



3:30pm – 5:00pm

# Shaping science policy to improve equity, diversity and inclusion

*Panel Organizer: Fanny Eugène  
Fonds de recherche du Québec*

# Fonds de recherche du Québec

*Nature et Technologies* • *Santé* • *Société et Culture*

## **Shaping science policy to improve equity, diversity and inclusion**

**Fanny Eugène, Ph. D.**

Equity, Diversity and Inclusion Advisor, FRQ  
Strategic Advisor, FRQNT

CSPC 2018

Québec 



# Fonds de recherche du Québec (FRQ)

Rémi Quirion  
Scientifique en  
chef du Québec



Nature et technologies

SANTÉ

SOCIÉTÉ ET CULTURE

Serge Marchand (FRQS)  
Louise Poissant (FRQSC)



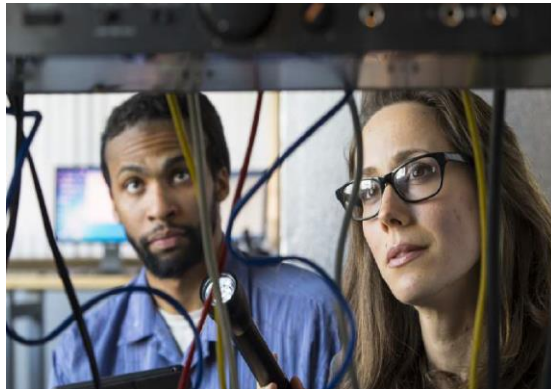
# A few initiatives at FRQ

- EDI committee and advisor
- FRQNT strategic clusters evaluated on their efforts toward EDI
- Question on inclusion of sex and gender in research projects
- Implicit bias training
- Paid parental leave for scholarship holders & paid maternity leave for students supported by FRQNT grants
- Stop-the-clock policies
- Travel expenses outside Quebec for postdoctoral fellows and their families
- Child care during conferences and field explorations for researchers

# Québec wants to encourage more girls and women to pursue careers in STEM



# The SAGA Project (*STEM and Gender Advancement*)



## SAGA Pilot Countries/Regions

Uruguay, Argentina,  
Thailand, Jamaica,  
Gambia, Lebanon, Haiti,  
Liberia, Chili and  
Québec



Organisation  
des Nations Unies  
pour l'éducation,  
la science et la culture

INSTITUT  
de  
STATISTIQUE  
de l'UNESCO

Québec

Fonds de recherche – Nature et technologies  
Fonds de recherche – Santé  
Fonds de recherche – Société et culture

Économie, Science  
et Innovation

Québec

# The SAGA Project in Québec (*STEM and Gender Advancement*)

- First workshop in February 2017
- 160 organizations contacted – 77 responded
- 97 measures identified to support gender equality in STEM
- Second workshop held in March 2018

***The report will be out soon!***



@FRQ\_NT  
@FRQSC  
@FRQS1



INSTITUT  
de  
STATISTIQUE  
de l'UNESCO

Québec   
Fonds de recherche – Nature et technologies  
Fonds de recherche – Santé  
Fonds de recherche – Société et culture

Économie, Science  
et Innovation  
Québec 

# Fonds de recherche du Québec

*Nature et Technologies* • *Santé* • *Société et Culture*

**Merci!**

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**@fanny\_eugene**

Québec 







SCIENCE & POLICY EXCHANGE

DIALOGUE SCIENCES & POLITIQUES

## About us

Assemble students and leaders in government, industry, research, and the community for an exchange of ideas on science policy

- *Public forums, SPE Cafés, Workshops*

Act as the student voice in science policy decisions

- *#Students4theReport campaign, Survey on student/postdoc funding, Pre-budget submissions*

spe café

Breaking Gender  
Barriers in STEM –  
Whose Responsibility  
is it

03/08/18



**REPORT**





**THIS IS A COMPUTER?**

## **1. Family planning**

- *Standardize and encourage parental leaves, creative policies*

## **2. Criteria for excellence/merit**

- *Revise criteria to take into account unconscious bias over a lifetime*

## **3. Hiring practices**

- *Radical transparency*

## **4. Discrimination outside hiring (harassment to more unconscious)**

- *Sustainable positions for monitoring inclusion and diversity*

## **5. Role models and mentorship**

- *Formalize mentorship programs, give credit*

## **6. Lack of men in the conversation**

- *Leadership from the top, more equity and diversity training*

## **7. Societal pressures and unconscious bias we all hold**

## Grassroot initiatives

Give them visibility and financial support!

