ABOUT THE STUDY:

- Addresses EDI in grant writing for the Tri-Agency grant funding applications
- Evaluates practical guides or toolkits developed by three distinctive Canadian Universities based in Ontario
- University of Toronto (UoT), Brock University, Toronto Metropolitan University (TMU) (see references below)

FACTORS OF UNIFORMITY:

- Content analysis drew key factors of uniformity between the three documents towards the main themes of Tri-Agency EDI guidelines - Research Practice and Research Design
- Plotted their alignment to the factors of uniformity - **intersectionality, systemic changes and sex/gender applications** contributing to project EDI.

FACTORS OF DIVERSITY:

- Content analysis drew key factors of diversity between the three documents in implementing EDI in their respective institutional context.
- Plotted their alignment to the factors of diversity such as reforms in - **HRM/Recruitment/Training,Infrastructure/ Technology, Policies** etc. contributing to Project EDI.
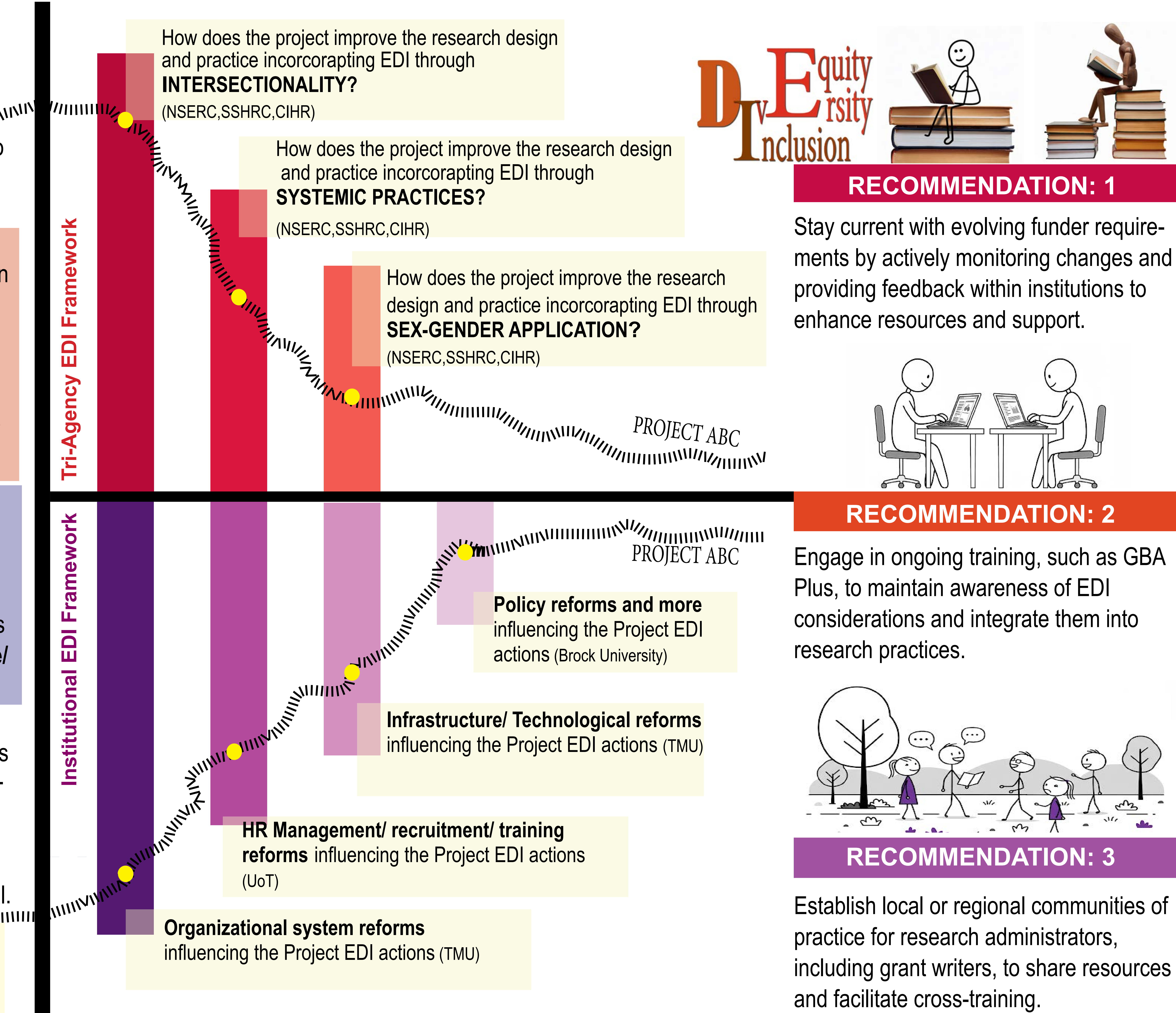
FIGURE: The figure depicts the assessment of a hypothetical proposal for research project ABC. The key factors in the project **(x axis)** are aligned to the Tri-Agency guideline **(y axis)** and to the institutional guidance **(-y axis)**. The points of alignment **(yellow dots)** from the available prompts (either uniformity or diversity) enable the grant writer to highlight or address EDI elements in the proposal.

