

Equity, diversity and inclusion in your training plan

Context: NSERC is committed to promoting the integration of equity, diversity and inclusion (EDI)-related considerations in research design and practice.¹ In Alliance applications, consideration of EDI in the training plan is part of the evaluation criteria.² **Explaining in your Alliance proposal (in the training plan section) how EDI is considered in your training plan is therefore mandatory** and will be assessed in the review process.

Expectations: You must describe **specific, concrete practices** that you will put in place to ensure that EDI is intentionally and proactively supported in your training plan. Describe, for example, your plans for promoting participation from a diverse group of highly qualified personnel (HQP), equitable recruitment processes, mentorship approaches and other initiatives aimed at fostering an inclusive research and training environment.

Note: Vague or generic statements (e.g., “in future hiring, EDI will be considered” or “the university is committed to EDI”) will not be sufficient and will lead to your application being rejected.

- Instead of simply stating that the team is already complete and/or diverse*, give examples of specific initiatives and measures that you have or will put in place to support EDI in your team.
- Instead of simply stating that your institution’s EDI policy will be followed, describe specific actions that you have or will put in place in the context of your training plan.

Resources: For an overview of EDI, guidance on how to consider EDI in your training program, and some examples of practices that could be implemented to support EDI in your training program, the resources below may be helpful.

- [NSERC’s Guide for Applicants: Considering EDI in your application](#)
- [Best Practices in EDI guide for applicants to the New Frontiers in Research Fund](#), including the section on [Research team and environment](#)
- Your university’s EDI plan, if applicable

* **An important note about privacy and confidentiality:** How an individual self-identifies is considered personal and confidential information. Do not provide information about the composition of your research team in a way that can identify any of your team members’ personal information, unless consent to do so was provided.

References

1. [Tri-Agency Statement on EDI](#)
2. [Alliance Grants Merit Indicators](#) criterion 4.2