EQUITY, DIVERSITY, AND INCLUSION IN RESEARCH: RESOURCE LIST

This equity, diversity, and inclusion (EDI) in research resource list is not exhaustive. The examples below focus on those that: 1) address a specific stage of the research process; and 2) include practical and actionable strategies for researchers to incorporate into their projects and proposals.

This resource list is a companion piece to the **Equity, Diversity, and Inclusion in Research: Quick Tips for Projects & Proposals** resource and the topics are presented in the same order for easy reference.

> **Remember:** Sometimes good EDI practices will come from outside your own discipline. Be open to resources coming from different fields of study.

In compiling this resource list, it was assumed that most readers already have a basic understanding of EDI concepts and definitions. However, the guides listed in the first section provide useful introductory information.

TABLE OF CONTENTS

EDI General Concepts & Terminology

Guide on Equity, Diversity and Inclusion Terminology. (2023). Government of Canada.
- URL: https://www.noslangues-ourlanguages.gc.ca/en/publications/equite-diversite-inclusion-equity-diversity-inclusion-eng

Equity, Diversity and Inclusion 101. (n.d.). University of Colorado Denver.
- URL: https://www1.ucdenver.edu/offices/equity/education-training/self-guided-learning/diversity-equity-and-inclusion-101

Glossary of IDEA Terms: A reference tool for inclusion, diversity, equity, and accessibility terminology. (2023). Canadian Centre for Diversity and Inclusion.
- URL: https://ccdi.ca/glossary-of-terms/

Making the case for diversity, equity, and inclusion: Toolkit for developing an imperative for DEI that goes beyond ROI. (2022). Canadian Centre for Diversity and Inclusion (CCDI).
- URL: https://ccdi.ca/media/3646/toolkit-business-case-en.pdf

Tri-Agency EDI Guides and Information

The Tri-Agencies have produced many useful EDI in research guides. If you will be applying for federal grant funding, these guides should be among the first you consult when writing a proposal. However, they also provide valuable guidance in their own right on how to incorporate EDI best practices into any current research project.

NSERC guide on integrating equity, diversity and inclusion considerations in research. Natural Sciences and Engineering Research Council of Canada.
- URL: https://www.nserc-crsng.gc.ca/NSERC-CRSNG/Policies-Politiques/EDI_guidance-Conseils_EDI_eng.asp

NSERC Guide to addressing equity, diversity and inclusion in College and Community Innovation program grant applications. Natural Sciences and Engineering Research Council of Canada.
- URL: https://www.nserc-crsng.gc.ca/NSERC-CRSNG/policies-politiques/CCI_EDI-ICC_EDI_eng.asp

CIHR Equity, diversity and inclusion resources. Canadian Institutes of Health Research.
- URL: https://cihr-irsc.gc.ca/e/52553.html

New Frontiers in Research Fund: Best practices in equity, diversity and inclusion in research practice and design. Social Sciences and Humanities Research Council.
- URL: https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx

SSHRC Guide to Including Diversity Considerations in Research Design for Doctoral and Postdoctoral Award Applicants. Social Sciences and Humanities Research Council.
- URL: https://www.sshrc-crsh.gc.ca/funding-financement/apply-demande/guides/doctoral_postdoctoral_edi_guide-doctorat_postdoctorales_guide_edi-eng.aspx

SSHRC Guide to Addressing Equity, Diversity and Inclusion Considerations in Partnership Grant Applications. Social Sciences and Humanities Research Council.
- URL: https://www.sshrc-crsh.gc.ca/funding-financement/apply-demande/guides/partnership_edi_guide-partenariats_guide_edi-eng.aspx

Indigenous Research

Indigenous Peoples have cared for the lands and waters we now call Canada since time immemorial. Due to this history, and associated constitutional rights, Indigenous Peoples have a unique and incomparable relationship to the nation state of Canada, and their concerns should not be subsumed under the umbrella of EDI and those of other equity seeking groups. Indigenous research was therefore not the focus of this resource list. However, the below resources and articles represent a starting point to understand the careful planning, relationship building, and particular considerations that pertain to Indigenous related research.

