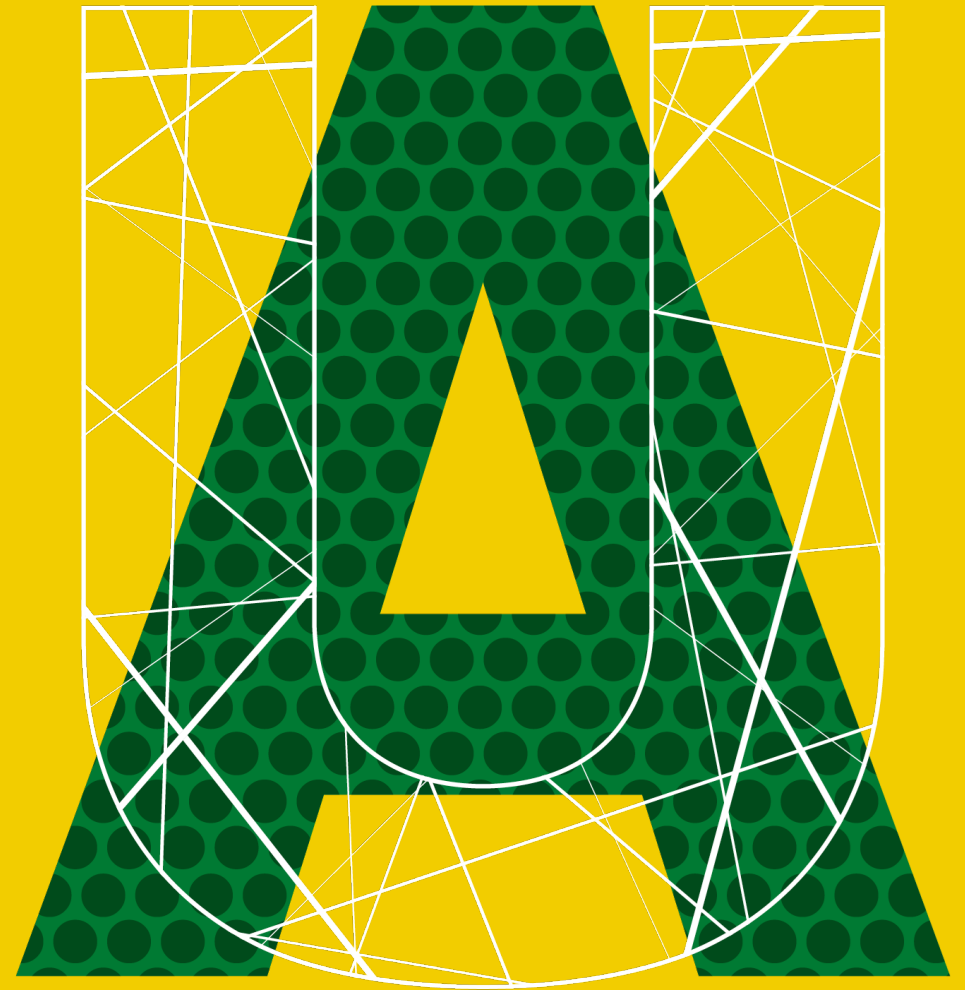


INTEGRATING SEX & GENDER AND EDI IN HEALTH RESEARCH

Research Partner Network
College of Health Sciences
January 17, 2024



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The University of Alberta respectfully acknowledges that we are situated on Treaty 6 territory, traditional lands of First Nations and Métis people.



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OF ALBERTA**

Who am I?

Gareth Corry, Research Partner, College of Health Sciences

- Faculty of Medicine & Dentistry (basic departments)
- Faculty of Pharmacy & Pharmaceutical Sciences
- RP Network contact for CIHR programs

gcorry@ualberta.ca / 780-270-5965

Outline

1. EDI and considerations for health research
2. How EDI fits into the research process
3. **Alex Marshall:** Current and planned supports for addressing EDI and sex and gender in CIHR grant applications
4. **Dr. Sofia Ahmed:** Integrating sex and gender in CIHR proposals

What is EDI?

