



Tri-Agency Equity, Diversity and Inclusion Action Plan

2018-2025



Government
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Canada

Tri-Agency Equity, Diversity and Inclusion Action Plan for 2018-2025

Objective 1: Fair access to tri-agency research support - Equitable and inclusive access for all members of the research community to granting agency funding opportunities	
Objective-level key performance indicators:	
<ol style="list-style-type: none"> 1. Application rates from underrepresented groups¹ in grant and scholarship competitions and prize nominations 2. Award rates of applicants from underrepresented groups in grant and scholarship competitions and prize nominations 3. Application-award differential 	
Outcome	Initiative
1.1 Comprehensive data is available to help identify equity, diversity and inclusion (EDI) ² -related barriers and inform decision-making in granting agency funding programs	1.1.1. Establish mechanisms to collect, monitor, and report self-identification data on applicants to agency funding programs, peer reviewers/selection committee members, and advisory/governance board members
	1.1.2 Systematically monitor and use external quantitative and qualitative data to inform EDI-related granting agency decision-making
1.2 All policies, plans, programs and processes related to allocating granting agency support are equitable and inclusive, and mitigate bias against underrepresented groups	1.2.1. Provide staff, peer review/selection committee members and advisory/governance board members with EDI resources and training
	1.2.2. Apply EDI analysis to agency policies, plans, programs and processes to identify and address barriers to equitable participation of members from underrepresented groups
1.3 Diverse participants are included in peer review/selection committee and advisory/governance board decision making	1.3.1 Put in place policies and processes so that granting agency peer review/selection committee and agency-appointed advisory/governance boards are inclusive and reflect Canada's diversity
1.4 Equity, diversity and inclusion considerations are integral to criteria used to assess research excellence, understood to include contributions of members of the research community, research design and practices, and approaches to team-based research and training	1.4.1 Put in place mechanisms to review and apply comprehensive criteria used to understand, recognize and assess research excellence

¹ Underrepresented groups include, but are not limited to, women, Indigenous Peoples (First Nations, Inuit and Métis), persons with disabilities, members of visible minority/racialized groups and members of LGBTQ2+ communities (see the [Dimensions charter](#) for more information).

² Throughout the Action Plan we are using the phrasing of equity, diversity and inclusion (EDI) as the overarching objectives informing the initiatives.

More specific terminology, such as gender-based analysis plus (GBA+), sex- and gender-based analysis (SGBA), or diversity-based analysis will be used as appropriate in initiative implementation plans.

Objective 2: Equitable participation in the research system – Influence the achievement of an inclusive post-secondary research system and culture in Canada

Objective-level key performance indicators:

1. Proportion of those who teach or conduct research at Canadian post-secondary institutions from underrepresented groups
2. Proportion of students enrolled at Canadian post-secondary institutions from underrepresented groups

Outcome	Initiative
<p>2.1 Tri-agency helps drive systemic and research culture change within Canada’s post-secondary system</p>	<p>2.1.1 Implement two pilot initiatives: a Canadian adaptation of the UK’s Athena SWAN program (Dimensions) and an institutional EDI capacity-building grants program</p>
	<p>2.1.2 Implementation of the 2019 Addendum to the 2006 Canadian Human Rights Settlement Agreement for the Canada Research Chairs Program (CRCP)³</p>
	<p>2.1.3 Establish tri-agency EDI policy instruments to promote equitable practices and mitigate systemic biases</p>
	<p>2.1.4 Tri-agency demonstrates leadership at the most senior levels, by engaging with the research community on EDI issues and by supporting and participating in EDI activities and outreach</p>
<p>2.2 The number of individuals from underrepresented groups entering, participating and remaining in the research ecosystem is more representative of the Canadian population</p>	<p>2.2.1 In collaboration with institutions, implement measures to enhance the participation and retention of individuals from underrepresented groups within the research talent pool</p>

³ The 2019 Addendum will be implemented via a CRCP-specific EDI Action Plan, with its own reporting and governance structures.