



Western
BrainsCAN

Transforming brain research.

Equity, Diversity and Inclusion (EDI) in Research

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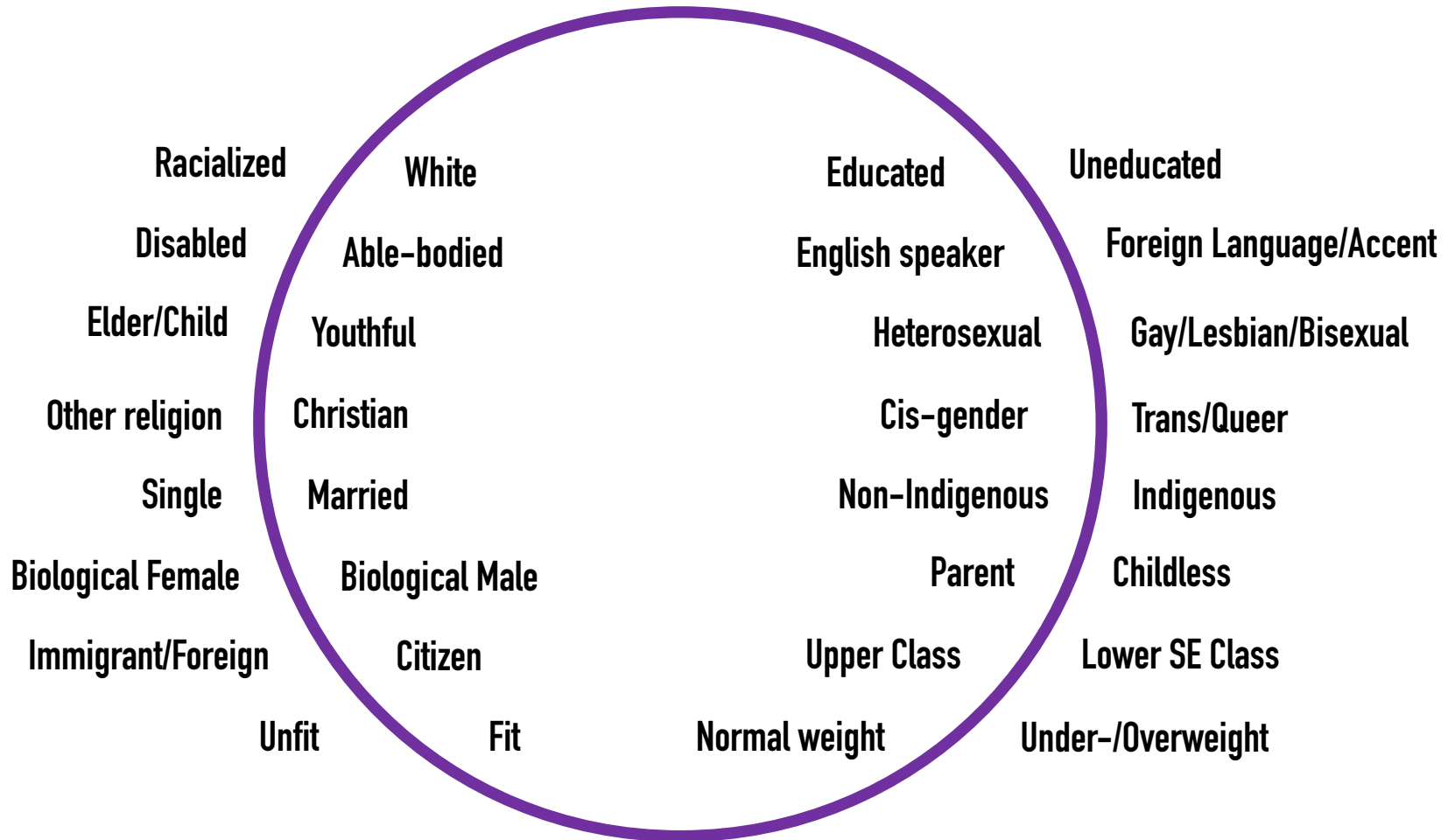


Before we start...

Traumatic triggers

Equity debate

Privilege and Power



For Example...