Equity: the removal of systemic barriers (bias, discrimination, etc.) to allow equitable participation and access to resources

- Equity ≠ Equality (giving each individual the same resources/opportunities) – e.g., patient recruitment forms
- *Health equity:* the state in which everyone has a fair and just opportunity to attain their highest level of health.

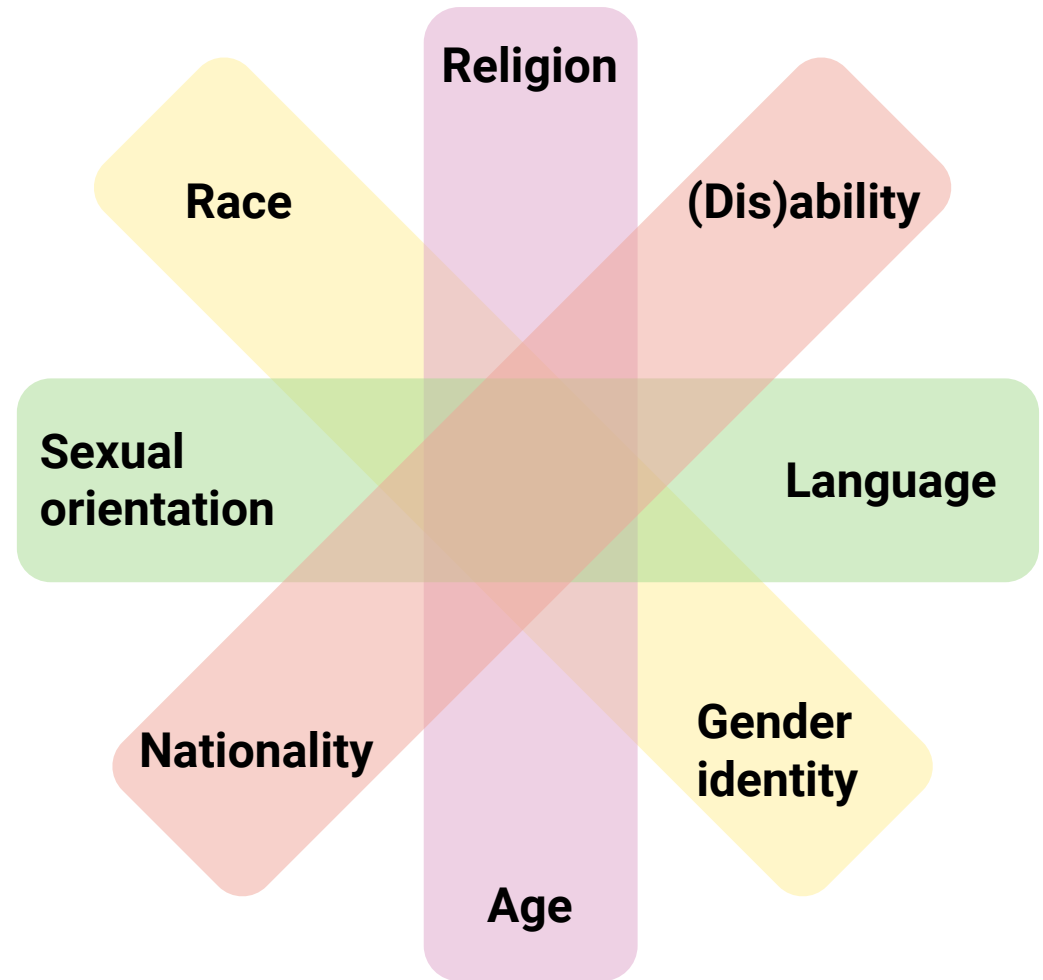
Diversity: distinctions, characteristics, and identity factors that make individuals different from each other

Inclusion: ensuring an environment where all participants, regardless of their differences, feel valued and respected for their contributions

One more...

