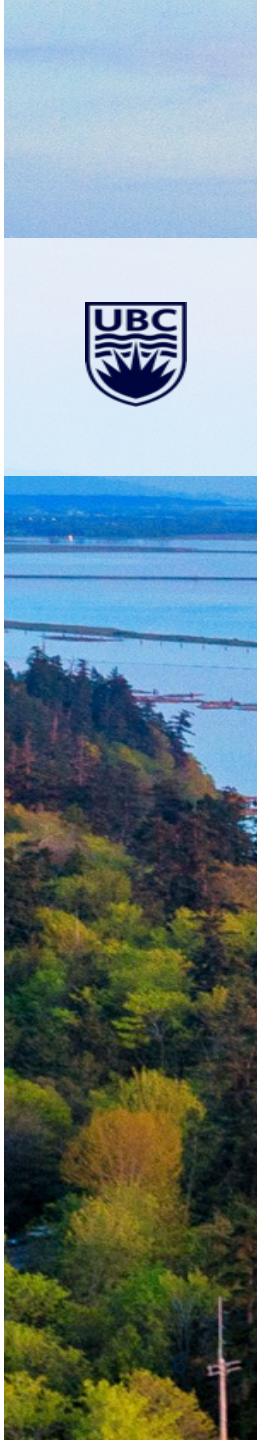
# SPARC/OKANAGAN ORS/GRANT FACILITATOR OBSERVATIONS (CONT'D)

- Be sure to address diversity broadly to consider both the representation and inclusion of members from the four federally designated employment groups, as well as the range of self-identities.
- **Tip:** Any mention of gender must demonstrate a clear understanding that it is socially constructed and non-binary. While it is prudent to mirror the Tri-Agency language, be mindful that language matters and that their terms may not align with the self-identities of the people they are intended to describe.
- **Note:** NFRF's EDI Best Practices in Research Guide uses both "visible minorities" and "racialized."



# SPARC/OKANAGAN ORS/GRANT FACILITATOR OBSERVATIONS (CONT'D)

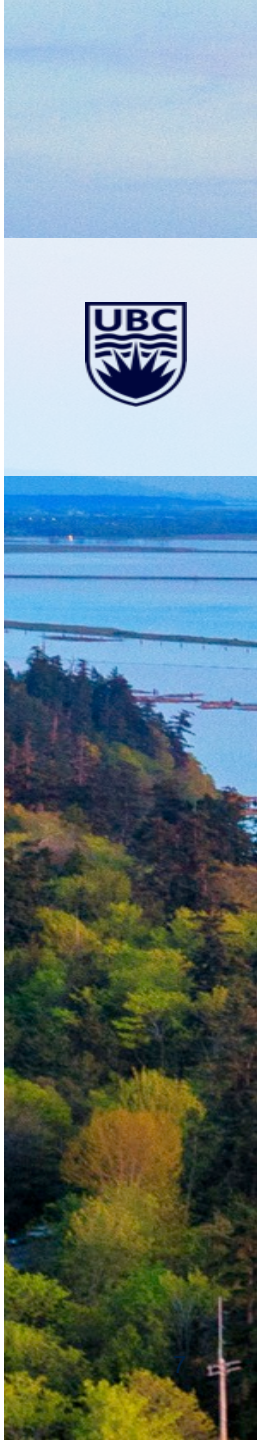
- Reference relevant EDI commitments and support (i.e., resources).
- **Tip:** It is important to position yourself within the broader institutional context, however reviewers will be particularly interested in the specific actions you and your team will take to incorporate and advance EDI within your research environment.
- Remember that there are always EDI improvements to be made, so be creative!