Indigenous Research. (n.d.). Social Sciences and Humanities Research Council of Canada.
- https://www.sshrc-crsh.gc.ca/society-societe/community-communite/indigenous_research-recherche_autochtone/index-eng.aspx

TCPS 2 (2022) – Chapter 9: Research Involving the First Nations, Inuit, and Métis Peoples of Canada (2022)
- URL: https://ethics.gc.ca/eng/tcps2-eptc2_2022_chapter9-chapitre9.html

CCI guide for research involving Indigenous Peoples and communities. (n.d.). College and Community Innovation program.
- URL: https://www.nserc-crsng.gc.ca/NSERC-CRSNG/policies-politiques/Indigenous-Autochtones_eng.asp

The First Nations Principals of OCAP. (n.d.). First Nations Information Governance Centre.
- URL: https://fnigc.ca/ocap-training

Pulling Together: A Guide for Researchers, Hiłk̓ala. (2021). Biin, D. et al. BCcampus.
- URL: https://opentextbc.ca/indigenizationresearchers/

Indigenous Approaches to Research and Ethics. (2021). Ball, T. BCcampus Research Speaker Series.
- URL: https://bccampus.ca/event/research-speaker-series-fall-2022/?instance_id=3549

Native Women's Association of Canada Research Toolkit. (n.d.). Native Women's Association of Canada.
- URL: https://www.nwac.ca/assets-knowledge-centre/SPARK-NWAC-CRGBA-TOOLKIT-2022-EN1-3-Feb-15-2022.pdf

Indigenous Research Toolkit. (n.d.). University of British Columbia. Indigenous Research Support Initiative.
- URL: https://irsi.ubc.ca/researchers/indigenous-research-toolkit

Inclusive Language Guide: Indigenous Peoples Tip Sheet. (n.d.). Sheridan College.
- URL: https://www.sheridancollege.ca/kmdc (See Inclusive Language Guides half-way down page)

More Than Personal Communication: Templates For Citing Indigenous Elders and Knowledge Keepers. (2021). MacLeod, L. KULA: Knowledge Creation, Dissemination, and Preservation Studies.
- DOI: https://doi.org/10.18357/kula.135

Academic Citations Evolve to Include Indigenous Oral Teachings. (2021). Kornei, K. Eos.
- URL: https://eos.org/articles/academic-citations-evolve-to-include-indigenous-oral-teachings

Indigenous Referencing Prototype – Non-Indigenous authored works. (2020). saywhatnathan1. Archival Decolonist [-o-].
- URL: https://archivaldecolonist.wordpress.com/2020/05/07/indigenous-referencing-prototype-non-indigenous-authored-works/

FURTHER LEARNING:

Long journey home just the beginning. (2005). Wiwchar, D. Windspeaker.
- URL: https://ammsa.com/publications/windspeaker/long-journey-home-just-beginning

Unspeakable Things: Indigenous Research and Social Science. (2013). Coburn, E., et al. Socio.
- DOI: https://doi.org/10.4000/socio.524

Indigenous Canada. (n.d.). Massive Open Online Course. University of Alberta.
- URL: https://www.coursera.org/learn/indigenous-canada

Positionality

Positionality & Research: How our Identities Shape Inquiry and **Positionality & Research: Awareness Strategies.** (n.d.). UCLA Library.
- URL: https://www.youtube.com/watch?v=fTHFud7fr8c
- URL: https://www.youtube.com/watch?v=ORrF7cKktrQ

Positionality Statement. (n.d.). Queen's University Centre for Teaching and Learning Resources - Equity, Diversity & Inclusion.
- URL: https://www.queensu.ca/ctl/resources/equity-diversity-inclusivity/positionality-statement

Considering Positionality: The Ethics of Conducting Research with Marginalized Groups. (2019). Parson, L. In K. K. Strunk and L. A. Locke (Eds.), Research Methods for Social Justice and Equity in Education (pp. 15–32). Palgrave Macmillan.
- URL: https://link.springer.com/chapter/10.1007/978-3-030-05900-2_2

Written Materials

Much of how we communicate in research is through the written word (e.g. proposals, participant recruitment, emails to community members, surveys, knowledge mobilization). These resources are a starting point to think about how to make your written materials more accessible for various audiences.