## Social Media



@DSP\_SPE



/ spexchange



/ science-&-policy-exchange



Science & Policy Exchange



[www.sp-exchange.ca](http://www.sp-exchange.ca)

# Shaping Science Policy to Improve Equity, Diversity and Inclusion: The SEA Change Strategy

Shirley M. Malcom, Ph.D.



# U.S. (2015)

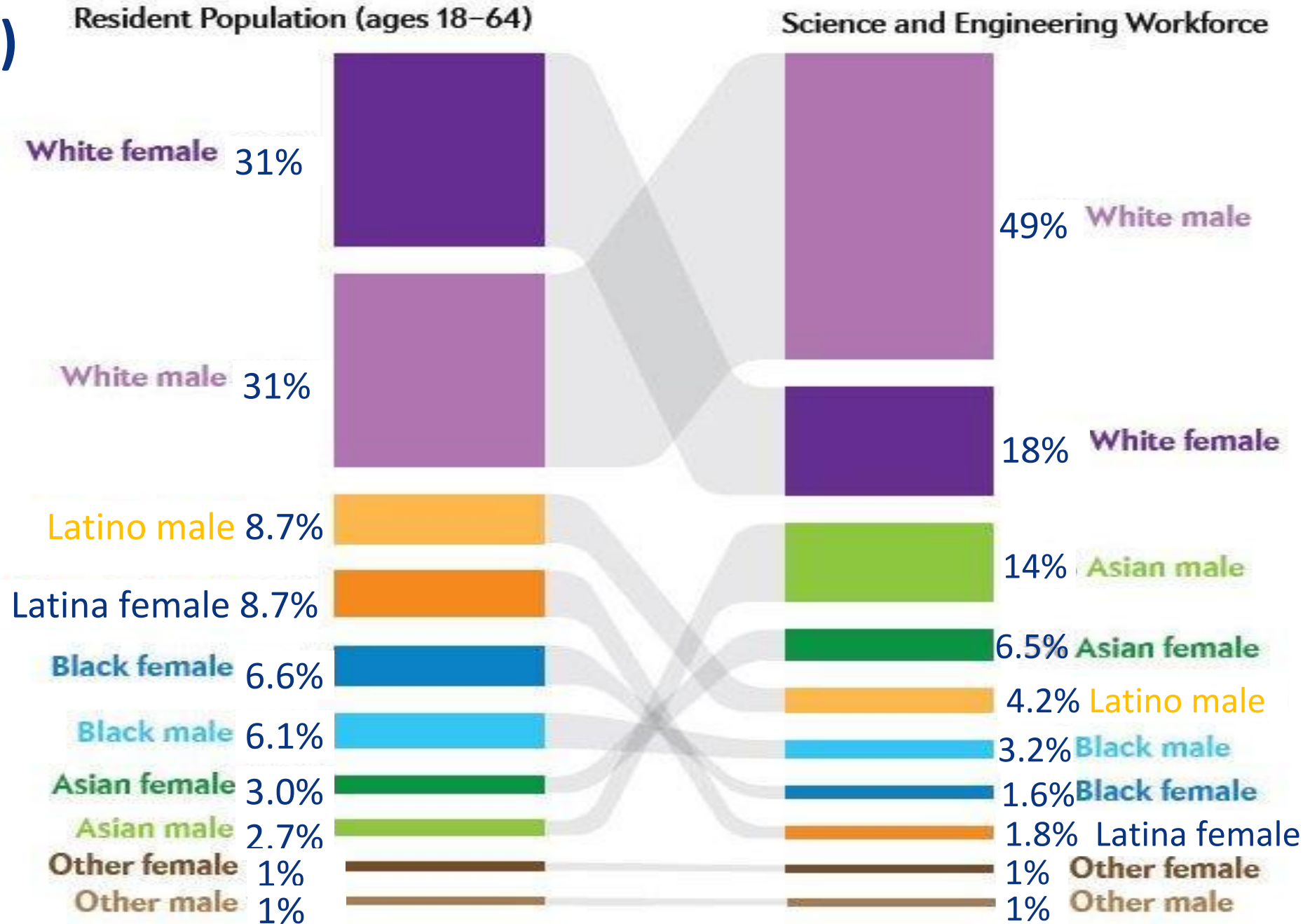


Figure adapted from Guterl (2014).  
Source: NSF (2017).

