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