ACCESSIBLE DOCUMENTS

Accessibility Toolkit – 2nd Edition. (2018). Coolidge, A. BCcampus.
- URL: https://opentextbc.ca/accessibilitytoolkit/

Checklist for Accessibility. (n.d.). BCcampus.
- URL: https://opentextbc.ca/accessibilitytoolkit/back-matter/appendix-checklist-for-accessibility-toolkit/

Accessible Document Training. (n.d.). Trent University's Office of Human Rights, Equity, and Accessibility.
- URL: https://www.trentu.ca/chrea/training/accessible-document-training

INCLUSIVE LANGUAGE

Write Inclusive Documentation. (n.d.). Google Developer Documentation Style Guide.
- URL: https://developers.google.com/style/inclusive-documentation

A Short Guide to Inclusive Language. (2023). Professional Studies Staff. Queen's University.
- URL: https://pros.educ.queensu.ca/blog/inclusivelanguage

Ableism/Language. (July 2012). Brown, L. X. Z. Autistic Hoya.
- URL: https://www.autistichoya.com/p/ableist-words-and-terms-to-avoid.html

Disability Language Guide. (n.d.). Rahman, L. Stanford Disability Initiative Board. Stanford University.
- URL: https://disability.stanford.edu/sites/g/files/sbiybj26391/files/media/file/disability-language-guide-stanford_1.pdf

Gender-inclusive, non-binary, and gender-neutral language in English writing. (2022). Government of Canada.
- URL: https://www.noslangues-ourlanguages.gc.ca/en/blogue-blog/writing-gender-inclusive-non-binary-gender-neutral-eng

Gender-inclusive writing – Guidelines for writing in English. (n.d.). Translation Bureau. Government of Canada. A list of resources.
- URL: https://www.noslangues-ourlanguages.gc.ca/en/ressources-resources/ecriture-inclusive-writing/principes-anglais-guidelines-english-eng

Gender-Inclusive Language in Academic Writing. (2021). Zheng, Emily. University of Alberta.
- URL: https://news.library.ualberta.ca/blog/2023/03/09/gender-inclusive-language-in-academic-writing/

Inclusionary: A collection of gender-inclusive solutions. (n.d.). Government of Canada.
- URL: https://www.noslangues-ourlanguages.gc.ca/en/writing-tips-plus/inclusionary#

Inclusive Language Guide: Race & Ethnicity Tip Sheet. (n.d.). Sheridan College.
- URL: https://www.sheridancollege.ca/kmdc (See Inclusive Language Guides half-way down.)

Inclusive Language Guide: Persons with Disabilities Tip Sheet. (n.d.). Sheridan College.
- URL: https://www.sheridancollege.ca/kmdc (See Inclusive Language Guides half-way down.)

Inclusive Language Guide: Gender Identity, Gender Expression, Sexual Orientation, and Sex Characteristics Tip Sheet. (n.d.). Sheridan College.
- URL: https://www.sheridancollege.ca/kmdc (See Inclusive Language Guides half-way down.)

