2024 NFRF Exploration Equity, Diversity and Inclusion in Research Practice: Considerations for Full Application

NOTE: Any full applications that do not meet the program's eligibility requirements and application guidelines will be withdrawn from the competition.

EDI in Research Practice (EDI-RP) Considerations for the Full Application

To meet the NFRF program's expectations for equity, diversity and inclusion in research practice (EDI in research practice), projects must pass each of the following elements outlined in the Merit Indicators for the Review Process

	Pass ✔	Fail ✘
Analysis of context	Shows understanding of EDI in research practice considerations / systemic barriers in the context of the research team. Provides a clear explanation of the team's specific challenges/opportunities related to EDI in research practice. Cites concrete and specific examples in the analysis. Demonstrates a strong commitment to EDI in research practice overall.	Fails to demonstrate an understanding of EDI in research practice considerations / systemic barriers in the context of the research team. Analysis of context is generic and/or does not point to one or more systemic barriers. Evidence of commitment to EDI in research practice overall is lacking.
Concrete practice for each area	Lists at least one concrete practice that targets the specific context listed for each area.	Fails to list a concrete practice for one or more of the areas, or the concrete practices listed are not related to the context that was described. Challenges are not discussed.
Implementation	Provides a description of how the concrete practice has been or will be realistically implemented. Considers implementation challenges.	Provides no or an unclear description of how the concrete practice will be implemented. The implementation plan is unrealistic.
Impact	Explains how the concrete practice will impact EDI and how it will be measured.	Gives no indication of how the impact will be measured. Fails to explain the anticipated impact of the concrete practice on EDI or how it will be measured.

The [Best Practices in Equity, Diversity and Inclusion in Research](#) has specific guidance regarding EDI-RP considerations specific for the NFRF Exploration competition.

The NFRF program's EDI in research practice requirements are assessed under two criteria:

1) Research team and the research environment, including: a) team composition and recruitment processes; b) training and development opportunities, and; c) inclusion

2) Feasibility considers the research plan, including: Indigenous research and gender-based analysis plus (GBA+).

For each area, teams must identify a **minimum of one concrete practice** they will put in place to address **identified systemic barriers**.

Criteria #1: Research Team and Research Environment

Applicants are required to consider the type of research environment they will establish, as research leaders who are responsible for leading, training and mentoring their team members, according to:

(A) Team composition and recruitment processes;

You must consider EDI promising practices when planning the team's composition so start early! When recruiting and selecting new members of the research team, NPI's are expected to ensure they are encouraging a diverse applicant pool and not disadvantaging candidates from underrepresented groups, including women, Indigenous peoples, persons with disabilities and racialized minorities. Applicants must identify a minimum of one concrete practice that will be implemented to ensure that EDI is being intentionally and proactively considered in composing the team and recruiting team members. It is not sufficient to say that the team is already complete and/or diverse.

(B) Training and development opportunities; and,

Describe what promising practices will be taken to ensure that training and development opportunities are equitably provided to all members of the team. Team members should also be trained in EDI principles. Applicants must provide a minimum of one concrete practice that will be employed to ensure that EDI is intentionally and proactively considered in the training and development opportunities within the team.

(C) Inclusion

Applicants must indicate how they will implement promising practices toward ensuring all team members, in particular individuals who are from underrepresented groups, are fully integrated and supported in the research team. Applicants must provide a minimum of one concrete practice that will be employed to ensure EDI is intentionally and proactively considered to support the inclusion of all team members.

Criteria #2: Feasibility - Design of the Research Project (formerly GBA+ in previous Exploration competitions)

EDI-RP involves designing research so that it takes EDI into account, through approaches such as intersectionality, gender-based analysis plus (GBA+), antiracist approaches and disaggregated data collection. GBA+ is the process by which we ensure EDI principles are applied to research design, methods, analysis and interpretation, and/or dissemination. Analysis should include consideration of diversity and identity factors such as age, culture, disability, education, ethnicity, gender expression and gender identity, immigration and newcomer status, Indigenous identity, language, neurodiversity, parental status/responsibility, place of origin, religion, race, sexual orientation, and socio-economic status, and how they may influence the outcomes of the research.

Indicate whether GBA+ or sex and gender-based analysis (SGBA) are appropriate considerations for the project, and whether they have been integrated into the proposed research. If the team believes no aspect of

the research may benefit from GBA+/SGBA, provide a rationale for this. These fields must be completed before your application can be submitted.

Resources: [Impacts of integrating sex and gender in research](#), [Status of Women Canada online GBA+ module](#), [Tri-Agency bias in peer review module](#).

Indigenous Research
Assessed under the Feasibility criterion. Indigenous research is research in any field or discipline that is conducted by, grounded in or engaged with First Nations, Inuit, Métis or other Indigenous nations, communities, societies or individuals, and their wisdom, cultures, experiences or knowledge systems, as expressed in their dynamic forms, past and present. All research involving Indigenous Peoples must be undertaken in accordance with the second edition of the [Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans](#), and, in particular, Chapter 9: Research Involving the First Nations, Inuit and Métis Peoples of Canada. It is fundamental that protocols and Indigenous traditions are respected when conducting research by and with Indigenous Peoples and communities.

Additional EDI Highlights from Application Guidelines:

- Do not include any identifying information about the team in the gender-based analysis plus (GBA+), research proposal and budget justification sections.
- You may include your own articles in the literature references attachment if using non-identifying statements.
- You can include information about yourself, your lab group and institution, and your team members, their lab groups and institutions in the biographical information about the team.
- You may include team member self-identity information in the biographical information only with their consent. Otherwise, self-identification information about any team member should not appear anywhere in the application.
- You may include information that reveals team members' affiliations, including departments, lab groups, etc. in the EDI-RP section but keep in mind the evaluation focuses on the team's commitment to EDI, not on its EDI profile.

For more information or questions relating to the NFRF Exploration Program, please contact researchoffice@uwo.ca