# The Response in the Federal Agencies



- Changing strategies over time: from targeted programs to more systemic approaches
- Recognizing the shifting demographics: who attends college; changes in the makeup of the population
- Broadening participation
- Broader impacts: Research supporting other worthy efforts
- ADVANCE and AGEP

# Responding to the Policy Environment



- The tension between the legal requirements and judicial rulings, on the one hand, and the desire for broadening participation
- Searching for strategies that are both programmatically effective and legally defensible
- Fixing the system rather than trying to fix the women and minorities
- Athena SWAN as an adaptable model
- Building a structure **outside** of government: a professional society responds



# What is SEA Change?



- SEA is STEM Equity Achievement
- “LEED-like” recognition for diversity, equity, inclusion in STEM for higher education
- Supports institutional transformation so the **full range** of talent can be recruited, retained, and advanced
- Based on the Equality Charter Processes of self-assessment from Advance HE in the UK (home of Athena SWAN)

# What Can SEA Change Do?



- Promote systemic, institutional changes
- Fix the system, not the participants
- Exploration and understanding of context for each institution
- Other key elements:
  - Voluntary participation
  - Declaration of commitment
  - Disaggregation within each analyses

# What is SEA Change?



- Self-assessment process

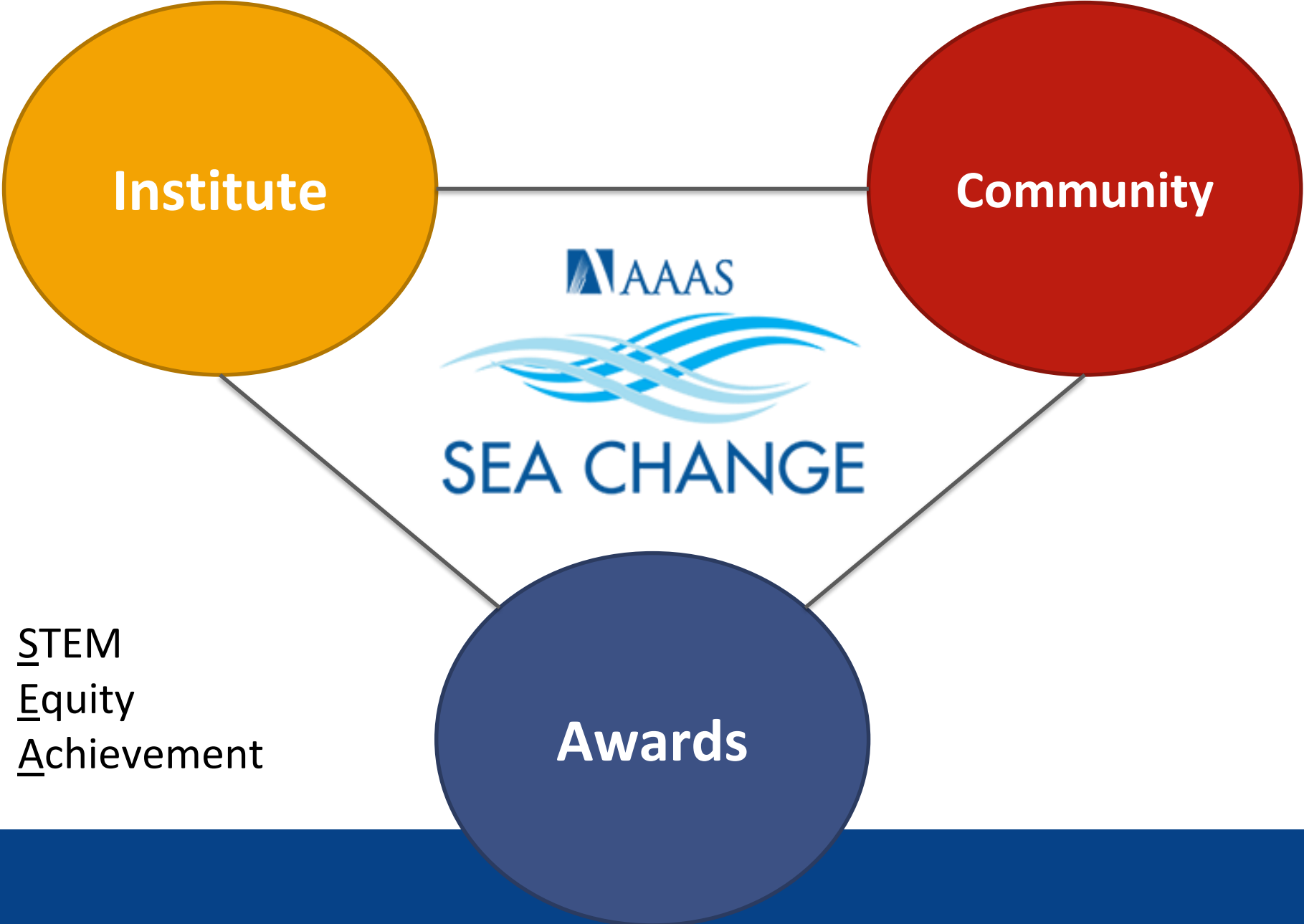
## Awareness → Understanding → Action → Reflection

