

## WHAT IS EDI – AND WHY DOES IT MATTER IN RESEARCH AND INNOVATION?

### **EQUITY**

- the fair and respectful treatment of all people
- the reduction of disparities and barriers experienced by under-represented groups
- equity is the process; equality is the result

### **DIVERSITY**

- the demographic mix of the community, with a focus on the representation of equity-seeking groups

### **INCLUSION**

- the creation of an environment where everyone feels welcome, is treated with respect, and is able to fully participate

- An equitable, diverse, and inclusive research community attracts the largest and broadest pool of talent and allows all researchers to reach their full potential.
- Diverse experiences and approaches help broaden the spectrum of new questions, ideas, and insights.
- EDI is essential to supporting research that is excellent, innovative, significant, and socially relevant.

## Diversity and Inclusion in Research and Innovation — Resources and Links

**University of Toronto, Vice-President, Research and Innovation, Equity and Diversity in Research and Innovation Working Group Report**

<http://www.research.utoronto.ca/edri/>

**University of Toronto Institutional Strategic Research Plan, 2018–2023**

<http://www.research.utoronto.ca/isrp/>

**University of Toronto, Vice-Provost, Faculty and Academic Life, Unconscious Bias Education**

<http://www.faculty.utoronto.ca/resources/enhancing-diversity/unconscious-bias-education/>

**University of Toronto Governing Council, Statement on Equity, Diversity, and Excellence**

<http://www.governingcouncil.utoronto.ca/Assets/Governing+Council+Digital+Assets/Policies/PDF/ppdec142006.pdf>

**University of Toronto’s Canada Research Chairs Equity, Diversity and Inclusion Action Plan**

<http://www.research.utoronto.ca/crc/ediap/>

**Guide to the Administration of Canada Research Chairs at the University of Toronto**

<http://www.research.utoronto.ca/crc/administration/>

**Canada Research Chairs, Equity, Diversity and Inclusion Requirements and Practices**

<http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>

**Canada Research Chairs/Tri-Agency Unconscious Bias Training Module**

<http://www.chairs-chaires.gc.ca/program-programme/equity-equite/bias/module-eng.aspx?pedisable=false>

**Natural Sciences and Engineering Research Council, Guide for Applicants: Considering equity, diversity and inclusion in your application**

[http://www.nserc-crsng.gc.ca/doc/EDI/Guide\\_for\\_Applicants\\_EN.pdf](http://www.nserc-crsng.gc.ca/doc/EDI/Guide_for_Applicants_EN.pdf)

**Made-in-Canada Athena SWAN Draft Charter**

[http://nserc-crsng.gc.ca/doc/AthenaSwan/AthenaSWANDraftCharter\\_e.pdf](http://nserc-crsng.gc.ca/doc/AthenaSwan/AthenaSWANDraftCharter_e.pdf)

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