# SPARC IDEAS AND SENTENCE PROMPTS

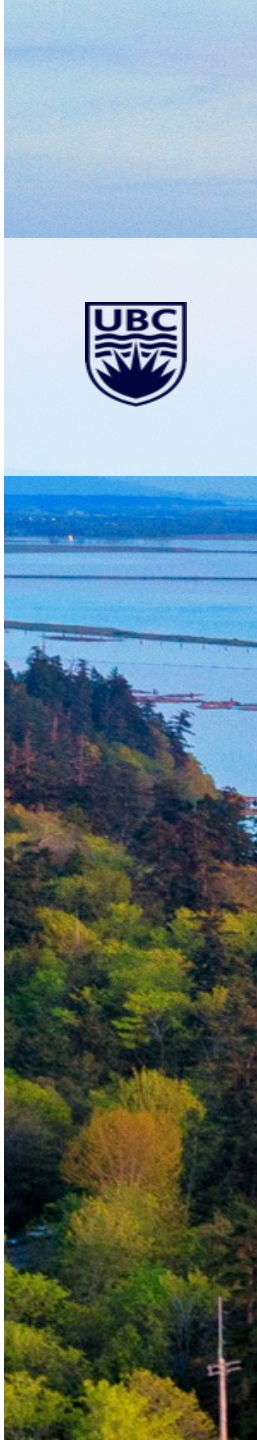
## ✓ Analysis of Context

- **Idea:** Clearly identify key EDI challenges for your team / in your environment to provide context for the concrete best practices you will present in the following sections.
- **Sentence prompts:** “The prominent barriers that our research team faces are A, B and C.”; “In 20##, the NPI’s Faculty established ... / hired ... and key initiatives subsequently developed include X, Y and Z.”



# SPARC IDEAS (CONT'D)

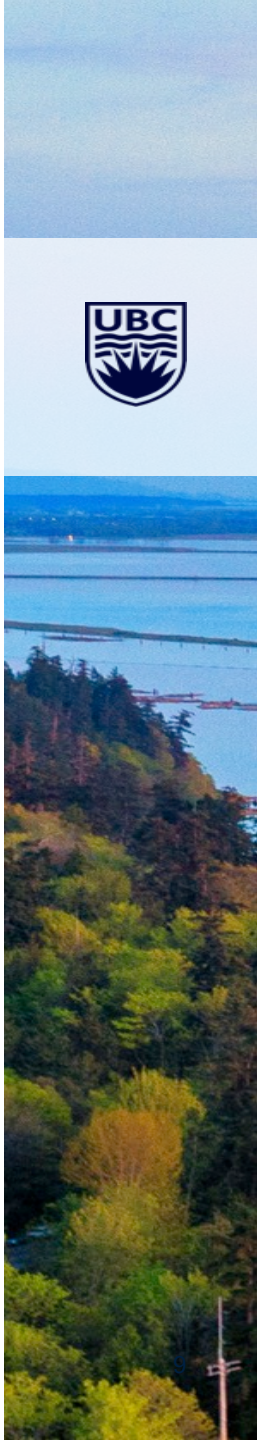
- ✓ **Team composition and recruitment processes**
  - **Idea:** Familiarize yourself with UBC's Equity & Inclusion Office (EIO) supports, including [Gender Diversity resources](#) (e.g., [Inclusive Forms](#)).
  - **Sentence prompt:** “We will utilize resources such as A, B and C to ensure our job postings are gender neutral and inclusive.”



# SPARC IDEAS (CONT'D)

## ✓ Training and development opportunities

- **Ideas:** Mandate team EDI education and training (e.g., [EIO educational programming](#)); familiarize yourself with online training/mentoring resources such as the [Canada Research Chairs unconscious bias training module](#) and [Harvard's Implicit Association Test](#).
- **Sentence prompt:** “All team members will be required to complete training in X, Y and Z to ensure awareness and understanding of key EDI principles and issues, ultimately to be able to effectively address barriers within the research environment.”



# SPARC IDEAS (CONT'D)

## ✓ Inclusion

- **Idea:** Provide space for trainees to contribute in research team meetings.
- **Sentence prompt:** “In our weekly team meetings, we will specify set times for A, B and C to ensure our trainees have space to share their ideas and concerns.”

