
EQUITY, DIVERSITY, AND INCLUSION IN RESEARCH: QUICK TIPS FOR PROJECTS & PROPOSALS

THROUGHOUT YOUR PROJECT:

Demonstrate reflection, justify decisions, and state limitations. Remember to be explicit about your decisions and the reasons behind them.

POSITIONALITY:

Position yourself (and your team) in the research to show consciousness about your own privileges and biases. Positioning can be done at any stage of the research (e.g. literature review, research question, personnel or participant recruitment, knowledge mobilization).

WRITTEN MATERIALS:

Use clear, plain language, an accessible font (e.g. Atkinson Hyperlegible), as well as other accessible document practices for participant recruitment material, knowledge mobilization, emails, etc. See [BCcampus Accessibility Toolkit](https://opentextbc.ca/accessibilitytoolkit). (<https://opentextbc.ca/accessibilitytoolkit>).

RESEARCH DESIGN:

Listen to and incorporate diverse perspectives throughout your research, try to be aware of power dynamics, consider barriers, think about who benefits, and do no harm.

- ◆ diverse teams and/or steering groups
- ◆ consultation w/ EDI experts or communities (include compensation in your budget)
- ◆ reflexivity and strengths-based research approaches
- ◆ multiple access points into the research
- ◆ give attention to thorough ethics
- ◆ avail yourself of internal resources (e.g. EDI related positions at the university).

LITERATURE REVIEWS

Incorporate perspectives from a diversity of authors or creators.

- ◆ broaden keyword searches
- ◆ look outside your discipline
- ◆ look at non-academic first-person accounts
- ◆ summarize what you've done

TEAM RECRUITMENT

Seek to intentionally hire a diverse research team.

- ◆ training in unconscious bias
- ◆ welcoming statement in job posts
- ◆ post widely for 30+ days
- ◆ be open to a variety of experiences
- ◆ [Read about best practices in recruitment, hiring and retention](#)

INCLUSIVE RESEARCH TEAMS

Be aware of power dynamics and incorporate insights from team members.

- ◆ team training (e.g. unconscious biases, bystander intervention, cultural safety)
- ◆ codes of conduct
- ◆ involve team in research design
- ◆ distribution of academic career opportunities
- ◆ formalize spending time with each team member

DATA COLLECTION

Reflect on decisions, and justify “why, how, and what for?”

- ◆ recruit diverse participants
- ◆ equitably compensate participants
- ◆ be explicit about decisions regarding what data to collect
- ◆ allow participants to self-identify
- ◆ be flexible about participation times/days (e.g. work around religious holidays) and locations (e.g. accessibility)

DATA ANALYSIS

Be conscious of misrepresentation.

- ◆ use participants’ own words
- ◆ be transparent about the choices you’ve made and why (e.g. coding)
- ◆ member checking and collaborative theorizing

KNOWLEDGE MOBILIZATION

Make results accessible to a wide range of people, including those who will find it useful.

- ◆ seek community feedback
- ◆ non-traditional KM outputs
- ◆ follow accessible best practices for written material and events
- ◆ use correct honorifics and pronouns
- ◆ translation into other languages
- ◆ be cautious of framing results that might disempower people
- ◆ explain decisions about language use, data collection, and analysis

BUDGETING FOR EDI CAN INCLUDE:

- ◆ EDI expertise / consultant
- ◆ Community expertise (e.g. honorariums)
- ◆ Research team training (e.g. anti-racism, unconscious biases, micro-aggressions, bystander training, cultural safety, and trauma-informed practice)
- ◆ Catering for meetings if/when cultural appropriate
- ◆ Counselling support if the research topic could be re-traumatizing
- ◆ Participant remuneration
- ◆ Childcare
- ◆ Open access fees
- ◆ Translation fees
- ◆ Dissemination events with particular communities (also pre-dissemination events to gather feedback)
- ◆ Live captioning for data collection or events
- ◆ Extra time / flexibility (e.g. RA time)

References

Campbell, C.P., & Thompson Hill, G. (2022) [2SLGBTQ+ Inclusion in Research](#). Royal Roads University.

Canada Research Chairs Program. (accessed December 10, 2023). [Creating an Equitable, Diverse and Inclusive Research Environment: A Best Practices Guide for Recruitment, Hiring and Retention](#).

Donovan, M. & Kaplan, M. (2013). The Inclusion Dividend. Why Investing in Diversity & Inclusion Pays Off. DG Press.

Kaniki, N. (2023) [Anti-racism in Research](#). Royal Roads University.

Lowik, A.J. (2023) [Gender Equity in Research](#). Royal Roads University.

Queen's University (accessed December 10, 2023). [Positionality Statement](#). Centre for Teaching and Learning Resources - Equity, Diversity & Inclusion.

Smith, M.S., Bérubé, D. & Boudreau, M.-L. (2019), [Diversity is indispensable to excellence: The Canada Research Chairs program](#). The Conversation (August 27, 2019 5.22pm EDT).

Sundandan Honisch, S. & Thompson Hill, G. (2022) [Accessibility in Research: From Design to Dissemination](#). Royal Roads University.

Zine, J. & Nazim, Z. (2023) [Religious Inclusion Research Toolkit](#). Royal Roads University.