EQUITY, DIVERSITY AND INCLUSION TACTICS IN RESEARCH

Below is a list of tactics that can be used to incorporate the principles of equity, diversity and inclusion (EDI) into a research project. This list was compiled using the following sources, and is not comprehensive.

- [Best Practices in Equity, Diversity and Inclusion in Research, A guide for applicants to New Frontiers in Research Fund competitions](#)
- [NSERC guide on integrating equity, diversity and inclusion considerations in research](#)
- [NSERC Guide for Applicants: Considering equity, diversity and inclusion in your application](#)
- [https://ethics.gc.ca/eng/tcps2-eptc2_2018_chapter4-chapitre4.htmlFairness and Equity in Research Participation (Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans – Chapter 4)](#)

For more information, please refer to the linked sources or contact Cassandra Bergwerff, OICR's Lead of Patient Partnership & EDI (cbergwerff@oicr.on.ca).

Research team recruitment
- Implement measures to ensure there is a large diversity in the pool of candidates. Individual tactics include:
  - Ensure advertisements are publicly posted and widely circulated.
  - Circulate advertisements to special interest groups.
  - Work with your HR department/privacy officer to collect self-identification data on the diversity of the applicant pool using best practices.
  - Implement preferential hiring of underrepresented groups in pools of qualified candidates following your institution's policies.
- Use nongendered, inclusive and unbiased language in the job posting.
- Involve an EDI officer/HR representative from the institution in each stage of the recruitment process.
- Establish a policy/procedure to ensure that career leaves are fairly considered in the recruitment and selection processes.
- Have those involved in the hiring process complete EDI training, including instruction on how to recognize and combat unconscious, implicit, overt, prejudicial and any other kinds of bias.

Training and development opportunities for the research team
- Provide training for team members to ensure they understand why EDI is important, and that there is a clear link between increased diversity and increased research excellence (which has been demonstrated by research).
- Establish procedures/policies for distributing training and development opportunities associated with the grant to team members (conferences, publications, networking, etc.).
- Discuss potential EDI training activities with team members (ask what type of training may be necessary/of interest). Provide and promote training to develop their knowledge of the systemic barriers faced by individuals from underrepresented groups.
- Ensure all team members have equal access to mentoring opportunities, especially with senior researchers.

- Designate one or more senior members of the research team as EDI champions. Ensure they have EDI training and can assist with:
  - providing advice and guidance to the team on how best to take EDI into account in planning and procedures.
  - ensuring there is education and outreach to promote and sustain an inclusive and diverse research environment within the team.
  - identifying resources and EDI training opportunities for the team to better understand the needs and realities of members of underrepresented groups.
  - promoting the value of EDI, especially as it relates to fostering excellent research.

Study participant recruitment
- Where a language barrier exists between the researcher and the prospective participant, various measures may be used to ensure effective communication in recruitment and consent discussions.
- Be mindful in setting inclusion criteria so that more groups could be eligible to participate.
- Consider the different forms of support required (e.g., financial, logistical, cultural, linguistic) to ensure that the individuals or communities involved in the research are able to meaningfully participate in it.

Analysis of results
- Where applicable, take into account sex, gender, race and ethnicity considerations and disaggregate by identity factors to determine differences between groups.
- If the analysis is based on existing data sets, consider and address potential for bias due to the cultural and/or institutional contexts in which the data were generated.

Dissemination of results
- Ensure that participating individuals, groups and communities are informed of how to access the results of the research. Results of the research should be made available to them in a culturally appropriate and meaningful format, such as reports in plain language in addition to technical reports.
- Report the diversity factor(s) used in the study to ensure that experiments are reproducible and findings are not over-generalized. Where applicable, include this information in the title, abstract or key words.
- (If relevant diversity factors were not included in the study) acknowledge that it is a limitation of the study and discuss the implications of the lack of such analyses on the interpretation of the results.
- Disseminate results in accessible formats.
- Work with a patient partner to disseminate results to patients.