

3. EQUITY, DIVERSITY, AND INCLUSION

Research demonstrates that achieving an equitable, diverse, and inclusive work environment leads to increased excellence, innovation, and impact. A diversity of experiences, perspectives and voices is fundamental to achieving excellent research.

3. a) Using the scale below and to the best of your knowledge, rate to what extent the chairholders at your institution currently consider equity, diversity and inclusion ([EDI in their research practice](#) (i.e., in ensuring diversity in the representation and management of their teams and a safe and inclusive environment for all members).

Not at all: No EDI practices are being implemented

To a small extent: On average, EDI best practices are minimally being taken into consideration in research practice

To a good extent: On average, EDI best practices are moderately being taken into consideration in research practice

To a great extent: On average, EDI best practices are significantly taken into consideration in research practice

Do not know: Difficult to assess

To what extent are chairholders at your institution currently taking EDI into consideration in their research practice?

To a great extent

3. b) What tools or resources do you consider necessary to further support chairholders in considering EDI in their research practice?

(Maximum 1000 characters)

Chairholders find the Tri-Agency guides and workshops, particularly for the NFRF applications, very useful in developing a comprehensive EDI plan. Continued refinement and updating of these tools will ensure the continued integration of EDI best practices in research activities.

3. c) To the best of your knowledge, to what extent are the chairholders at your institution currently considering [EDI in their research design](#) (i.e., in the methods, analysis and interpretation, and/or dissemination of research findings that promote rigorous research and consider identity factors; ensuring the results are impactful and relevant to the diverse Canadian population).

To what extent are chairholders at your institution currently taking EDI into consideration in their research design?

To a good extent

3. d) What tools or resources do you consider necessary to further support chairholders in considering EDI best practices in their research design?

(Maximum 1000 characters)

As above, further guiding documents and workshops would be useful.