PLAIN LANGUAGE

Plain Language and Design for Post-Secondary. (n.d.). Worfolk, M. BCcampus.
- URL: https://pressbooks.bccampus.ca/cncplainlanguageanddesign/

Plain language checklist. (n.d.). Government of British Columbia.
- URL: https://www2.gov.bc.ca/gov/content/governments/services-for-government/service-experience-digital-delivery/web-content-development-guides/web-style-guide/writing-guide/plain-language

Writing Clearly and Simply. (n.d.). Web Accessibility In Mind.
- URL: https://webaim.org/techniques/writing/

Research Design

Religious Inclusion Research Toolkit. (2023). Zine, J. & Nazim, Z. Royal Roads University.
- URL: https://www.royalroads.ca/research-resources (See bottom of page.)
-

Accessibility in Research: From Design to Dissemination. (2022). Sundandan Honisch, S. & Thompson Hill, G. Royal Roads University.
- URL: https://www.royalroads.ca/research-resources (See bottom of page.)

Anti-racism in Research. (2023). Kaniki, N. Royal Roads University.
- URL: https://www.royalroads.ca/research-resources (See bottom of page.)

Gender Equity in Research. (2023). Lowik, A.J. Royal Roads University.
- URL: https://www.royalroads.ca/research-resources (See bottom of page.)

2SLGBTQ+ Inclusion in Research. (2022). Campbell, C.P., & Thompson Hill, G. Royal Roads University.
- URL: https://www.royalroads.ca/research-resources (See bottom of page.)

What it means to practise values-based research. (2023). Raman, S. Nature
- DOI: https://doi.org/10.1038/d41586-023-01878-1

Surfacing anti-Black science and building antiracist teams. (2020). Caicedo, H.H. Nat Biotechnol.
- DOI: https://doi.org/10.1038/s41587-020-0637-6

Equity, diversity and inclusion are foundational research skills. (2022). Ruzycki, S.M. & Ahmed, S.B. Nature Human Behaviour.
- DOI: https://doi.org/10.1038/s41562-022-01406-7

Responses to 10 Common Criticisms of Anti-Racism Action in STEM. (n.d.). Responses to 10 Common Criticisms of Anti-Racism Action in STEM.
- URL: https://antiracisminstem.wordpress.com/

What is inclusive research?. (2014). Nind, M. London: Bloomsbury Academic.
- DOI: http://dx.doi.org/10.5040/9781849668149

EDI in Higher Education and Research. (n.d.). Chaire pour les femmes en sciences et en génie au Québec.

- URL : http://cfsg.espaceweb.usherbrooke.ca/edi-in-higher-education-and-research/

EDI in Research Resource Library. (n.d.). University of British Columbia.

- URL: https://research.ubc.ca/edi-research-resource-library

Literature Reviews

The rise of citational justice: how scholars are making references fairer. (2022). Kwon, D. Nature.
- URL: https://doi.org/10.1038/d41586-022-00793-1

The Citation Diversity Statement: A Practice of Transparency, A Way of Life. (2020). Zurn, P. et al. Trends in Cognitive Sciences.
- DOI: https://doi.org/10.1016/j.tics.2020.06.009

Citation matters: mobilizing the politics of citation toward a practice of 'conscientious engagement'. (2017). Mott, C., & Cockayne, D. Gender, Place & Culture.
- DOI: https://www.tandfonline.com/doi/full/10.1080/0966369X.2017.1339022

The Gender Balance Assessment Tool (GBAT): A Web-Based Tool for Estimating Gender Balance in Syllabi and Bibliographies. (2018). Sumner, J. L. PS: Political Science & Politics.
- DOI: https://doi.org/10.1017/S1049096517002074

Trans citation practices — a quick-and-dirty guideline. (2021). Coman, J. Medium.
- URL: https://mxcoman.medium.com/trans-citation-practices-a-quick-and-dirty-guideline-9f4168117115

How to Cite Like a Badass Tech Feminist Scholar of Color. (2020). rigo. Medium.
- URL: https://medium.com/datasociety-points/how-to-cite-like-a-badass-tech-feminist-scholar-of-color-ebc839a3619c

Why Do We Need to Learn about Citational Practices? Recognizing Knowledge Production from the Global Souths and Beyond. (2023). Ogan, A., et al. XRDS: Crossroads, The ACM Magazine for Students.
- DOI: https://doi.org/10.1145/3589256

What to do with the predator in your bibliography? (2020). Souleles, D.
- URL : https://allegralaboratory.net/what-to-do-with-the-predator-in-your-bibliography/

Team Recruitment

GENERAL

The Canada Research Chairs Program developed a best practice guide for recruitment, hiring, and retention within its program. Although it was developed for the recruitment of Canada Research Chairs, many, if not most, of the suggestions can be applied to any recruitment process and it is an excellent, well-developed reference document.