“I do have objective data that I typically rank others with less-rose-colored glasses (aka more harshly) than do my peers, **and I do believe that Dr. XXX has been professionally handicapped by personal choices (that are often used as justification for giving marginal candidates a leg up)**, and so my reservations regarding her stage of accomplishment should be tempered by that. That said, by her self-reported and objective standards, I'm uncertain that she makes it to the level of "outstanding", "innovative", and "world-class". The application's best description of her accomplishments does not get me there:”

~ Canada Research Chair Reviewer

What is EDI

Equity – means fairness. It is the removal of systemic barriers and biases enabling all individuals to have equal access to and to benefit from any aspect of society

Diversity – is defined as differences in race, color, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression, age, and others. It consists of the conditions, expressions and experiences of different groups.

Inclusion – is the practice of creating an environment that ensures all individuals are respected equitably and have access to the same opportunities.

Intersectionality – an approach that considers the differences in power relationships for individuals from different marginalized groups and ensuring that these are accounted for when strategizing about EDI

Unconscious bias – is an implicit attitude, stereotype, motivation, or assumption that can occur without one's knowledge, control, or intention. It is a result of one's life experiences and affects all types of people.

What is EDI in Research

EDI is the understanding and acknowledgement that historical inequality has led to current cultural **inequity**; that **diversity** through intersectional considerations is a necessary component of research success; and that **inclusive** praxis will benefit all in the Canadian and Global research environment.

Why do we need EDI in Research?

Perspective and critical analysis

Ideas and creativity

Innovation and Quality



Research Excellence and Impact

Why EDI?

Table 1. Diversity of Canadian university senior leadership

	Women (%)	Racialized (%)	Indigenous (%)	Persons with disabilities (%)	LGBTQ2S+ (%)	Identifies with two or more designated groups (%)
Senior university leaders ¹	48.9	8.3	2.9	4.5	8.0	10.7
Full-time faculty ²	40.2	20.9	1.3	21.8 ³	N/A	N/A
Doctorate holders ⁴	37.5	30.5	0.9	N/A	N/A	N/A
Graduate students ⁵	54.8	40.1 ⁸	3.3	5.0	N/A	N/A
Undergraduate students ⁶	57.1	40.0 ⁸	3.0	22.0	N/A	N/A
General population ⁷	50.9	22.3	4.9	22.3 ³	3.0 ⁹	N/A

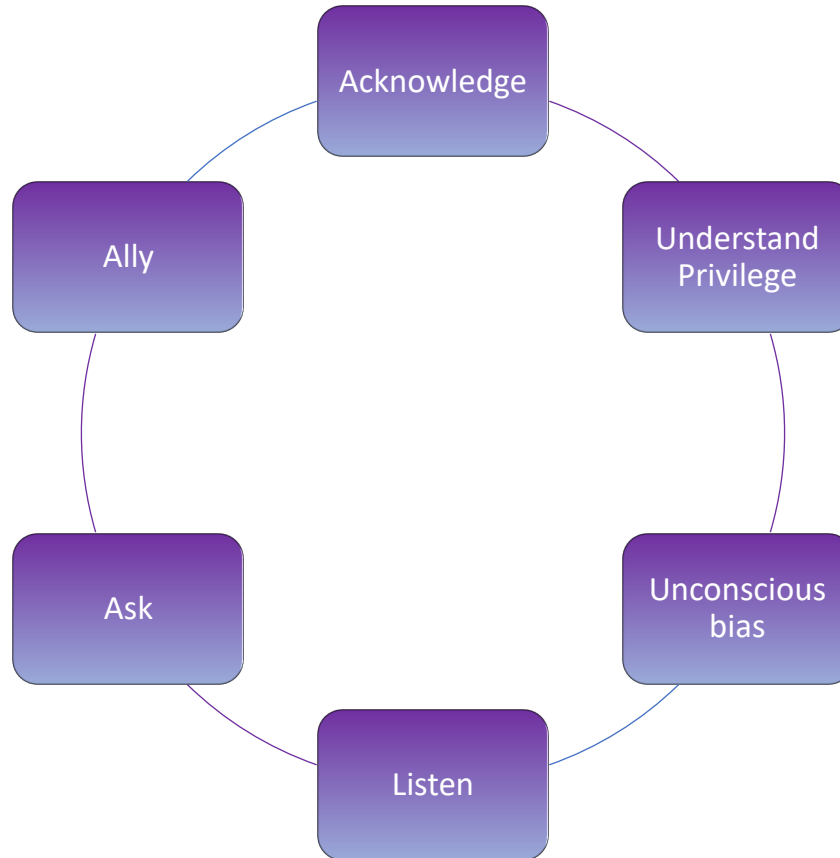
Canada

<https://www.univcan.ca/media-room/publications/equity-diversity-and-inclusion-at-canadian-universities-report-on-the-2019-survey/>

Western

	Staff	London Population	Faculty	External Availability rate
Women	63.9	51.5	36	44
Racialized groups	8.1	15.9	14.5	21.1
Indigenous/ Aboriginal persons	0.8	2.4	0.5	1.4
Persons with Disabilities	3.2	unknown	2.4	8.9

Where do I start?