1. **Collect** data
2. Critically **analyze** data
3. Use data to **identify** problem areas, and *why* these are problematic
4. Develop a 5-year **action** plan to address these
5. Show **progress** over time

# Self Assessment Criteria

- Leadership, Faculty, and Student Composition
- Faculty and Student Transition Points
- Career Flexibility and Breaks
- Diversity and Inclusion Policies
- Institutional Climate and Culture
- Action Plan

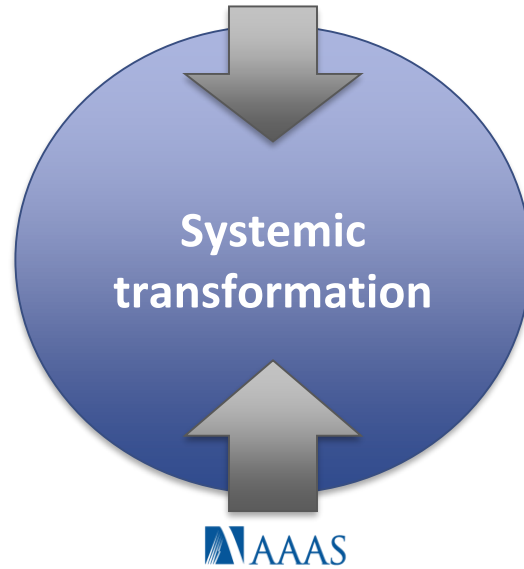




Policy, practices,  
procedures, climate  
across institution

## Faculty

Grad students  
Undergrads



Policy, practices,  
procedures, climate  
within a department

## Faculty

Grad students  
Undergrads

# SEA Change— *See* Change



# SEA CHANGE

[seachange.aaas.org](http://seachange.aaas.org)



# Canadian Science Policy Conference 2018

## Ryerson's role in shaping science policy to improve equity, diversity and inclusion

Dr. Denise O'Neil Green  
Vice-President

November 7, 2018

Ryerson  
University

Office of the Vice-President,  
Equity and Community Inclusion



# Ryerson's Road to a Vice-President Equity, Community Inclusion

- 2012 - Appointed inaugural assistant vice-president/vice-provost equity, diversity and inclusion (AVP/VP EDI)
- 2017 - Appointed university's first vice-president, equity and community inclusion in April 2017
- Direct report to President Lachemi and Member of President's Executive Team
- Policy and Practice, Academic and Administrative



Office of the Vice-President,  
Equity and Community Inclusion



# How Ryerson Defines E-D-I Values

- 👉 **EQUITY:** The **fair and just treatment** of all community members through the creation of opportunities and the **removal of barriers to address historic and current disadvantages** for under-represented and marginalized groups.
- 👉 **DIVERSITY:** Valuing and respecting **diversity of knowledge, worldviews and experiences that come from membership in different groups**, and the contribution that diversity makes to the work environment.
- 👉 **INCLUSION:** The equitable, **intentional and ongoing engagement** of diversity within every facet of university life. It is the shared responsibility of all community members to foster a welcoming, supportive and respectful work environment.