Creating an Equitable, Diverse and Inclusive Research Environment: A Best Practices Guide for Recruitment, Hiring and Retention. (2021). Canada Research Chairs Program.
- URL: https://www.chairs-chaires.gc.ca/program-programme/equity-equite/best_practices-pratiques_examplaires-eng.aspx

How to Make the Hiring Process Accessible. (2018). Kovac, L. Accessibility for Ontarians with Disabilities Act.
- URL: https://aoda.ca/how-to-make-the-hiring-process-accessible/

Applying Behavioral Insights to Cultivate Diversity & Inclusion. (2022). He, J.C., et al. Engendering Success in Stem. successinstem.ca
- URL: https://successinstem.ca/wp-content/uploads/2022/06/Behavioural-Insights-to-Cultivate-Diversity-and-Inclusion-1.pdf

Summary of the Accessible Canada Act. (n.d.). Government of Canada. Employment and Social Development Canada.
- URL: https://www.canada.ca/en/employment-social-development/programs/accessible-canada/act-summary.html

Navigating EDI Recruitment Challenges– Foundational Level. (2024). Williams, M. & Weerakoon, Y.
- URL: https://www.youtube.com/watch?v=D_I6wAGElX4
- Video will eventually be archived here: https://50-30challenge.ca/resources/

BIAS

The Science of Unconscious Bias and What To Do About it in the Search and Recruitment Process. (2010). Association of American Medical Colleges.
- See video half-way down page. URL: https://www.aamc.org/about-us/equity-diversity-inclusion/unconscious-bias-training (See video half-way down.)

CRC Bias in Peer Review Training Module. (n.d). Canada Research Chairs Program.
- URL: https://cihr-irsc.gc.ca/lms/e/bias/

Implicit Association Test (IAT). (1998). Project Implicit. Testing your own unconscious biases.
- URL: https://implicit.harvard.edu/implicit/takeatest.html

Creating Inclusive Workplaces: Block Bias. (2016). Simard, C. Standford, SLAC.
- URL: https://vimeo.com/161225809/c254ed126e

Unconscious Bias Training. (n.d.). Office of Diversity and Outreach. University of California, San Francisco.
- URL: https://diversity.ucsf.edu/programs-resources/training/unconscious-bias-training

Are you biased? I am. (2017). Pressner, K. TEDx.
- https://www.youtube.com/watch?v=Bq_xYSOZrgU

How to overcome our biases? Walk boldly toward them. (2014). Myers, V. TEDxBeaconStreet.
- URL: https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them?language=en

How to Outsmart Your Own Unconscious Bias. (2019). Valerie Alexander. TEDxPasadena.
- URL: https://www.youtube.com/watch?app=desktop&v=GP-cqFLS8Q4

JOB POSTINGS

Evidence that gendered wording in job advertisements exists and sustains gender inequality. (2011). Gaucher, D. et al. Journal of Personality and Social Psychology.
- DOI: https://psycnet.apa.org/doi/10.1037/a0022530

Gender Decoder. (n.d.). Online Tool to Use When Writing Job Advertisements.
- URL: https://gender-decoder.katmatfield.com/

ASSESSING APPLICATIONS & INTERVIEW PANELS

If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired. (2016). Johnson, S. K. et al. Harvard Business Review.
- URL: https://www.researchgate.net/publication/303003812_If_There's_Only_One_Woman_in_Your_Candidate_Pool_There's_Statistically_No_Chance_She'll_Be_Hired