How do I do it?

1. Look, think, reflect, be intentional
2. Create a meaningful EDI vision/mission statement for your research program.
3. Research Team Composition
4. HQP Trainees Recruitment and Hiring practices
5. EDI Education and Training – Self and Team
6. Lab and teaching practices/culture
7. HQP mentorship and professional development
8. Community engagement/outreach
9. Program evaluation and measurement
10. Research design and data analysis (e.g. GBA+/SGBA)

EDI in Research Grants – EDI Statement

1. Incorporate EDI principles throughout the entire application
2. Present concrete strategies to ensure EDI excellence
3. Relate EDI strategies to the team's specific research context
4. Identify and remove barriers rather than working around them
5. Build EDI support into the project/program structure and budget

DOING or DONE is better than WILL DO!

EDI in Accelerator

Acknowledge the
Inequity

How you will
contribute

Impact of
Contributions

EDI in Accelerator

	<i>Exceeds Expectations</i>
Analysis of context	<i>Shows deep understanding of EDI considerations / systemic barrier(s) in the context of the research team.</i>
	<i>There is a degree of detail in analysis.</i>
	<i>Demonstrates a strong commitment to EDI overall.</i>
Concrete measure for each area	<i>At least one concrete measure that targets the specific context is listed for each area.</i>
Implementation	<i>Provides a description of how the EDI measures have been / will be realistically implemented.</i>

EDI in Accelerator

Impact	<i>A description of how the impact will be measured is provided, along with the anticipated impact the measure will have.</i>
Integration of Early Career Researchers	<i>ECRs are included in the team and integrated in a meaningful way. Plans are in place to support leadership development throughout the project.</i>
HQP trainees	<i>Challenges related to equity, diversity and inclusion specific to the institution and field of research are clearly described.</i>

	<i>Specific actions to support the recruitment of a diverse group of HQP and an inclusive research training environment are clearly defined.</i>
Sex and/or Gender Based Analysis Plus (GBA+/SGBA) – if applicable	<i>Clearly defined considerations of GBA+/SGBA integrated into the proposed research, if applicable.</i>

EDI in Research Resources

The screenshot shows the Western BrainsCAN website. The header includes the Western BrainsCAN logo with the tagline 'Transforming brain research.' and navigation links for ABOUT, RESEARCH, PROGRAMS, WORK WITH US, NEWS & EVENTS, RESULTS, and CONTACT US. Logos for CANADA FIRST RESEARCH EXCELLENCE FUND and APOGÉE CANADA FONDS D'EXCELLENCE EN RECHERCHE are also present. The main content area is titled 'Equity, Diversity & Inclusion' and contains the following text:

About Us

Scientific & Executive Directors
Staff Team
Governance
Equity, Diversity, & Inclusion
EDI Resources
Anti-Racism Resources
COVID-19 Resources
Western Interdisciplinary Research Building
Reference Materials

BrainsCAN is committed to meaningful and action-driven considerations of equity, diversity and inclusion (EDI) embedded within its research practices and culture. In this way, BrainsCAN seeks to foster a diverse membership that reflects the Canadian society and global environment it serves through research impact.

Results gathered from a 2019 Canadian Association of Neuroscience (CAN) and BrainsCAN EDI survey found:

- 82% of Canadian neuroscientists believe diversity strengthens a research program.
- 87% think challenges remain for underrepresented groups.
- 40% of Canadian neuroscientists don't think their institution recognizes the importance of EDI.

Why is EDI important in research?

Diversity in research provides:

- A wide range of perspective and thought
- Greater creative and innovative research outputs
- An inclusive and welcoming research environment for underrepresented trainees
- Generalizability of research impact to the Canadian and Global communities

- <https://www.nature.com/articles/d41586-020-00216-z>
- <https://www.sciencemag.org/features/2020/01/inclusivity-all-how-make-your-research-group-accessible>
- <https://www.frontiersin.org/articles/10.3389/fpsyg.2019.01305/full>
- https://www.buffalo.edu/content/dam/www/pss/pss_events/idc_conference_2017/Operationalizing_Inclusivity_Handout.pdf



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