# Bridging a Noticeable Gap in Science Policy

- Conversations about EDI, policy and policy seemed to be sparse in the research sector
- First forum sponsored by OVPECI and NSERC and held in Toronto in February 2018
- Members from federal research funding agencies, university research staff, academic leaders and EDI professionals attended



# Discussion Highlights

- Significant Barriers Remains for Equity Seeking Groups
- EDI Training Needs to Be Extended and Refined
- EDI Is an Integral Component of Research Excellence
- To Initiate System-wide Change, Accountability is Paramount
- University Leadership Has A Key Role To Play

# Roundtable Reaction

Dr. Juliet Daniel of the Department of  
Biology at McMaster University



Dr. Daniel believed the meeting was long overdue: **“I think it was awesome that Ryerson took the lead and was courageous enough to do it because it does take a certain level of courage to do something like that.”**

# Roundtable Reaction

**Dr. Steven Vamosi, associate dean, diversity, equity and inclusion in the Faculty of Science at University of Calgary**



After the inaugural event, Dr. Vamosi said he hopes the roundtable signifies that there will be real change in how things are done that will effect meaningful change, in terms of both who is represented at universities and also that they are included...not just there.

# Accountability is Paramount

Dictionary.com - Our  
2017 Word of the Year Is

*Complicit*.

*Complicit* means “choosing to be involved in an illegal or questionable act, especially with others; having partnership or involvement in wrongdoing.” Or, put simply, it means being, at some level, responsible for something . . . even if indirectly.

Ryerson  
University

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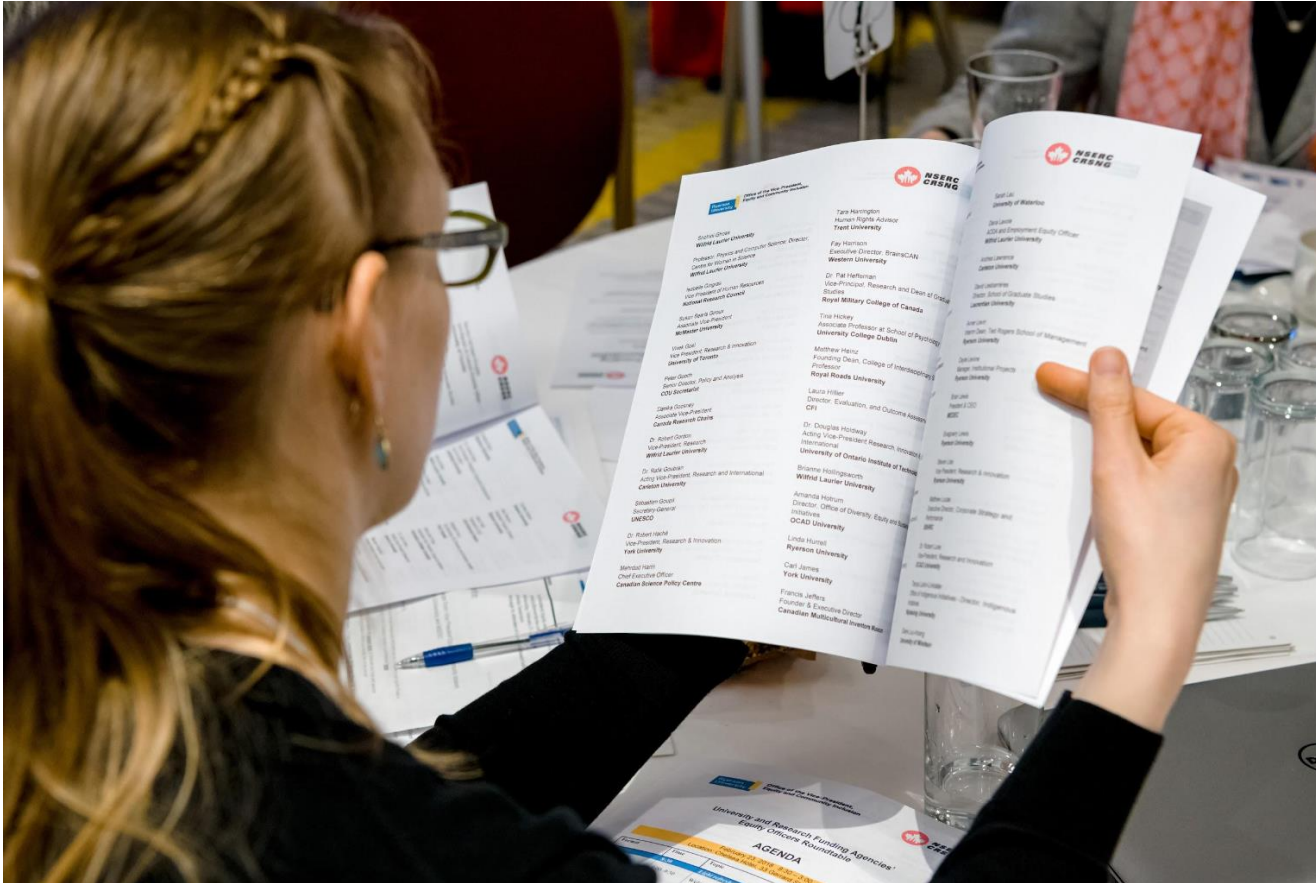