Intersectionality

- The effect of overlap, or intersection, of multiple forms of discrimination on a person's experience
- Coined in 1989 in response to Black women experiencing workplace discrimination (race vs. sex vs. race + sex)



EDI at the UofA

◀ SHAPE ▲ IDEAS ▶ SHAPE ▲ FUTURES ▶ SHAPE ▲ TRUST ▶

EQUITY, DIVERSITY AND INCLUSION

We work to achieve a more diverse, equitable, accessible and inclusive environment for all who work, learn and live within our community. We value academic freedom and welcome and celebrate a diversity of perspectives and experiences.

▲ SHAPE ◀ TRUST

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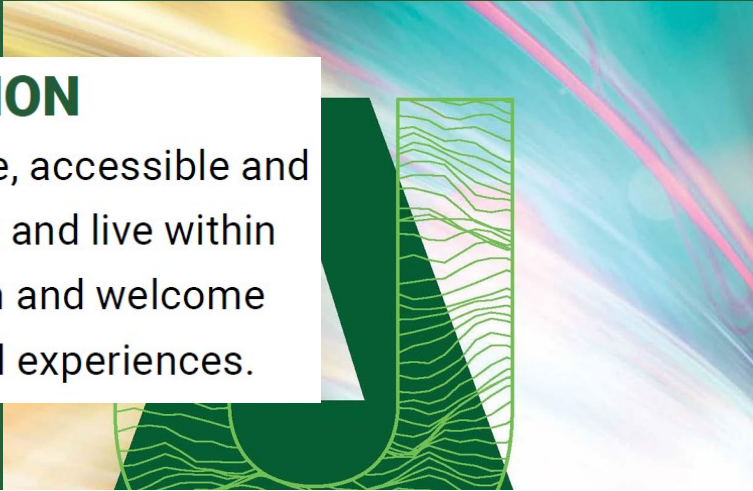
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The result will be a prevailing climate of support for researchers and research: one that fosters multidisciplinary engagement; provides safety in the pursuit of various lines of inquiry; integrates principles of equity, diversity, inclusion, decolonization and reconciliation; and centres collaboration in the generation and mobilization of knowledge.



BENCHMARKS FOR EXCELLENCE

The university supports a culture of EDI across its research, teaching, and training activities (including post-doctoral fellows)

of
IA

STRATEGIC PLAN FOR
EQUITY, DIVERSITY, AND INCLUSIVITY

EDI at the UofA

- Background on EDI
- How to develop an action EDI plan
- Helpful links and resources



Tri-Agency Statement on EDI

Supporting equitable **access to funding opportunities** for all members of the research community

Promoting the integration of equity, diversity and inclusion-related considerations in **research design and practices**

Increasing equitable and inclusive **participation in the research system**, including on research teams

Collecting the data and conducting the analyses needed to include equity, diversity and inclusion **considerations in decision-making**

EDI in research

- “Research that involves or impacts human subjects, organisms capable of differentiation, or their tissues or cells can benefit from EDI considerations”
- Even if, after thorough contemplation, you conclude that EDI does not apply to the research, you may be asked to explain why EDI considerations *do not* apply



EDI in research

- How does bias in choice of research methods impact data collection and interpretation, and ultimately the success and impact of the research?



ASBMB



- Bias in recruitment and team composition may have a similar impact on team success

EDI: Research process

1. Guiding questions

- Are diverse perspectives included in the background/literature review?

