WHAT IS AN EDI ACTION PLAN?

A TOOL TO INNOVATE BY LISTENING TO A DIVERSITY OF VIEWS FROM RESEARCH PARTICIPANTS AND TEAM MEMBERS

A CLEAR COMMITMENT TO DEMOGRAPHIC AND COGNITIVE DIVERSITY IN YOUR TEAM

A CONTEXTUALLY-BASED COMMITMENT TO CREATING EQUITABLE OPPORTUNITIES FOR ALL SCIENTISTS IN YOUR PROJECT OR TEAM

A COMMITMENT TO EDI LEADERSHIP AND ACCOUNTABILITY

CREATE WORLD-LEADING, MEANINGFUL AND INNOVATIVE RESEARCH

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PART I

INTEGRATING EDI IN RESEARCH PRACTICE / TEAMS

EDI CONTEXT ANALYSIS
DO YOU UNDERSTAND YOUR TEAM AND FIELD'S CURRENT SITUATION?

Identify **challenges** and **facilitators** in your team and field, support your analysis with **context data**, and show **understanding of equity-seeking groups** and the systemic barriers they face

TEAM COMPOSITION AND RECRUITMENT PROCESSES
HOW OPEN ARE YOU TO DIVERSITY?

- Highlight your past and current **inclusive recruitment efforts**
- Build **partnerships** for diverse perspectives
- Create **diverse selection committees** and train them in **unconscious bias**

TRAINING AND DEVELOPMENT OPPORTUNITIES
HOW WILL MEMBERS PROGRESS IN YOUR TEAM?

Offer **accessible development**, meaningful roles, equitable recognition, and **individual development plans** for team members

INCLUSION
HOW TO CREATE A SENSE OF BELONGING IN YOUR TEAM?

Create **safe spaces**, provide **accommodations**, co-develop your **lab manual** or code of conduct, and **measure** and improve inclusion efforts

INCLUSIVE GOVERNANCE
HOW TO LISTEN TO EVERYONE EQUALLY?

Promote inclusive and **transparent decision-making** across different committees. Implement mechanisms for **shared leadership** and collaboration

EARLY CAREER RESEARCHERS (ECR)
HOW TO CREATE OPPORTUNITIES FOR NEW TALENTS?

Provide **mentorship** and targeted support to **develop** academic and non-academic skills. Dedicate **resources to support ECRs** from equity-seeking groups

EDI IN RESEARCH PRACTICE OR IN TEAMS IS MORE THAN MERELY GOOD INTENTION: IT IS ABOUT CONCRETE STEPS TO LEAD.

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PART 2

INTEGRATING EDI IN RESEARCH DESIGN

HOW TO PUT PEOPLE AT THE HEART OF RESEARCH?
INTEGRATING EDI AT DIFFERENT STAGES OF RESEARCH

RESEARCH INCEPTION

Consider **who is impacted and who benefits** from your research, and reflect on **perspectives different from your own** (e.g., gender, social status, racialized groups, abilities).

EXAMPLES OF RESEARCH QUESTIONS:

- How do health risks increase given the relationship between gender and social status?
- How do cultural practices affect adherence to treatment?
- How do the molecules under study impact the communities located in the areas where they are found?

METHODOLOGICAL DESIGN AND DATA COLLECTION

- Collect **data across diverse identity factors**
- Use **participatory methods**
- Actively **include traditionally excluded groups**
- Ensure community engagement with **reciprocal agreements.**

ANALYSIS AND INTERPRETATION

Disaggregate data, identify innovations to **address intersecting marginalities,** and **involve participants and beneficiaries** in analysis and interpretation.

DATA GOVERNANCE

- Establish **ethical agreements on data ownership** and sovereignty
- Ensure **clarity on data dissemination** and usage.

DISSEMINATION OF RESULTS

Share results in **accessible formats** beyond academia, using public outreach and **adapting findings for policy or advocacy** when relevant.

EDI IN RESEARCH DESIGN IS NOT A BOX TO CHECK. IT IS AN APPROACH THAT LEADS TO IMPACTFUL DISCOVERIES ADDRESSING PEOPLE'S NEEDS

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