# Equity, Diversity and Inclusion work Is Relational





# Next Steps



- A report of our findings from the first roundtable
- A reconvening of this group and others who would like to help make change as we continue to infuse EDI into science policy and other sectors across Canada.

# INCREASING EQUITY, DIVERSITY and INCLUSION, and RESEARCH EXCELLENCE



Image by Dave Cutler

Presenter: Anne Webb, Senior Policy Advisor  
Equity, Diversity and Inclusion, NSERC



# OUTLINE

- Vision
- Barriers
- EDI Action Plan: Shared priorities
- Key current agency EDI initiatives
- Made-in-Canada Athena SWAN
- Indicators of impact and success
- Resources
- How to contact us

# VISION

- Research is strongest when all people—of diverse identities—are contributing to the research ecosystem.
- Research culture and systemic changes are needed
  - to address barriers that hinder equitable access by an individual or group to funding opportunities.
  - to embed equity, diversity and inclusion (EDI) considerations and analysis into research.

# BARRIERS EMBEDDED IN RESEARCH CULTURE AND SYSTEMS

Multiple factors contribute to low % of women, people with disabilities, visible minorities, Indigenous peoples and LGBTQ2+ people in various fields of research, including:

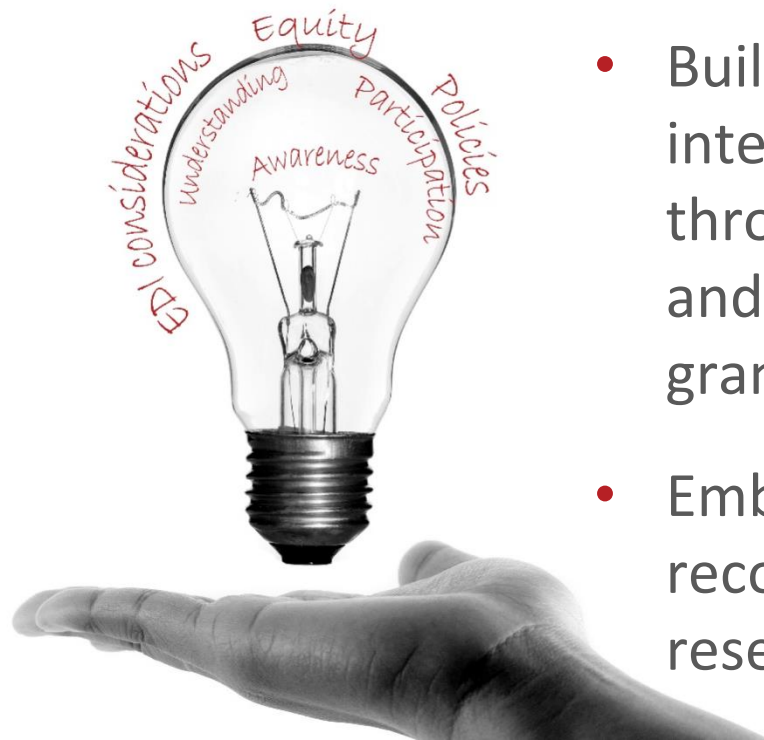
- Unintentional and intentional biases
- Microaggressions
- Hostile work environments, stereotype threats
- Biased indicators of excellence
- Few role models
- Assumed linearity norm of research career paths
- Under-valued service and outreach contributions

# EDI ACTION PLAN

- Granting agencies are combining their efforts to embed EDI considerations and analysis in policies, processes, indicators of excellence and evaluation criteria.
- Based on shared objectives, the tri-agencies have developed an EDI action plan.
- EDI actions are being promoted, resourced, implemented and monitored.

