NSERC CRSNG

Women in Cognitive Science Canada Panel at CSBBCS 2021

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Background to the EDI requirement

Tri-agency Equity, Diversity and Inclusion (EDI) Action Plan

- A 7-year plan to help drive cultural and systemic change in the Canadian research ecosystem

- Two main objectives:

  - Fair access to tri-agency research support

  - Equitable participation in the research system

- Developed under the strategic oversight of the Canada Research Coordinating Committee (CRCC)

https://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/Action-Plan_Plan-dAction_eng.asp

Background to the EDI requirement

Collection of Self-Identification Data

Why is self-identification data collection important?

- Driven by the Government of Canada's commitment to equity, diversity and inclusion (EDI) in the federal research enterprise.
- Also guided by:
  - Canada Research Coordinating Committee's work plan includes "removing barriers faced by under-represented groups to ensure equitable access across the granting agencies and establish Canada as a world leader in equity, diversity and inclusion in research";
  - Budget 2018 which requires the granting agencies "to publish an annual report for Canadians on progress in addressing challenges in the research system, including equity and diversity, and support for researchers at various career stages"; and
  - Canada's Fundamental Science Review's recommendation that federal funding agencies "should collaborate to improve data collection and analysis".

Tri-agency Self-Identification Questionnaires

Tri-agency questions (2018 Questionnaire):

- Age
- Gender
- Indigenous Identity
- Person with a disability
- Visible Minority

Updated Questionnaire (to be implemented: summer 2021)

- Age
- Gender (updated to include more gender options)
- Sexual orientation (new question)
- Indigenous Identity
- Person with a disability (updated to also ask about type(s) of disability)
- Visible minorities (updated to include "white" as a response option)
- Languages (new question)

Integrating EDI considerations into the application

Discovery Grants

- **Excellence of the Researcher**
  - Applicants are asked to describe *past contributions* to the promotion of equity, diversity and inclusion in the research enterprise
- **Merit of the Proposal**
  - Applicants are expected to describe consideration of sex, gender and diversity in the research design (*if applicable to the field of research*)
- **Contributions to the Training of HQP**
  - Applicants are required to describe EDI considerations in their future approaches to recruitment, training and mentoring
  - Applicants are asked to describe specific actions implemented in support of EDI in their *past training* of HQP

Useful Contacts

NSERC **Equity, diversity and inclusion**	nseequity-equitesng@nserc-crsng.gc.ca
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Internal Information	Your university Research Grants Office (RGO)
On-line Services Helpdesk	webapp@nserc-crsng.gc.ca

Not sure who to contact for which program? Check out our contact list