



# Faculty of Education Queen's University EDI in Research Resources

Guidelines at Major  
Funding Agencies

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# Why this Guide?

This resource guide offers a list of Equity, Diversity, and Inclusion (EDI)[1] resources for researchers in the Faculty of Education.

These resources are designed to assist researchers in integrating EDI principles into their work, promoting inclusive practices, and tackling systemic barriers within the research ecosystem.

# EDI guidelines at Major Funding Agencies

## Natural Sciences and Engineering Research Council of Canada (NSERC)

### **NSERC guide on integrating equity, diversity and inclusion considerations in research**

The [NSERC Guide on Integrating Equity, Diversity, and Inclusion \(EDI\) Considerations in Research](#) [2] provides researchers with a framework for embedding EDI principles throughout the research process. It outlines strategies for incorporating diverse perspectives, fostering inclusive research environments, and mitigating biases in research design, methodology, and team composition. The guide also highlights best practices for ensuring equitable participation in research, promoting accessibility, and addressing systemic barriers faced by underrepresented groups. By following this guide, researchers can enhance the quality, relevance, and impact of their work while aligning with NSERC's commitment to advancing equity, diversity, and inclusion in the Canadian research ecosystem.

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## Social Sciences and Humanities Research Council (SSHRC)

### **Best Practices in Equity, Diversity and Inclusion (EDI) in Research**

The [Social Sciences and Humanities Research Council \(SSHRC\) Best Practices in Equity, Diversity, and Inclusion \(EDI\) in Research](#) [3] guide provides researchers with key principles and actionable strategies for integrating EDI considerations into their research projects. It emphasizes the importance of inclusive research design, equitable team composition, and the recognition of diverse perspectives in knowledge production. The guide also outlines ways to address systemic barriers and create research environments that foster participation from underrepresented groups. By following these best practices, researchers can enhance the social impact, innovation, and ethical rigor of their work while aligning with SSHRC's commitment to advancing EDI in Canadian research.

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## Social Sciences and Humanities Research Council (SSHRC)

### Guide to Addressing EDI Considerations in Partnership Grants

The [Social Sciences and Humanities Research Council \(SSHRC\) Guide to Addressing EDI Considerations in Partnership Grants](#) [4] provides detailed guidance on integrating equity, diversity, and inclusion (EDI) principles into partnership research projects. It outlines best practices for fostering inclusive collaboration, ensuring equitable access to research opportunities, and addressing systemic barriers within research teams and partnerships. The guide highlights strategies for recruiting diverse participants, embedding EDI in project design, and creating an inclusive research environment. By following this guide, applicants can enhance the impact and reach of their research while aligning with SSHRC's commitment to advancing EDI in academic and community-based research partnerships.

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## Canadian Institutes of Health Research (CIHR)

### Multiple resources for addressing systemic racism, ableism and sex and gender in research

The Canadian Institutes of Health Research (CIHR) EDI Resources provide comprehensive tools and guidelines to support the integration of equity, diversity, and inclusion (EDI) in health research. These resources offer best practices for designing inclusive research projects, fostering diverse research teams, and addressing systemic barriers in health research funding and implementation. CIHR's EDI framework emphasizes the importance of intersectionality, accessibility, and equitable knowledge translation to improve health outcomes for underrepresented and marginalized communities. Researchers can use these resources to enhance the quality, relevance, and societal impact of their work while aligning with CIHR's commitment to inclusive excellence in health research.

EDI Resources:

- [Addressing systemic racism in Canada's health research funding system](#) [5]
  - [Sex and Gender in Health Research](#) [6]
  - [Improving accessibility and eliminating systemic ableism in Canada's health research funding system](#) [7]
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## New Frontiers in Research Fund (NFRF)

### Best Practices in Equity, Diversity and Inclusion

This guide helps [support NFRF applicants and reviewers \[8\]](#), and the research community, in achieving greater equity, diversity and inclusion (EDI) in their research.

