What is EDI and Why Does It Matter to Research and Innovation?

Andrea Gill
Research Equity and Diversity Strategist

Emi Yano
Research Administration Training Specialist

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Agenda

- Overview and context

- Interactive activity

- Bias in recruitment and peer review

- Initiatives to promote equity, diversity, and inclusion

  ➢ VPRI initiatives

  ➢ Federal sponsor requirements and initiatives

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Overview and Context

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What is "EDI"?

Equity: the fair and respectful treatment of all people; reduction of disparities and barriers faced by under-represented groups

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 and is able to fully participate

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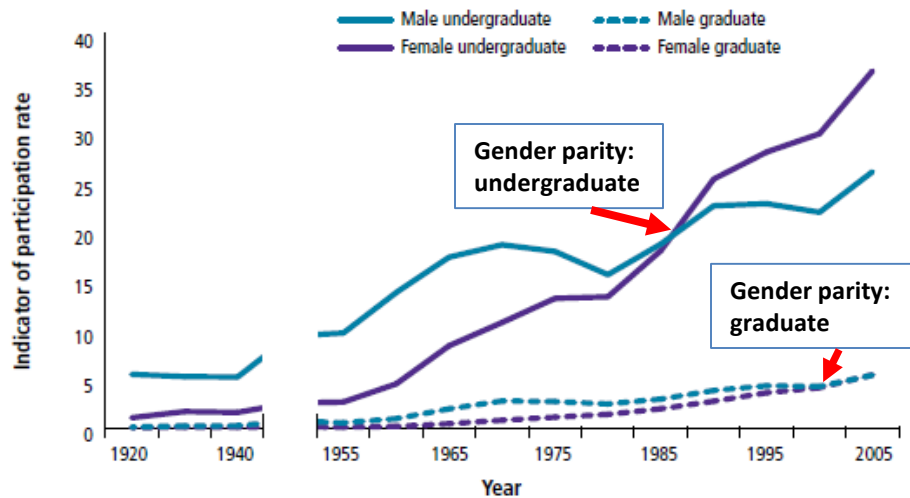
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Equity versus equality

- Equity is the *process*; equality is the result
- Treating everyone the same may produce inequality
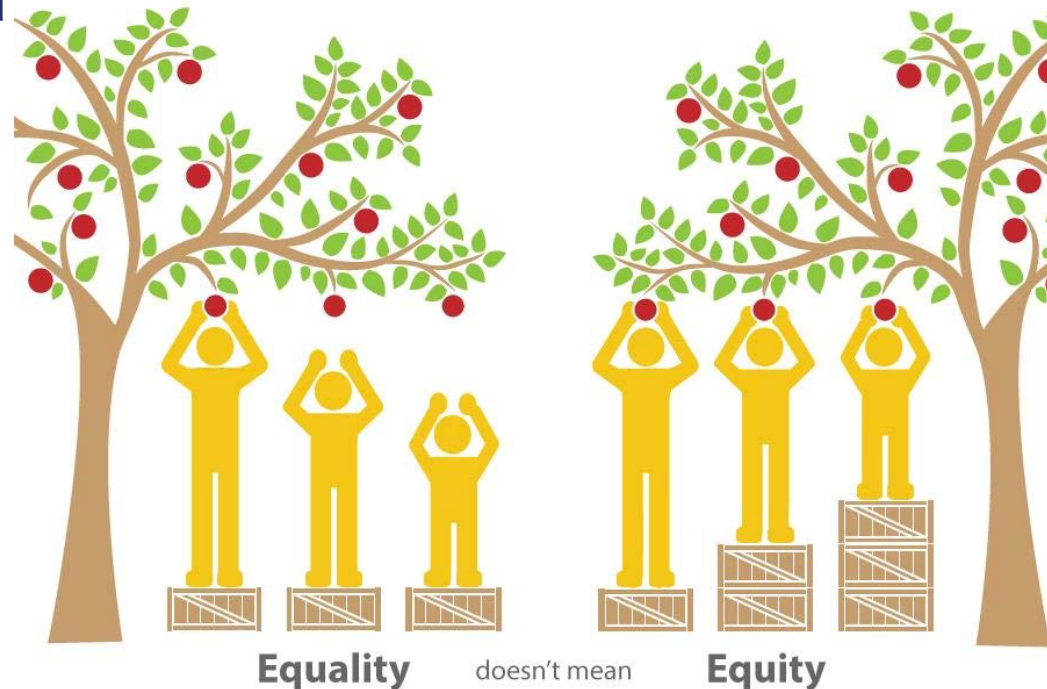
Why does EDI matter for research?