Hiring and Retaining Skilled Immigrants: A Cultural Competence Toolkit. (n.d.). Human Resources Management Association.
- URL: https://cphrbc.ca/wp-content/uploads/2012/08/itiguide.pdf

"We Are All for Diversity, but . . .": How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change. (2017). ÖZLEM Sensoy, Ö. & DiAngelo, R. Harvard Educational Review.
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Making the Move from Culture Fit to Culture Add. (n.d.). LinkedIn Talent Solutions.
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How to Conduct Culturally-Savvy Interviews. (n.d.). Immigration and Employment Council of BC.
- URL: https://iecbc.ca/how-to-conduct-culturally-savvy-interviews/

A Guide to Screening and Selection in Employment. (2007). Canadian Human Rights Commission.
- URL: https://publications.gc.ca/collections/collection_2008/chrc-ccdp/HR21-21-2007E.pdf

Inclusive & Equitable Research Teams

GENERAL

Ten simple rules for building an antiracist lab. (2020). Chaudhary, V.B., & Berhe, A.A. PLOS Computational Biology.
- DOI: https://doi.org/10.1371/journal.pcbi.1008210

Accessible Science Laboratories. (n.d.). Ontario Universities Accessible Campus.
- URL : https://accessiblecampus.ca/tools-resources/educators-tool-kit/accessible-science-laboratories/

Increasing the accessibility of science for all students. (2009). Langley-Turnbaugh, S. J.Journal of Science Education for Students with Disabilities.
- DOI: https://repository.rit.edu/jsesd/vol13/iss1/2/

Assessing Equity, Diversity, and Inclusion in Your Research Setting. (n.d.). Chaire pour les femmes en sciences et en génie au Québec.
- URL: https://cfsg.espaceweb.usherbrooke.ca/edi-in-higher-education-and-research/# (See document at bottom of page.)

EDI in Higher Education and Research. (n.d.). Chaire pour les femmes en sciences et en génie au Québec.
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Western Guide to Mentoring Graduate Students Across Cultures. (2009). Dimitrov, N. Centre for Teaching and Learning. Western University.
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Safe fieldwork strategies for at-risk individuals, their supervisors and institutions. (2021). Demery, A-J. C., & Pipkin, M. A. Nature and Ecology Evolution.
- DOI: https://doi.org/10.1038/s41559-020-01328-5

Safety and Belonging in the Field: A Checklist for Educators [Preprint]. (2021). Greene, S., et al. Atmospheric Sciences.
- URL: https://eartharxiv.org/repository/view/2607/

Counteracting Systemic Bias in the Lab, Field, and Classroom. (2021). Cooperdock, E. H. G., et al. AGU Advances.

- DOI: https://doi.org/10.1029/2020AV000353

Building a research team and selecting a research topic within the process of an inclusive research project in Spain. (2021). Haya Salmón I. & Rojas Pernia S. Journal of Applied Research in Intellectual Disabilities.
- DOI: https://doi.org/10.1111/jar.12848

CODES OF CONDUCT

Codes of Conduct. (n.d.). AdvanceGEO Partnership.
- URL: https://serc.carleton.edu/advancegeo/resources/codes_conduct.html

Fieldwork Expectations Agreement. (2018). Mckinnon, J. F.
- URL: https://www.researchgate.net/publication/326426337_Fieldwork_Expectations_Agreement

MEETINGS & COMMUNICATION

Inclusive Meeting Practices: Strategies for Effective Communication. (2023). Canadian Centre for Diversity and Inclusion.
- URL: https://blog.ccdiconsulting.ca/blog/making-every-voice-count-tips-for-hosting-more-inclusive-and-effective-meetings

Tech tools to make research more open and inclusive. (2020). Powell, K. Nature,
- DOI: https://www.nature.com/articles/d41586-020-00216-z

FIELDWORK

Making geoscience fieldwork inclusive and accessible for students with disabilities. (2019). Stokes, A., et al. Geosphere.
- DOI: https://doi.org/10.1130/GES02006.1

Equity, diversity and inclusion in your training plan. (n.d.) NSERC Alliance Grants.
- URL: https://www.nserc-crsng.gc.ca/Innovate-Innover/alliance-alliance/EDI_training-EDI_formation_eng.asp

Creating an Accessible Science Laboratory Environment for Students with Disabilities. (2014). Sukhai, M. A., et al. Council of Ontario Universities.

