

Equity, Diversity, and Inclusion in Research

Self-Assessment Tool

The Tri-Agency research councils acknowledge that achieving a more equitable, diverse and inclusive research enterprise is essential to creating the excellent, innovative and impactful research necessary to advance knowledge and understanding, and to respond to local, national and global challenges. The University of Ottawa has reiterated its commitment to this vision. The University's Research Management Services supports, among other aspects, the EDI initiatives and strategies that strengthen research.

This tool aims to guide researchers in creating innovative, accurate, and adapted EDI strategies that will contribute to research both scientifically thorough and open to the contribution of members of groups traditionally excluded from research: women, Indigenous people, visible minorities, persons with disabilities, and members of LGBTQ2+ communities. This tool aims researchers to find ways to better integrate EDI in their proposals in more visible, concrete, strategic, and measurable ways, all of this according to the Tri-Agency councils' guidelines.

How to use this checklist

- The most honest and accurate self-evaluation is the optimal condition for best results.
- Be specific and realistic. You can acknowledge you have not attained ideal levels of EDI reflection or planning, but you can plan how to demonstrate your team is committed to attain higher EDI standards.
- Once the assessment is done, you can identify your level and follow recommendations according to your team's specific situation.
- You will find resources (guidelines, critical definitions) and contacts at the end of the results

Topic	Yes	No	Please explain and mention the sections where it is present if necessary
1) Does your proposal clearly display the diversity of its team and the efforts to recruit and retain researchers and trainees from at least two underrepresented groups?			
2) Does your proposal reflect concrete mechanisms for the actual and effective participation of diverse groups in research design, implementation, analysis and dissemination ?			
3) Does your proposal clearly display the benefits of its diversity approach (e.g.; the creation of new knowledge from dialogues between different perspectives, new analytic tools or viewpoints, new applications coming from diverse groups' backgrounds and needs, etc.)?			
4) Does your proposal clearly assess at least one equity measure in research? For example: spaces for voice, for promoting the leadership and influence of members of underrepresented groups, adapted equipment, flexible schedules, inclusive mentoring, etc.			

5) Does your proposal clearly establish mechanisms to train team members on unconscious biases (stereotypes, prejudices, misinterpretations, misconceptions on underrepresented groups) in research processes?			
6) Can you mention at least one practical tool or strategy for ensuring equity, diversity and inclusion in your proposal?			
7) Are your EDI strategies clearly stated, measurable, and timeline?			
8) Do you clearly establish methods (surveys, stories, cases) to measure and report your advances in EDI?			
9) Is your proposal written in an inclusive language that prevents stereotypes against underrepresented groups and can embrace as much as possible their diversity?			
10) Are these topics transversal to your proposal and clearly presented in at least three sections (Summary, Methodological approach, Roles and responsibilities, Knowledge translation, Budget, Team description, etc.) of your research proposal?			

Self-assessment Test Results:	
7 or more affirmative and clear answers	Congratulations! Go ahead, make a last check and submit your proposal
Between 5 and 6 affirmative and clear answers	Please consider the sections where you may need strengthening your EDI considerations. Remember to be as concrete and realist as possible!
Less than 5 affirmative and clear answers	Please use the tools provided to improve your EDI commitments, take training, look for specialized advice, and plan a strategic way to improve your EDI approaches in your research.

Resources:

[NSERC/CRSNG Guide for Considering Equity, Diversity, and Inclusion in your Application](#)

[SSHRC/CRSH Best Practices in Equity, Diversity and Inclusion in Research](#)

[CIH-IRSC EDI Resources](#)

Self-Assessment Tools:

[The Gendered Innovations project \(Stanford University\)](#)

[GBA+ Assessment](#)

Contacts at uOttawa:

Diego Herrera, PhD. Equity, Diversity, and Inclusion Advisor for research

dherrer2@uottawa.ca

[Research Facilitators](#)