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EDI Plan: Resource for Research Applicants

INTRODUCTION

The purpose of this document is to support research applicants in preparing the Equity, Diversity, and Inclusion (EDI) section of their research proposals. In this section, applicants must:

1. Explain how an inclusive and diverse culture will be cultivated and maintained within the research team, including the processes, activities, or initiatives that will promote EDI principles.
2. Provide a high-level summary of how EDI has been embedded throughout the research proposal, addressing aspects such as team composition, EDI training, and scientific methodologies to ensure rigour and maximize the project's impact.

An excellent EDI plan should include details about the composition and functioning of the research team, such as how team members are recruited, trained, retained, and supported within an inclusive research environment. It should also offer an overview of how inclusive design principles (EDI) are integrated into the research program, including the consideration of demographic variables like sex, gender, ethnicity, or age.

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.

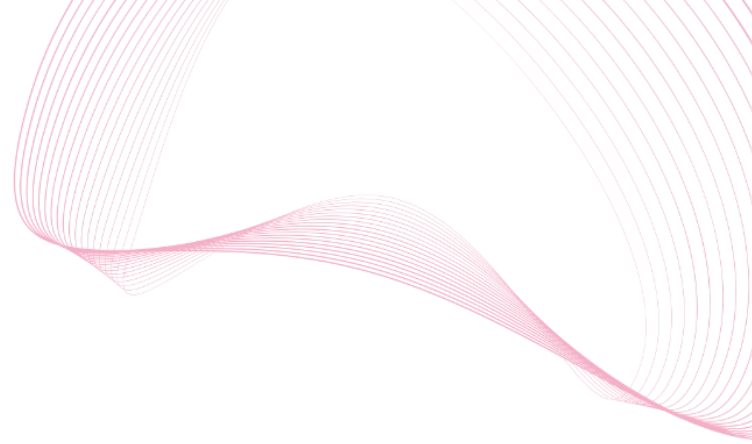


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WHAT IS EDI?

- **Equity:** The removal of systemic barriers and biases to ensure equal opportunity for all individuals. In research, all participants must be aware of the barriers faced by underrepresented groups (e.g., women, people with disabilities, Indigenous Peoples, racialized minorities, LGBTQ2+ individuals) and implement strategies to address them.
- **Diversity:** The presence of differences such as race, gender, religion, sexual orientation, age, and more. Diverse perspectives and experiences are essential to achieving excellence in research and training.
- **Inclusion:** The practice of ensuring all individuals are valued, respected, and supported in their contributions. Inclusion is critical to creating a productive and innovative research environment.

KEY THEMES TO ADDRESS (OR SUMMARIZE) IN YOUR EDI PLAN

1) Building and Maintaining a High-Performing, Diverse Team

Increasing the participation of underrepresented groups in your research team (e.g., co-applicants, collaborators, trainees) will enhance research outcomes by drawing from a broader talent pool. Diverse experiences and approaches to knowledge creation increase the spectrum of ideas and insights, which broadens and improves creativity, productivity, engagement, and innovation. In your EDI plan, explain how your team is recruited and supported, how barriers are removed for underrepresented groups, and how diverse perspectives are encouraged and integrated into your project.

Key points to include:

1.1) Recruitment



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Recruitment practices play a key role in building a diverse and inclusive research team. If applicable, describe your institution's EDI policies and procedures for recruiting diverse candidates. Examples include:

- EDI and bias training for selection committees.
- Evaluation processes that account for a broad range of contributions and achievements.
- Transparent decision-making involving multiple assessors.

1.2) Diversity and Equity in Networking and Leadership Training

Networking and leadership training should actively promote diversity and inclusion. Consider institutional gender and diversity biases and practices that create or maintain barriers for underrepresented groups, and describe how gender-inclusive language, unconscious bias training, and other strategies are integrated into the team and its training programs.

Key points to include:

- Unconscious bias and GBA+ training.
- Removing barriers to participation for underrepresented groups.
- Support mechanisms to ensure the inclusion of diverse voices in your research team.

1.3) Equitable Professional Development Support for Team Members

Professional development support is key to fostering a high-performing team. Your plan should outline strategies to provide equitable development opportunities, recognizing the diverse needs and barriers faced by team members.

Key points to include:



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- Tailored development approaches that consider individual needs.
- Promoting an inclusive culture where all team members feel supported.

Note: Some of these activities and strategies may be described in the “HQP Education Plan” section of the application. As such, simply provide a high-level summary.

2) Research Environment

Creating an equitable, transparent and inclusive research environment is crucial for ensuring that underrepresented scientists are assessed based on merit, and not through a filter of active or unconscious bias. This section should summarize your institution's EDI policies and any innovative approaches or strategies to foster inclusivity in team meetings, events, and day-to-day operations.

Key points to include:

- Transparency in decision-making processes.
- Active measures to raise awareness and reduce bias (e.g., EDI and bias training).
- Inclusive communication and collaboration practices in meetings.

Note: Simply stating adherence to institutional guidelines is insufficient; provide specific strategies tailored to your research team and project.

3) Inclusive Design Principles in Scientific Methodologies

Inclusive design is about ensuring that research methodologies consider demographic variables (e.g., sex, gender, ethnicity, age) to ensure rigour and maximize impact. Applicants should explain how they integrated inclusive design principles into their research design.

Note: Inclusive design principles may have been discussed in the “Research Rigor and Risk Mitigation Strategies” section of the application. If so, simply provide a high-level summary.

RELATED RESOURCES



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- *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](#)*
- *[Quebec Network Equity Diversity & Inclusion](#)*