

EDI Statements: A few tips*

- *DON'T* write that your EDI plan is to just keep doing what you're doing since you have some racialized/female individuals in your lab already, list a tally, and then stop.
- *DON'T* discuss how you have taken the university's online or in-person workshop and understand the issues. And then stop.
- DO situate your context by describing the challenges facing recruitment and training of under-represented HQP with specific examples related to your geographical area, or things like remote access.
- DO describe *examples of challenges* for EDI to your field of study. Even if you feel you don't participate in generating these barriers, you still need to demonstrate that you recognize them.
- DO describe *specific examples* of how you will implement recruitment and retention of individuals who may not be the 'typical' hqp in your lab, school, field.
- DO remember "the grid" we're tied to: *DESCRIBE* challenges, *SPECIFY* actions
- (More minor: Don't confuse sex and gender. Hurts your credibility right there. 😊)

*BASED ON THINGS I'VE ACTUALLY READ AS A PANEL REVIEWER