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## Tri-Council Policy Statement

### Ethical Conduct for Research Involving Humans – TCPS 2 (2022)

The [Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans \(TCPS 2\)](#) [9] is a comprehensive guideline established by Canada's three federal research agencies:

- Canadian Institutes of Health Research (CIHR)
- Natural Sciences and Engineering Research Council of Canada (NSERC)
- Social Sciences and Humanities Research Council of Canada (SSHRC)

This policy outlines the ethical standards and procedures for conducting research involving human participants in Canada.

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## Panel on Research Ethics

### Online introductory tutorial tool

The [TCPS 2: CORE-2022 \(Course on Research Ethics\)](#) [10] is an online tutorial designed to introduce researchers, Research Ethics Board (REB) members, and administrators to the principles and guidelines outlined in the Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans (TCPS 2). This self-paced course focuses on ethics guidance applicable to all research involving human participants, regardless of discipline or methodology.

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## Canada Research Chairs

### A Best Practices Guide for Recruitment, Hiring and Retention

The [TCPS 2: CORE-2022 \(Course on Research Ethics\)](#) [11] is an online tutorial designed to introduce researchers, Research Ethics Board (REB) members, and administrators to the principles and guidelines outlined in the Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans (TCPS 2). This self-paced course focuses on ethics guidance applicable to all research involving human participants, regardless of discipline or methodology.

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## Canada Research Chairs

### Equity, Diversity and Inclusion Requirements and Practices

The Canada Research Chairs Program (CRCP) [12] emphasizes equity, diversity, and inclusion (EDI) as core principles essential to fostering research excellence.

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## Canada Research Chairs (CRC/Tri-Agencies)

### Unconscious Bias Training Module

This interactive module is designed to promote an understanding of unconscious bias [13] and how it can affect the peer review process. It will also provide strategies for mitigating bias during the review process.

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## Social Sciences & Humanities Research Council (SSHRC)

### Guidelines for the Merit Review of Indigenous Research

SSHRC has developed these guidelines [14] to ensure that the merit review of Indigenous research upholds SSHRC's principles for merit review. These guidelines are intended to supplement the SSHRC Manual for Adjudication Committee Members, but might also be used by applicants, external reviewers and the postsecondary institutions and partnering organizations that support Indigenous research.

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## Tri-Agency EDI Action Plan for 2018–2025

### EDI Action Plan

The Tri-Agency Equity, Diversity, and Inclusion (EDI) Action Plan (2018–2025) [15], coordinated by the Canada Research Coordinating Committee (CRCC) is a collaborative effort by Canada's three primary research funding agencies—CIHR, NSERC, and SSHRC—aimed at promoting fairness, diversity, and inclusion within Canada's research system.

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# Institutional EDI in Research Resources

## Queen's University

Equity, Diversity, and Inclusion (EDI) in Research: Resources at Queen's University. Queen's University is committed to advancing Equity, Diversity, and Inclusion (EDI) in research practices. The following is a compilation of EDI-related resources available to researchers at Queen's University to support the integration of EDI principles into their work.

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### Equity, Diversity, and Inclusion in Research Modules

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| <b>Queen's VPRO Training Modules.</b> | Developed by the Vice-Principal (Research), Human Rights and Equity Office, and Viswali Consulting, these <a href="#">modules</a> [16] include topics such as: <ul style="list-style-type: none"><li>- Introduction to EDI in Research Design</li><li>- Developing Inclusive Research Teams</li><li>- Embedding EDI in Knowledge Mobilization and Data Management</li></ul> |
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### Vice-Principal Research Portfolio EDII Wise Practices in Research

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|-----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Practical Resources and Training</b> | <a href="#">EDII Wise Practices in Research at Queen's University</a> [17] provides practical resources, guidance, and training to help researchers incorporate equity, diversity, inclusion, and Indigenization (EDII) into their research activities. |
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### DEAP Tool for Researchers

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| <b>Tools for Lab and Research Groups</b> | The <a href="#">DEAP Tool</a> [18]for Researchers was co-developed by the Human Rights and Equity Office at Queen's University and the McDonald Institute for faculty and research scientists to expand capacity for Equity, Diversity, Inclusion, and Indigenization in their lab or research group setting. |
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## Indigenous Community Research Partnerships (ICRP)

### Online Open Education Resource

The Indigenous Community Research Partnerships (ICRP) [19] is an online open education training resource designed to assist researchers new to working with Inuit, Métis, and First Nations communities. Developed by Queen's University, ICRP aims to operationalize regulatory policy requirements, ensure equitable inclusion of Indigenous and Western-oriented knowledge, and promote respectful research partnerships.