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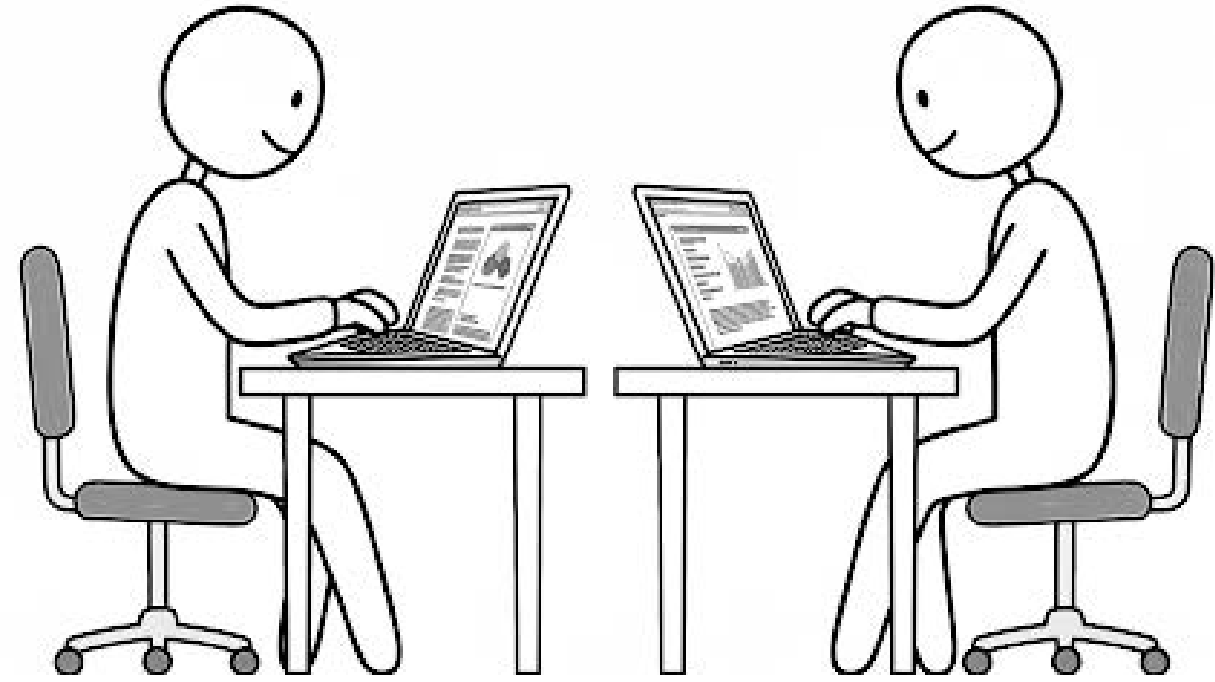
2. **Brock University,** O. of the V. P., Research. (2023). (rep.). Equity, Diversity, and Inclusion in Research Grant Applications – Toolkit, Version 3. Brock University. Retrieved February 17, 2025, from https://brocku.ca/research-at-brock/wp content/uploads/sites/73/EDI-in-Grant-Applications-Toolkit-Version-3.pdf.

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Tri-Agency EDI Framework

How does the project improve the research design and practice incorcorapting EDI through **INTERSECTIONALITY?**
(NSERC,SSHRC,CIHR)

How does the project improve the research design and practice incorcorapting EDI through **SYSTEMIC PRACTICES?**
(NSERC,SSHRC,CIHR)

How does the project improve the research design and practice incorcorapting EDI through **SEX-GENDER APPLICATION?**
(NSERC,SSHRC,CIHR)

PROJECT ABC

Institutional EDI Framework

PROJECT ABC

Policy reforms and more influencing the Project EDI actions (Brock University)

Infrastructure/ Technological reforms influencing the Project EDI actions (TMU)

HR Management/ recruitment/ training reforms influencing the Project EDI actions (UoT)

Organizational system reforms influencing the Project EDI actions (TMU)

D E quity v rsity I nclusion
(Equity Diversity Inclusion)

RECOMMENDATION: 1

Stay current with evolving funder requirements by actively monitoring changes and providing feedback within institutions to enhance resources and support.

RECOMMENDATION: 2

Engage in ongoing training, such as GBA Plus, to maintain awareness of EDI considerations and integrate them into research practices.

RECOMMENDATION: 3

Establish local or regional communities of practice for research administrators, including grant writers, to share resources and facilitate cross-training.

ADDRESSING EDI IN GRANT WRITING IN THE CANADIAN RESEARCH FUNDING ECOSYSTEM: AN EVALUATION OF THREE CASES

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