2. Study design, methodology, and data collection

- Avoid bias and inaccuracy when extrapolating to overall population

3. Data analysis and interpretation

- Disaggregation of data based on diversity-related variables and/or identity factors; application of intersectional lens

4. End users, collaborators, partners

- Accessibility considerations; needs of participants

5. Knowledge mobilization/dissemination of results

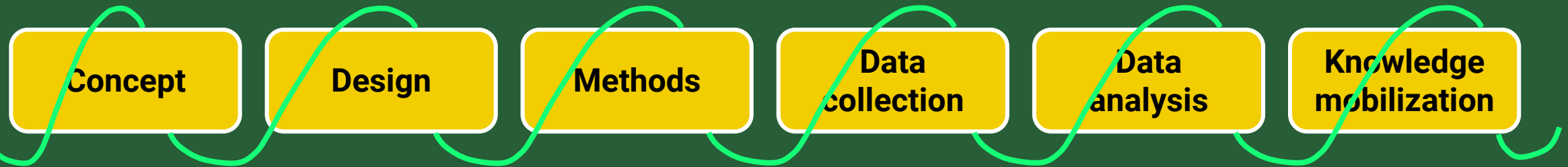
- Are the results impactful and relevant to the diversity of the Canadian population? Who benefits?

EDI: Research process

Don't:



Do:



Good research isn't oppositional to EDI; rather, EDI will enhance research

EDI: Research team

1. Team composition and recruitment

How can team be strengthened by building it with EDI perspectives in mind?

Job postings: inclusive, non-gendered, unbiased, while stipulating skills required

