

Evolving EDI practices in the post-secondary research system

Over the past several decades, equity, diversity, and inclusion (EDI) initiatives have led to transformative changes at institutions across Canada. However, gaps in data limit our full understanding of their effectiveness. To continue to foster a culture of inclusive excellence, a systems-wide approach to EDI is essential.

WHAT WE KNOW:

EDI measures are being adopted across Canadian universities, leading to **greater diversity** in the research system.



A relatively **small number of people often undertake the work** of implementing EDI programs and strategies.



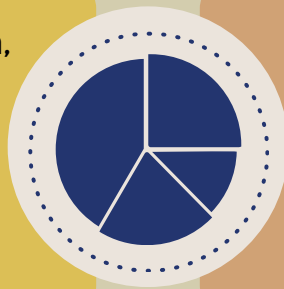
EDI measures accompanied by transparency and accountability mechanisms **drive long-term change**.



EDI considerations are often a **requirement in research proposals** but, although stipulated, are not tracked.



Representation of women, Indigenous Peoples, those with disabilities, and racialized people within academic roles **has increased over time**.



The most impactful EDI measures are **interconnected and mutually reinforcing**.



Some EDI measures **increase representation and improve the experiences** of equity-deserving groups.



Intentional structural change can **foster greater belonging and better support equity-deserving people**.



WHAT'S NEXT:

Understanding how EDI measures are impacting **equity and inclusion**.

Embedding EDI within institutional culture to ensure the work is more equitably shared.

Ensuring **consistent and long-term support** for effective EDI measures.

Improving accountability of EDI approaches in research projects to **ensure proposals are performed**.

Disaggregating data to better understand the **experiences of all equity-deserving groups**.

Establishing **when and with what support** each measure is best employed.

Improving understanding of how **institutional differences** can affect EDI initiatives to ensure positive and sustained impacts.

Identifying ways to effectively connect resources to be **responsive to intersectional identities**.