# SHARED PRIORITIES

- Collect, analyze and report data on underrepresented group participation in funding competitions and selection committees
- Implement and monitor measures to increase equity and diversity within pool of applicants and recipients
- Build awareness, understanding and integration of EDI analysis and practices throughout our stakeholder communities and institutions, and in how we work as granting agencies
- Embedded EDI considerations and analysis recognized as among factors indicative of research and research team excellence



# SHARED PRIORITIES



- Develop and provide EDI **resources**, including bias awareness training, tailored to our communities
- Take steps to eliminate impact of periods of leave taken and research pace on assessments of researcher **accomplishments**, competencies, contributions and expertise
- Review ‘use of funds’ regulations to clarify that research costs related to increasing EDI are eligible
- **Consultation** with expert EDI advisors



# KEY CURRENT AGENCY INITIATIVES

- Tools and systems developed to collect and monitor data on underrepresented group participation in funding programs, peer review and committees
- Reviewers, panels, agency staff to complete bias awareness training; staff to complete gender and diversity-based analysis training
- Specific funding programs now include EDI-related requirements in relation to personnel and research
- Guidance and resources relating to EDI consideration and analysis in research, research teams and institutions being added to agency websites
- Agencies are integrating GBA+ into program evaluation and policy reviews

# KEY CURRENT AGENCY INITIATIVES

- For some agencies, proportion of awards holders who are underrepresented individuals is a performance indicator for monitoring and reporting to Parliament
- Liaison with and alignment on EDI considerations with university research offices increased
- New requirements for universities participating in the CRC Programs have been instituted
- Design and implement a made-in-Canada Athena SWAN program
- Participation in public forums to convey, consult and engage external experts and knowledge holders on agency EDI initiatives

# Athena SWAN: UK program

- UK Athena SWAN program was launched in 2005
- Established to increase gender equity and help drive cultural change in research at PSIs in the UK
- Equality Charter: Recognize commitments to advancing careers of women in STEM
- Race Equality Charter adopted in January 2016
- The Athena SWAN model has been implemented in Ireland, Australia and the USA
- Research institutions apply for Athena SWAN awards

# *Made-in-Canada* Athena SWAN model

- Institutional participation in Canadian Athena SWAN will be voluntary
- Build on work PSIs are already doing
- The Athena SWAN model will be tailored to the context and realities of Canada
- We expect that the scope of the Canadian initiative will be broader, inclusive of underrepresented groups, all research disciplines, and all types of post-secondary institutions (universities, polytechnics and colleges)
- Comments/questions:

[consultations@nserc-crsng.gc.ca](mailto:consultations@nserc-crsng.gc.ca)

# INDICATORS OF IMPACT AND SUCCESS



*Include:*

- Increased funding competition participation and success among currently underrepresented groups
- Increased inclusion of equity and diversity consideration in research proposals and teams
- Diverse membership on selection and governance committees
- Awards and recognition of institutions making EDI progress and achievements
- Equitable, diverse and inclusive indicators of research excellence embedded in research evaluation criteria

# FOR OUR COMMUNITIES, THIS MEANS

Helping to define and contribute to a dynamic process of enhancing research excellence, relevance and impact by

- Increasing diversity among researchers
- Increasing recognition of sex, gender and diversity dimensions in all aspects of research; recognize EDI analysis and practice as a competency
- Being aware of your own biases
- Benefiting from EDI guidance resources provided
- Understanding the move away from reliance on specific output-based indicators of excellence
- Promoting these initiatives and changes within your communities

# SELECTED TRI-AGENCY RESOURCES

- CIHR (2017) Sex, Gender and Health Research
- CIHR (2017) Equitable access to health research funding
- TIPS (2017) Equity, Diversity and Inclusion Practices.
- TIPS (2017) Equity, Diversity and Inclusion Action Plan.
- NSERC (2017) Equity, Diversity and Inclusion.
- NSERC (2017) Framework on Equity, Diversity and Inclusion.
- SSHRC (2016) Guidelines for the Merit Review of Aboriginal Research
- CIHR Bias in Peer Review training module.
- SSHRC/NSERC/TIPS Bias in Peer Review training module

# CONTACT INFORMATION

NSERC: [nseequity-equitesng@nserc-crsng.gc.ca](mailto:nseequity-equitesng@nserc-crsng.gc.ca)

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CIHR: [GBAplus-ACSplus@cihr-irsc.gc.ca](mailto:GBAplus-ACSplus@cihr-irsc.gc.ca)

TIPS: [information@chairs-chaire.gc.ca](mailto:information@chairs-chaire.gc.ca)

Genome Canada: [info@genomecanada.ca](mailto:info@genomecanada.ca)

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# THANK YOU!