- Equity, diversity, and inclusion lead to better research
  - ➢ Attract the largest possible pool of researchers
  - ➢ Allow scholars and the institution to reach full potential
  - ➢ Result in research that is stronger, more relevant and applicable

- U of T's public mission as a world-leading institution
  - ➢ *Statement on Equity, Diversity and Excellence*

- New and emerging federal requirements (CRC, Tri-Agency, CERC)

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Context and data

University enrolment in Canada since the 1920s

Source: Council of Canadian Academies,
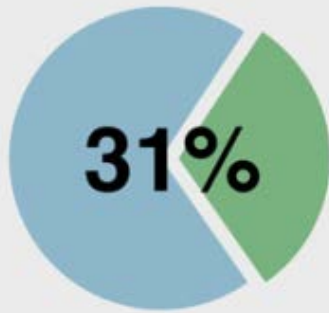*Strengthening Canada's Research Capacity: The
Gender Dimension* (2012)

➢ Under-representation is relative to participation in higher education
➢ Myth of the "pipeline problem"
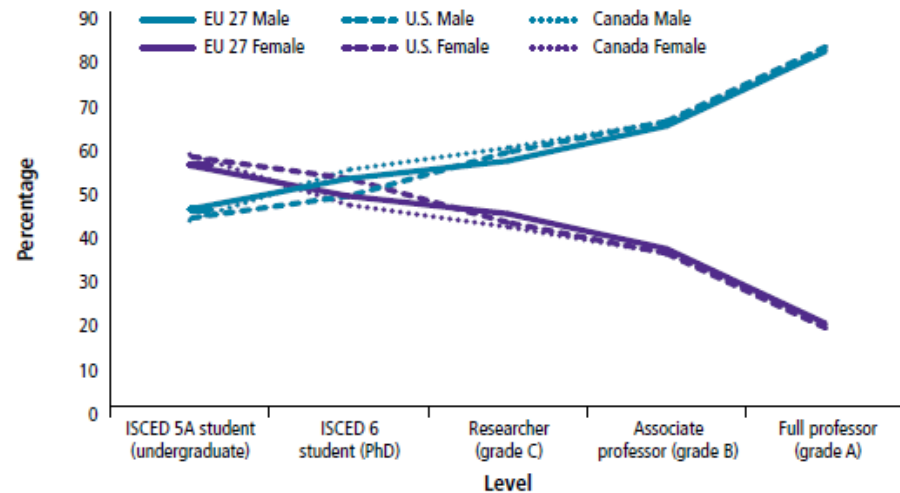
Gender representation: EU, US, and Canada, 2007

Context and data

Visible Minority Ph.D. Holders

31%

Visible Minority Professors

21%
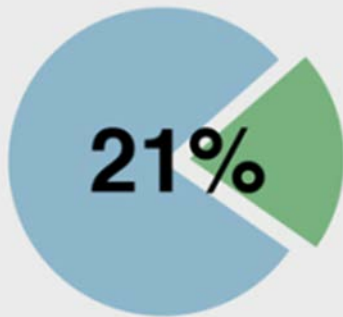
Visible Minority Representation - University Professors

White (77.4%)