Same selection process for all candidates – establish in advance of interviews

Incorporate EDI principles into the composition of governing/oversight bodies

Consider life experiences in advertisement and assessment

Different experiences → Different ideas → INNOVATION

EDI: Research team

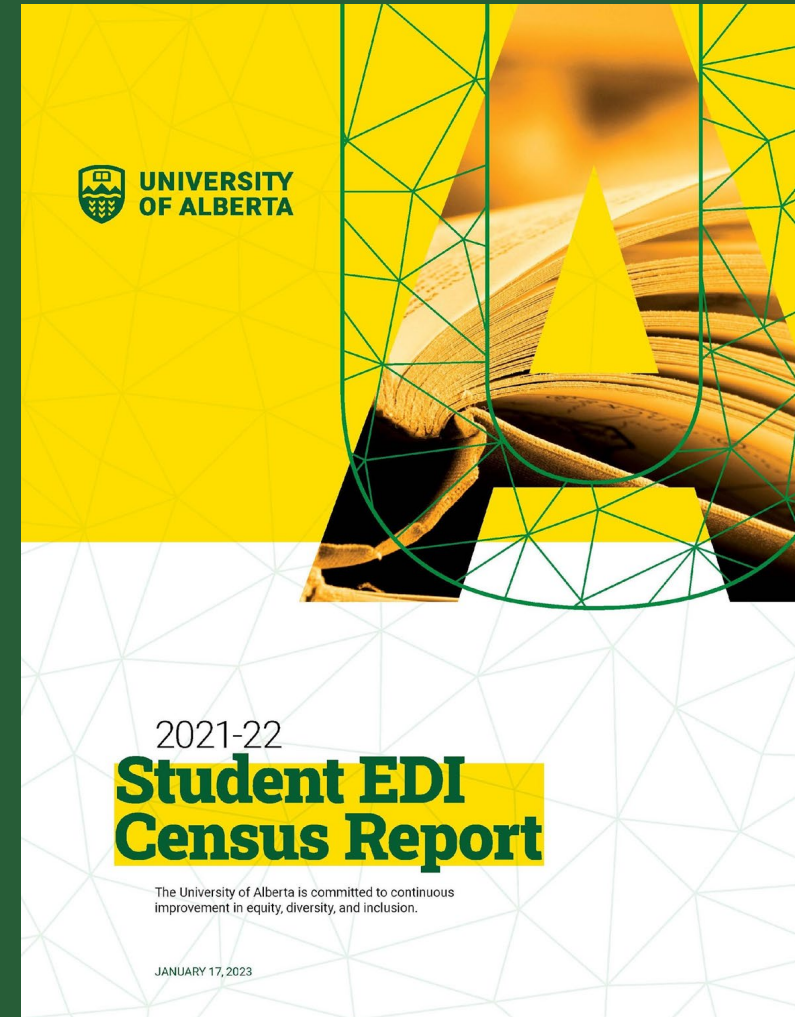
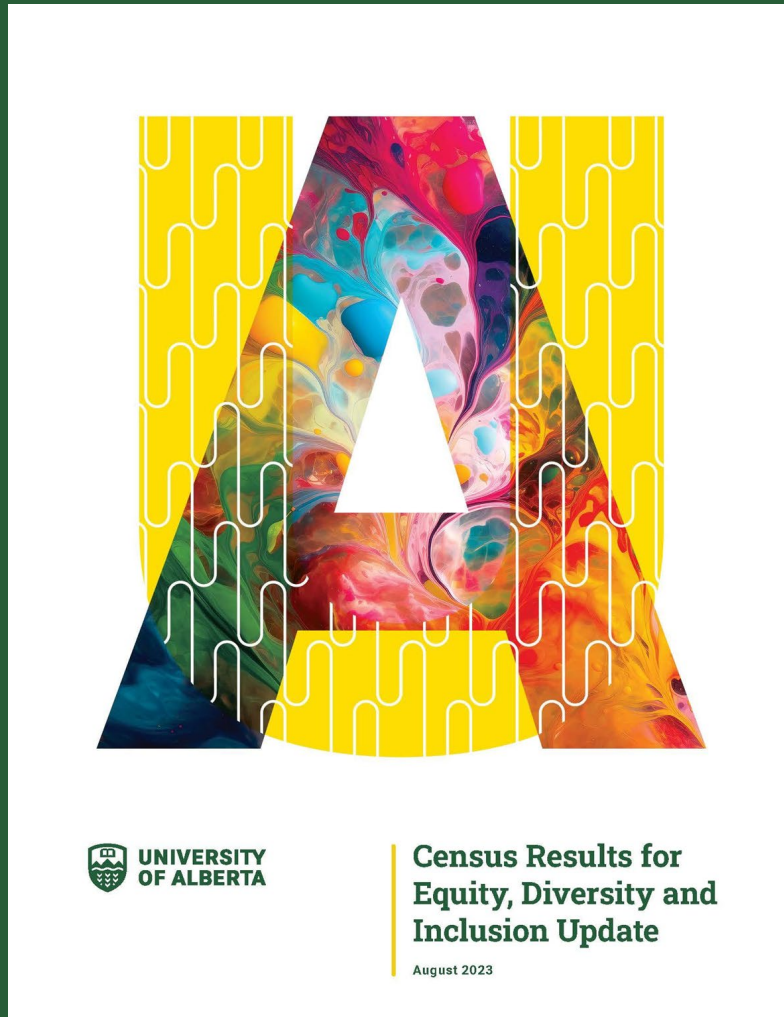
2. Training and development opportunities

- What activities does the institution offer for EDI and career-building
- Do all team members have access to opportunities that enhance their training (e.g., conferences)
- Mentoring: ensure equal share of mentoring (i.e., no “equity tax”)

3. Inclusion in the research environment

- Schedule meetings/activities to take into consideration all team members' needs
- Confidential and effective system to receive complaints from team members
- Make one team member an **EDI Champion**

EDI: Research team



EDI: Research team

Tri-Agency EDI Action Plan for 2018–2025:

- (A) Ensure the number of individuals from underrepresented groups entering, participating and remaining in the research ecosystem is more representative of the Canadian population
- (B) Drive systemic and research culture change within Canada's post-secondary system

Incorporating EDI principles into the recruitment and training of HQP will help facilitate (A) so that (B) can be achieved

EDI in research proposals

“Cancer is a longstanding problem. Over the next three years, we will identify and implement measures to address the problem of cancer and make sure our team is well-equipped with the latest research infrastructure in order to make sure the laboratory is prepared to identify treatments for cancer.”

