

OICR Commitment to Equity, Diversity and Inclusion in Research

Consideration of Equity, Diversity and Inclusion (EDI) in the funding and conduct of cancer research helps to foster a diverse and inclusive research community and ensures that people from all communities can benefit from the resulting discoveries.

Under Strategic Plan 2021-26, Ontario Institute for Cancer Research (OICR) has committed to developing processes for implementing EDI considerations in research design, practice, personnel support mechanisms and training. To that end, OICR is committed to:

- Collecting and analyzing demographic data to better understand the diversity of applicants, funded researchers and project teams, in order to identify gaps and develop approaches to address those gaps;
- Embedding EDI considerations in the recruitment of investigators and research teams, in alignment with the EDI policies of the host institutions;
- Providing equitable access to funding opportunities and that decision-making processes are transparent;
- Providing access to resources and supports to guide researchers in the design of research with an EDI lens;
- Requiring applicants to describe EDI considerations to help ensure that research serves those from all communities, in particular those that are historically underrepresented;
- Requiring applicants to describe how they will pursue EDI within their research team;
- Continuing to ensure that review processes follow best practices to minimize bias and barriers;
- Considering the value and impact of all research outputs when assessing research as part of reviews or personnel evaluation, in accordance with the San Francisco Declaration on Research Assessment (DORA);
- Continuing to evaluate our practices, ask for input, collect data, and improve;
- Sharing best practices and lessons learned to help drive equity, diversity and inclusion across the cancer research community.

Research in Indigenous communities

In recognition of the unique status of the Indigenous peoples of Canada, and that research involving Indigenous peoples has not always benefited them or reflected their worldview or wishes, OICR will ensure that research is conducted with respect for the interests of Indigenous peoples who participate in research and are affected by its results. OICR recognizes that research involving Indigenous peoples must be premised on respectful relationships, collaboration, and engagement between researchers and participants, and will ensure that research is conducted with the consent and involvement of the relevant Indigenous peoples and communities.

Taking Action

OICR will develop specific tactics to deliver on these commitments within the OICR EDI Action Plan.

OICR will report on progress and activities towards these commitments to the OICR Board and to the public on a periodic basis.