South Asian (5.3%)
Chinese (4.3%)
Black (3.1%)
Filipino (2.6%)
Latin American (1.4%)
Indigenous (1.4%)
Other (4.5%)
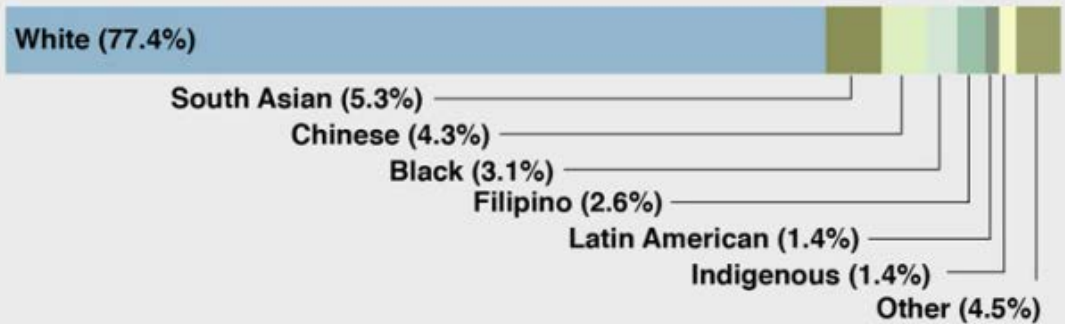
Source: Academic Women's Association, University of Alberta, *Equity at Canadian Universities: National, Disaggregated and Intersectional Data* (2018)

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Context and data

CIHR Competition Success Rates: Foundation Grant

Source: www.cihr-irsc.gc.ca

CIHR Average Grant Funds: Foundation

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Context

An inclusive environment affects researcher experience

➢ Impact on retention

➢ Opportunities for collaboration and funding

➢ Opportunities for leadership/senior positions

➢ Mentoring and service burdens

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Context

Inequities in research design

- Sex and gender disparities in health research
  - ➢ Heart disease is the leading cause of premature death for women, but 2/3 of heart disease research focuses on men
  - ➢ Intersectional identities
- Research involving First Nations, Inuit, and Métis Peoples
  - ➢ Need for consent, reciprocity, and respect

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The Fun Activity!

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- Partners

- 30 seconds per slide

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DEMONSTRATION
Say the **COLOUR** of the word. (Do not read the word)

QWERTY   UIOP   ASDF   JKL;   ZXCV

BNM<   1234   5678   2+2   ^&*(

1a) Say the **COLOUR** of the word. (Do not read the word)

Orange   Blue   Green   Blue   **Black**

Green   **Yellow**   **Orange**   **Black**   **Pink**

Pink   **Yellow**   **Green**   **Brown**   **Red**

Red   **Green**   **Blue**   **Yellow**   **Pink**

Brown   **Red**   **Blue**   **Yellow**   **Green**

1b) Say the **COLOUR** of the word. (Do not read the word.)

Grass	Pumpkin	Sky	Night	Flamingo
Dirt	Sky	Stoplight	Sunshine	Grass
Flamingo	Sunshine	Night	Pumpkin	Stoplight
Pumpkin	Sky	Flamingo	Sky	Night
Dirt	Stoplight	Grass	Sunshine	Dirt

1c) Say the **COLOUR** of the word. (Do not read the word.)

Red   Green   Blue   Yellow   Pink

Orange   Blue   Green   Blue   Black

Pink   Yellow   Green   Brown   Red

Brown   Red   Blue   Yellow   Green

Green   Yellow   Orange   Blue   Black

2a) Say the **COLOUR** of the word. (Do not read the word)

Red   Green   Blue   Yellow   Pink

Orange   Blue   Green   Blue   Black

Green   Yellow   Orange   Black   Pink

Brown   Red   Blue   Yellow   Green

Pink   Yellow   Green   Brown   Red

2b) Say the **COLOUR** of the word. (Do not read the word.)

Dirt   Sky   Stoplight   Sunshine   Grass

Flamingo   Sunshine   Night   Pumpkin   Stoplight

Grass   Pumpkin   Sky   Night   Flamingo

Dirt   Stoplight   Grass   Sunshine   Dirt

Pumpkin   Sky   Grass   Sky   Night

2c) Say the **COLOUR** of the word. (Do not read the word.)

Orange   Blue   Green   Blue   Black

Red   Green   Blue   Yellow   Pink

Brown   Red   Blue   Yellow   Green

Green   Yellow   Orange   Blue   Black

Pink   Yellow   Green   Brown   Red

Calculate # of correct responses per slide

1) Which slide had the most correct responses? Which slide had the fewest?