“**Racism** is a longstanding problem. Over the next three years, we will identify and implement measures to address the problem of **racism** and make sure our team is well-equipped with the latest **knowledge and training** in order to make sure the laboratory is **a diverse and inclusive environment**”

Considerations for research proposals

- Provide concrete examples of initiatives or practices the team has undertaken or will undertake to realize its EDI goals
 - What you have done or plan to do to remove systemic barriers
 - Suggestion: create an EDI plan with key objectives based on team members' needs
 - Intersectional perspective (e.g., *female vs. female + cultural background + age*)
 - Place in context of institution's and team's environment and specific challenges
 - Include a method for tracking, monitoring, reporting, and if necessary, mitigation
 - Ongoing, ever-changing process – not just a matter of taking some courses and saying you're done with EDI training

Considerations for research proposals

- **Don't just cite the institutional EDI plan or insert boilerplate statements**
 - Makes it seem like you haven't given it any thought or aren't taking it seriously
- **Be the *EDI leader*, not just the *project leader***
 - Set an example; don't assign or offload EDI responsibilities onto one of the team members
- **Consider carefully how EDI principles will be applied to the team**
 - Will help prevent performativity and tokenism
 - Takes "intentional effort" – reflect and listen

Considerations for research proposals

- **Don't include information about team composition**
 - Considered personal information
 - Exception: applicant wishes to self-identify because it is directly relevant to research topic
- **EDI considerations can be short-term and long-term**
 - E.g., adjusting lab meeting schedules to accommodate team member
 - E.g., identifying more or different end-users as the project progresses
- **Consider EDI in the context of your lab/project**
 - Won't be able to address all possible EDI considerations
 - Focus on relevance and feasibility – pick a few that can be implemented, measured, and reported on successfully

EDI Champion

- Some CIHR competitions require one
- Can be any of the Principal Applicants (including NPA), Co-Applicant, or Knowledge User
- Should have experience in fostering EDI in research and/or applied settings
- Within the team, the EDI Champion may:
 - Promote the value of EDI, especially with respect to the training environment
 - Guide and advise on incorporation of EDI practices, including development of EDI plan
 - Facilitate discussions about EDI, including historical context and new ideas
 - Provide and identify EDI resources for team members to make use of

CIHR sex and gender/EDI requirements

- Project Grant: sex and gender integration; nothing specific regarding EDI
- Other programs: varies

Non-Project Grant/trainee programs: deadline in 2023 (n=84)				
Section of application	Catalyst Grant (n=15)	Operating Grant (n=29)	Team Grant (n=20)	Other (n=20)
Champion (Sex and Gender/EDI)		8	10	3
Research Area	7	4	2	1
Research Design	4	5	2	7
Research Environment	2		3	
Research Approach	11	12	12	6
Impact of Research	2	1	2	4
Identify Participants	2			1
Proposed Trial (if used)		1		
Research Network		2		7
Research Team	11	25	18	16
Knowledge Mobilization/Translation	15	23	17	17
Use of Personal information	7	17	9	5
EDI Inclusion/Instruction Section	7	19	10	15
Team's Qualifications		8	7	4
Scientific Merit	1	3		1
Other Sections	7	19	15	15

Helpful resources - EDI

- [UofA EDI education and awareness](#)
- [EDI in Research: resources](#)
- [CIHR main EDI page](#)
- [CIHR EDI resources](#)
- [NFRF Best Practices in EDI in research practice and design](#)
 - [Accompanying NFRF presentation](#)
- [NSERC guide on integrating equity, diversity and inclusion considerations in research](#)
- [YouTube presentation: EDI Statements in Research Grant Applications – Dr. Lisa Willis \(UofA\)](#)
 - [Dr. Willis's InclusiveSTEM resources](#)

Future Resources

- Exemplar Bank
 - Authenticity Concerns
 - Rationale + good/bad example comparisons
- Checklist for Application
 - Highly specific
- Boot camp/write-in with advisors
 - Time commitment

Contact info:

