

Equity, Diversity and Inclusion (EDI) Research Policy



Guiding principles

Equity

We strive to remove systemic barriers to participation and advancement in research by ensuring fair access to opportunities, resources, and decision-making.

Diversity

We value and actively seek a research environment that reflects a wide range of backgrounds, experiences, and perspectives.

Inclusion

We commit to creating an environment in which all individuals feel respected, supported, and able to fully contribute to our research mission.



Overview

Purpose

- Promote EDI across all activities, with a particular focus on research
- Ensure research practices are inclusive, representative, and equitable
- Maximize the overall impact of research

Scope

- Apply to all SMRC staff, scientists, research teams and partners
- Integrate diverse perspectives at every stage of the research lifecycle

Target audience

- Women and Girls
- Adolescents and Young adults
- Seniors
- Indigenous peoples
- Ethno-cultural communities
- People living with a disability
- 2SLGBTQIA+ communities



EDI in Research

Approach and Design

- Promote community-based participatory research
- Engage partners early and throughout the research lifecycle
- Encourage inclusive research questions that consider health disparities, intersectionality, and underrepresented populations
- Apply Gender-Based Analysis Plus or Sex-and-Gender-Based-Analysis

Recruitment and Representation

- Implement inclusive recruitment strategies
- Reduce barriers related to language, accessibility, location, and compensation
- Ensure fair and context-sensitive compensation

Team Composition

- Promote diversity at all levels, including leadership roles
- Value lived experience and community partnerships
- Support mentorship and early-career or underrepresented Scientists

Data Collection and Analysis

- Use inclusive data collection, including non-binary categories
- Ensure tools are accessible in plain language and adapted formats
- Uphold ethical standards of informed consent and confidentiality
- Recognize Indigenous data sovereignty

Knowledge Mobilization and Impact

- Develop inclusive communication strategies
- Collaborate with communities throughout the research lifecycle
- Acknowledge power imbalances
- Promote bidirectional knowledge exchange
- Disseminate findings in accessible formats and share credit equitably



Organizational Commitments

Advocacy	Training and Tools	Accountability
● Represent and advocate for community interests ● Promote health equity and social justice	● Promote EDI training aligned with research areas ● Integrate EDI indicators into research evaluation	● Establish audits and accountability mechanisms ● Annual review of progress



Related documents

- [CIUSSS West-Island's Policy on Diversity, Equity, Inclusion \(DEI\), and Cultural Safety](#)
- [McGill University's EDI Strategic Plan 2020-2025](#)
- [FRQ's EDI Strategy 2021-2026](#)
- [Government of Canada's approach on Gender-based Analysis Plus](#)
- [Sex- and Gender-Based Analysis Plus in Action at Health Canada](#)
- [EDI in the Research System](#)
- [Tri-Agency EDI Action Plan for 2018-2025](#)
- [EDI in Action at CIHR](#)
- [EDI in CIHR Funding Programs](#)
- [EDI at FRQS](#)
- [EDI Requirements and Practices at Canada Research Chairs](#)
- [Guide on EDI Terminology](#)
- [CIHR glossary of terms used in accessibility and systemic ableism](#)
- [Charter of Human Rights and Freedoms, RLRQ, c. C-12](#)
- [Canadian Charter of Human Rights and Freedoms. Part I of The Constitution Act, 1982, Schedule B to the Canada Act 1982. UK. \(1982\). c. 11](#)
- [Diversity : An Added Value. Government policy to promote participation of all in Québec's development \(See "The right to full participation" in Appendix II\), Gouvernement du Québec, 2008.](#)
- [Government Strategy for Gender Equality 2022-2027](#)
- [De l'ADS vers l'ADS+. Cadre de référence pour les projets pilotes en analyse différenciée selon les sexes dans une perspective intersectionnelle \(ADS+\) 2022-2027](#)
- [Politique québécoise de lutte contre l'homophobie](#)
- [Plan d'action gouvernemental de lutte contre l'homophobie et la transphobie 2023-2028](#)



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