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## EDI Considerations for NSERC Discovery Grants

### Assistance in Incorporating EDI into Proposals

Queen's University Research Services provides comprehensive guidance [20] to assist applicants in effectively incorporating these elements into their proposals.

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- [1] At Queen's University, the term "Inclusion, Equity, Diversity, Indigeneity, Accessibility, and Anti-Racism" (I-EDIAA) is used to reflect a broader commitment to these principles in research, policy, and institutional practices.
- [2] URL: [https://www.nserc-crsng.gc.ca/NSERC-CRSNG/Policies-Politiques/EDI\\_guidance-Conseils\\_EDI\\_eng.asp](https://www.nserc-crsng.gc.ca/NSERC-CRSNG/Policies-Politiques/EDI_guidance-Conseils_EDI_eng.asp)
- [3] URL: <https://sshrc-crsh.canada.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>
- [4] URL: <https://sshrc-crsh.canada.ca/en/funding/policies-regulations-and-guidelines/guide-addressing-equity-diversity-and-inclusion-considerations-partnership-grant-applications.aspx>
- [5] URL: <https://cihr-irsc.gc.ca/e/52547.html>
- [6] URL: <https://cihr-irsc.gc.ca/e/50833.html>
- [7] URL: <https://cihr-irsc.gc.ca/e/52840.html>
- [8] URL: <https://sshrc-crsh.canada.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>
- [9] URL: [https://ethics.gc.ca/eng/policy-politique\\_tcps2-eptc2\\_2022.html](https://ethics.gc.ca/eng/policy-politique_tcps2-eptc2_2022.html)
- [10] URL: <https://tcps2core.ca/welcome>
- [11] URL: [https://www.chairs-chaires.gc.ca/program-programme/equity-equite/best\\_practices-pratiques\\_exemplaires-eng](https://www.chairs-chaires.gc.ca/program-programme/equity-equite/best_practices-pratiques_exemplaires-eng)
- [12] URL: <https://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>
- [13] URL: <https://www.chairs-chaires.gc.ca/program-programme/equity-equite/bias/en/>
- [14] URL: <https://sshrc-crsh.canada.ca/en/funding/policies-regulations-and-guidelines/guidelines-merit-review-indigenous-research.aspx>
- [15] URL: [https://www.nserc-crsng.gc.ca/InterAgency-Interorganismes/EDI-EDI/Action-Plan\\_Plan-dAction\\_eng.asp](https://www.nserc-crsng.gc.ca/InterAgency-Interorganismes/EDI-EDI/Action-Plan_Plan-dAction_eng.asp)
- [16] URL: <https://www.queensu.ca/hreo/education/equity-diversity-and-inclusion-research-modules>
- [17] URL: <https://www.queensu.ca/vpr/resources/edii-in-research/wise-practices>
- [18] URL: <https://mcdonaldinstitute.ca/deap-tool-for-researchers/>
- [19] URL: <https://www.queensu.ca/indigenous/decolonizing-and-indigenizing/community-research-partnerships-training>
- [20] URL: [https://www.queensu.ca/vpr/sites/vprwww/files/uploaded\\_files/Funding\\_Sources/NSERC/Discovery\\_Grant/EDI-Considerations-DiscoveryGrants2023.pdf](https://www.queensu.ca/vpr/sites/vprwww/files/uploaded_files/Funding_Sources/NSERC/Discovery_Grant/EDI-Considerations-DiscoveryGrants2023.pdf)