- URL: https://www.accessiblecampus.ca/wp-content/uploads/2017/01/Creating-an-Accessible-Science-Laboratory-Environment.pdf

Understanding Accessibility in Practical Space" Learning Environments Across Disciplines (2014). Sukhai, M. A., et al. Council of Ontario Universities.
- URL: https://www.accessiblecampus.ca/wp-content/uploads/2017/01/Understanding-Accessibility-in-Practical-Space-Learning-Environments-Across-Disciplines.pdf

MENTORSHIP

Mapping a Mentoring Roadmap and Developing a Supportive Network for Strategic Career Advancement. (2017). Montgomery, B. L. SAGE Open.
- URL: https://journals.sagepub.com/doi/full/10.1177/2158244017710288

Building an Inclusive Research Team: The Importance of Team Building and Skills Training. (2013). Strnadová, I. et al. Journal of Applied Research in Intellectual Disabilities.
- URL: https://onlinelibrary.wiley.com/doi/full/10.1111/jar.12076

Creating Space for Religious Diversity at Work. (2020), Aslan Gümüsay, A. et al. Harvard Business Review.
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Strategic Team Science: Scaffolded training for research self-efficacy, interdisciplinarity, diversity, equity, and inclusive excellence in biomedical research. (2021). Levites Strekalova, Y. A., et al. Journal of Clinical and Translational Science.
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- URL: https://www.asbmb.org/asbmb-today/careers/052220/neurodiversity-how-to-make-your-lab-more-inclusive

Mentorship, equity, and research productivity: lessons from a pandemic. (2021). Nocco, M. A. et al. Biological Conservation.
- DOI: https://doi.org/10.1016/j.biocon.2021.108966

Supporting and Uplifting New and Diverse Scientists in HIV Research (San Diego SUN): A Research Education and Training Program to Promote the Success of Black, Indigenous, and People of Color Predoctoral and Postdoctoral Fellows. (2023). Pitpitan, E. V. et al. JAIDS Journal of Acquired Immune Deficiency Syndromes
- URL: https://journals.lww.com/jaids/fulltext/2023/10011/supporting_and_uplifting_new_and_diverse.6.aspx

Avoiding racial bias in letter of reference writing. (n.d.). Berhe, A. A., & Kim, S.
- URL: https://aaberhe.files.wordpress.com/2019/03/avoiding-racial-bias-in-reference-writing.pdf

Ten simple rules towards healthier research labs. (2019). Maestre, F. T. PLOS Computational Biology.
- https://doi.org/10.1371/journal.pcbi.1006914

Twelve Principles Trainees, PIs, Departments, and Faculties Can Use to Reduce Bias and Discrimination in STEM. (2020). Willis, L. M., Mehta, D., & Davis, A. ACS Central Science.
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The module on Power, Privilege and Bias from the UBC Canvas course on Inclusive Teaching. (n.d.). University of British Columbia.
- URL: https://canvas.ubc.ca/courses/31444/pages/1-introduction-to-power-privilege-and-bias?module_item_id=1531926

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Data Collection & Analysis

GENERAL

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RACE AND ETHNICITY

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Knowledge Mobilization

GENERAL

Equitable knowledge mobilization (KM) gets information into the hands of people who could use it. **SSHRC's Guidelines for Effective Knowledge Mobilization** provides guidance on effective KM practices as well as advice and other resources which will help you to measure the impact of your research. URL: https://www.sshrc-crsh.gc.ca/funding-financement/policies-politiques/knowledge_mobilisation-mobilisation_des_connaissances-eng.aspx

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WRITTEN MATERIALS

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Additional Reading

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