

Canada Research Continuity Emergency Fund Adjudication Equity, Diversity, and Inclusivity Strategy

Equity, diversity and inclusivity commitment

The University of Alberta envisions and cultivates a community where equity and diversity are fundamental to inclusive excellence in learning, teaching, research, service, and community engagement- -as stated in our [Equity, Diversity, and Inclusivity](#) (EDI) Strategic Plan and as pledged as [Dimensions](#) Charter signatories.

Governance and review committee

We convened a governance and review committee to decide how the Canada Research Continuity Emergency Fund (CRCEF) funds will be allocated and to adhere to the university's commitment to a diverse, inclusive community of students, faculty, and staff from Alberta, Canada, and the world. Committee members included representatives of equity seeking groups who are also equity experts and leaders in this field of research. All committee members also completed the [Tri-Council's Unconscious Bias Training Module](#) and the [Government of Canada's Introduction to Gender-Based Analysis +](#) course.

This committee was instrumental in developing the university's CRCEF EDI Adjudication Strategy which was used in Stage 1 and Stage 3 funding decisions.

CRCEF guideline implementation

Guideline	Committee implementation
<p>Address how to ensure that the decision-making values research that is non-traditional or unconventional, based in Indigenous ways of knowing, outside the mainstream of the discipline, or focused on issues of gender, race or minority status.</p>	<ul style="list-style-type: none"> ● Flag applications containing research consistent with these themes and ensure decision making process values this research. ● Actively work to limit negative impacts of unconscious bias and systemic barriers on decision making. ● Informed by GBA+ and Unconscious Bias Training.
<p>Document safeguards to ensure that decisions are not negatively affected by a researcher's inability to work during the pandemic due to child/family care or increased risk to COVID-19.</p> <p>Address how to limit the negative impact of unconscious bias and systemic barriers for both wage support and maintenance/ramp-up costs, including in cases where the need exceeds the funds provided.</p>	<ul style="list-style-type: none"> ● Applicant funding overview included information about bias, fairness and employment human rights laws. ● Application questions whether some personnel will be retained/rehired and others not so as to understand potential opportunities for bias, discrimination etc in processes. ● Application questions how unconscious bias and systemic barriers are being considered. ● Flag concerns to this end in review. ● Attestation provided by funding recipients.

Application review

In the application review, please consider the following CRCEF priorities:

Section 1 - CRCEF requirement: <i>Ensure that the decision-making values research that is non-traditional or unconventional, based in Indigenous ways of knowing, outside the mainstream of the discipline, or focused on issues of gender, race or minority status.</i>		
Yes, No, Unsure		Comments
	1. Is the research non-traditional or unconventional, or outside the mainstream of the discipline?	
	2. Is the research based in community-engaged scholarship?	
	3. Is the research focused on issues of equity-seeking groups, including women, members of visible minority groups, Indigenous peoples, persons with disabilities, and LGBTQ2S+ people?	
Section 2 - CRCEF requirement: <ul style="list-style-type: none"> - Address how to limit negative impact of unconscious bias and systemic barriers for wage support and maintenance/ramp-up costs, including in cases where the need exceeds the funds provided. - Document safeguards to ensure decisions are not negatively affected by a researcher's inability to work during the pandemic due to child/family care or increased risk of COVID-19 exposure. 		
Yes, No, Unsure		Comments
	1. Given the applicants' responses, do you anticipate a negative impact of unconscious bias and/or systemic barriers for wage support and/or maintenance/ramp-up costs?	
	2. Is there any concern about personnel being negatively affected by their inability to work during the pandemic due to child/family care or increased risk to COVID-19?	
	3. Is this application seeking to retain or re-hire only a portion of the previous personnel (versus all personnel)?	
	3a. If yes , does the application suggest the choice of who is retained/rehired is based on one of the human rights protected grounds , or for any reason other than their knowledge, skills, abilities, and job's core requirement to continue the research?	
<i>If yes to 1, 2, or 3a - a discussion with the Committee and, if deemed necessary, with the applicant should occur.</i>		

Signature

Date