2) For the slide with the most errors, why do you think you made these errors?

Unconscious Bias

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Unconscious bias

- Influence of unconscious or implicit assumptions
- "Shortcuts" in our thinking that rely on previous experiences or perceived patterns
- Can also rely on social stereotypes and assumptions about people
- Biases may be positive or negative

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Unconscious bias

- Can affect judgements and assessments of individuals' skills and abilities

  ➢ Unconscious assumptions based on race, gender, age, sexuality, disability, etc.

- Effects of unconscious bias have been demonstrated in numerous research studies

  ➢ Most people exhibit some level of bias

  ➢ Can be biased against members of our own group

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Unconscious bias in action

- Implicit bias in recruitment or peer review
  - Responses for "Emily and Greg" vs. "Lakisha and Jamal"
  - Gendered differences in evaluation of CVs
  - "But will her husband move?"
  - "Let's talk about some of the intangible factors he brings."
  - "This candidate is just a better fit."
- Gender bias in letters of reference
  - Letters for women tend to be shorter, contain gendered language, and include "doubt-raisers"

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Unconscious bias in action

- Bias in peer review regarding career interruptions

  ➤ Maternity/parental leave, caregiving leave, medical leave, and other career interruptions can all affect research productivity

- Narrow definitions of "excellence" and "quality"

  ➤ Need to consider emerging disciplines or methodologies, Indigenous ways of knowing, community-engaged research, and less established publication venues

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Effects of unconscious bias

- Biases can compound to produce significant downstream effects

Changes in gender ratio when there is a 5% bias in favour of men
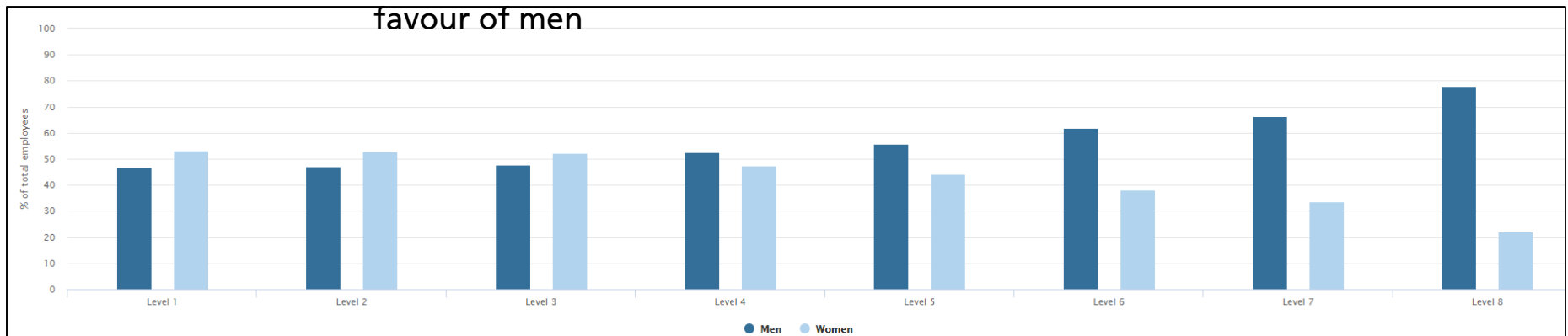
Source: doesgenderbiasmatter.com

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Mitigating unconscious bias

- Unconscious bias training and education
  - ➢ Canada Research Chairs/Tri-Agency online module
- Recognize biases and work to reduce their impact
- Use of clear and consistent criteria
- Allows reviewers, hiring committees, etc., to focus on the quality and excellence of the candidate
- As part of a diverse and inclusive environment

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Initiatives to Promote EDI in Research and Innovation

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VPRI Initiatives

- Integrate EDI into research and innovation practices and processes

- Institutional Strategic Research Plan, 2018–2023

  ➢ Strategic Objective: "Advance Equity, Diversity, and Inclusion Across Research and Innovation"