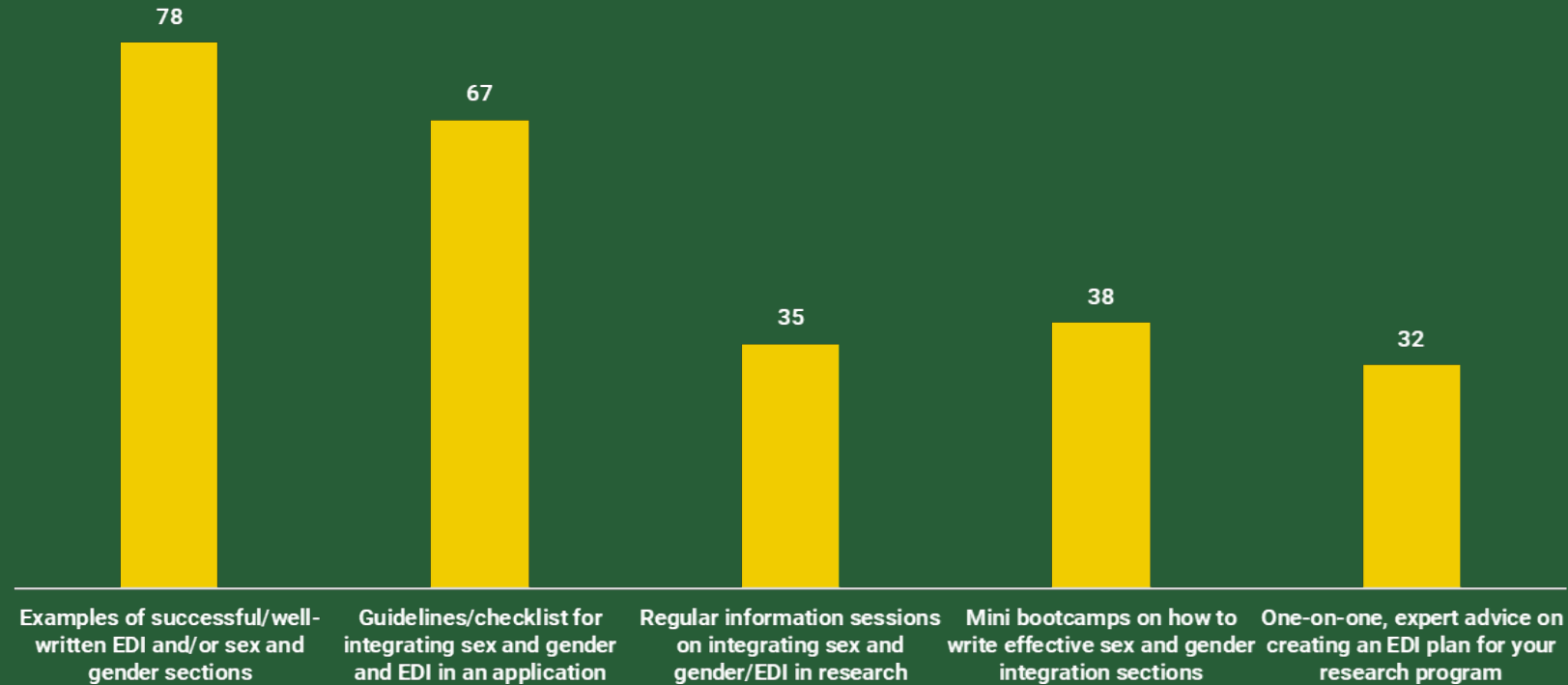
Alex Marshall

EDI Strategic Initiatives
Officer, College of Health
Sciences

Room: 3-411 ECHA

jam20@ualberta.ca

Registration survey responses (n=83)



- Our issue isn't creating an EDI plan for the research but for the research team
- How to address sex and gender for cultures/age groups (e.g., older adults) that are highly conservative
- Resources that I can share with other librarians if they are not able to attend a session