



**Stem Cell
Network**

Powering
Regenerative
Medicine

**Réseau de
Cellules Souches**

Propulsons
la médecine
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EDI Resource for Research Applicants

This resource is intended to assist research applicants in completing the Equity, Diversity, and Inclusion (EDI) section of their research application, which requires an explanation of how an inclusive and diverse culture will be fostered and maintained within the research team, including any processes, activities or initiatives that will promote EDI.

Stem Cell Network's 2022 EDI Statement

The best science is inclusive science. The Stem Cell Network is committed to cultivating and preserving a culture of inclusion, diversity, equity and accessibility. We value the individual differences, lived experiences, expertise and knowledge of those in our community. We welcome the unique contributions of partners, employees and community members regardless of age, ancestry, culture, gender identity, physical ability, race, religion and sexual orientation. Together, we are powering regenerative medicine for the benefit of all.

WHAT IS EDI?

1. **Equity** is defined as the removal of systemic barriers and biases enabling all individuals to have equal opportunity to access and benefit from the program. To achieve this, all individuals who participate in the research ecosystem must understand the systemic barriers faced by individuals from underrepresented groups (e.g., women, persons with disabilities, Indigenous Peoples, racialized minorities, individuals from the LGBTQ2+ community) and put in place impactful measures to address these barriers.
2. **Diversity** is defined as differences in race, colour, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression and age. A diversity of perspectives and lived experiences is fundamental to achieving research and training excellence.
3. **Inclusion** is defined as the practice of ensuring that all individuals are valued and respected for their contributions and are equally supported. Ensuring all team



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members are integrated and supported is critical to achieving research and training excellence.

KEY THEMES TO ADDRESS IN YOUR EDI PLAN:

A) Who works, collaborates, and contributes to the research?

Increasing the participation of underrepresented groups among co-applicants, collaborators, and trainees will yield better research outcomes by drawing from a more extensive, representative, and diverse pool of Canadian talent. Diverse experiences and approaches to knowledge creation increase the spectrum of ideas and insights which broadens and improves creativity, productivity, engagement, and innovation. Providing personnel with information on the benefits of EDI in teams means they can be aware of and advance relevant practices.

B) The research environment

Equitable mentorship for all team members. It is key to actively consider the possibility that underlying barriers can create the appearance of aptitude or interest differences between members of a group that may be misinterpreted. Applicants should consider how best to promote and support a variety of forms of mentoring that recognizes these barriers.

Equitable and inclusive research and work environment. An equitable and transparent environment is one that ensures underrepresented scientists have confidence that they will be assessed and welcomed based on merit and excellence and not through a filter of active or unconscious bias. Being aware of unconscious biases and institutional practices that diminish underrepresented researchers' confidence in their chances of success is important. Consider whether your institution or department has an EDI policy and the different forms of support and accommodation required by team members to ensure equitable, inclusive, and accessible participation in the research environment, team meetings and events.



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C) Building and maintaining a high-performing, diverse team

Recruitment and retention. Consider whether your institution has existing EDI guidelines or policies related to the recruitment of a diverse pool of candidates. If not, ask selection committee members to complete EDI and bias training. Ensure your interview questions and assessment processes consider a broad range of contributions, achievements, and experiences. Promote decision-making by more than one person to ensure an open and transparent process. Implementing a comprehensive training plan for trainees increases the pool of diverse talent, at the same time increasing pathways for growth and the likelihood of retention.

Diversity and equity in networking and leadership training events. Networking and leadership training can integrate gender-inclusive language, unconscious bias training, GBA+ training and address institutional gender and diversity biases and practices that create or maintain barriers for underrepresented groups. A focus on practical tools and strategies for incorporating diversity and equity awareness into everyday work life helps to normalize a culture that is truly inclusive. The content should highlight the benefits of diversity in teams and can also be designed in collaboration with a diverse training team.

RELATED RESOURCES

- *Canadian Institutes of Health Research – [Equity, diversity and inclusion resources](#)*
- *National Sciences and Engineering Research Council of Canada – [NSERC guide on integrating equity, diversity and inclusion considerations in research](#)*
- *Social Sciences and Humanities Research Council – [Best Practices in Equity, Diversity, and Inclusion in Research](#)*
- *Video: [ACE EDI Event featuring Dr. Imogen Coe](#)*
- *The University of British Columbia: [Unconscious Bias in the Workplace](#)*