- Equity and Diversity in Research and Innovation Working Group

 ➢ Advise on EDI across U of T's research and innovation ecosystem

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VPRI Initiatives

- May 2018: Working Group report and 49 recommendations

  ➢ Standing Committee on EDI in research and innovation

  ➢ EDI resources for administrators, staff, adjudicators

  ➢ Training for VPRI staff (unconscious bias training)

  ➢ EDI integrated into internal programs and awards (e.g., Connaught Fund)

  ➢ Promoting community partnerships in research

  ➢ Other initiatives in development

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Canada Research Chairs Program

- Human rights challenge in 2003 (gender discrimination)

- Canadian Human Rights Tribunal settlement in 2006

- Nomination processes must be fair and transparent

- CRC created targets for four designated groups (FDGs)

  ➢ Women

  ➢ Visible minorities

  ➢ Aboriginal peoples

  ➢ Persons with a disability
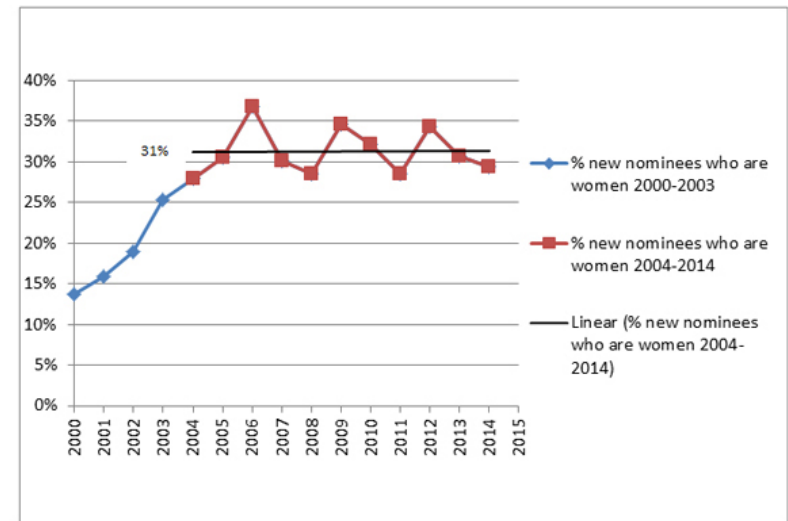
Source: CRC Program Statistics

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Canada Research Chairs Program

- 2015 program review: institutions not meeting targets

- Institutional EDI Action Plans: December 2017

- <u>Must</u> meet equity targets by December 2019

- New requirements for nomination processes (September 2018)

  ➢ New steps to promote equity

  ➢ Increased transparency and accountability

  ➢ Monitoring by the CRC Program (48 months following the nomination date)

Canada Research Chairs Program

- Special call for CRCs at U of T (launched October 2018)
    - Current faculty members/recent hires who self-identify as members of one or more FDGs
    - To meet/exceed our targets and nominate outstanding researchers
    - Very positive response to this call

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Tri-Agencies

- 2018: self-identification form for all program applicants
  - Need for better equity data to address barriers to participation
  - Naylor Report recommendation
- Equity frameworks
  - NSERC Framework on EDI
  - CIHR Gender Equity Framework (other areas in progress)

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Tri-Agencies

- EDI requirements within some grant applications
  - ➢ Equity/diversity in research design
  - ➢ Diversity in team composition
  - ➢ e.g., New Frontiers Research Fund – Exploration
- Guidelines for researchers/reviewers
  - ➢ NSERC, *Guide for Applicants: Considering EDI in Your Application*
  - ➢ CIHR, *How to Integrate Sex and Gender into Research*

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Athena SWAN

- UK initiative focused on women in STEM
- Institutions sign on to charter of principles
- Awards recognize commitment to EDI
- Minister Kirsty Duncan: made-in-Canada version of Athena SWAN
  - ➢ Draft Charter announced February 2019
  - ➢ All disciplines and fields of study (beyond STEM)
  - ➢ Women, visible minorities, Aboriginal Peoples, persons with disabilities, LBTQ2 community

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Questions?

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