EDI in the research ecosystem: Canada’s Tri-agency experience - SSHRC

Next Generation EDI Data Symposium

DOMINIQUE BERUBE, VICE-PRESIDENT OF RESEARCH
ARIOADNE LEGENDRE, ACTING CHIEF DATA OFFICER

APRIL 8, 2022
L’EDI dans l’écosystème de la recherche: l’expérience des trois organismes canadiens de financement – le CRSH

Next Generation EDI Data Symposium

DOMINIQUE BERUBE, VICE-PRESIDENTE RECHERCHE

APRIL 8, 2022
SSHRC COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION

“..advancing research excellence through our ongoing efforts to reduce the systemic barriers and biases experienced by women, Indigenous Peoples, people with disabilities, members of racialized minority groups, and other individuals members of underrepresented and disadvantaged groups, both through SSHRC programs and initiatives and across the numerous tri-agency programs SSHRC administers.”
SSHRC’S APPROACH TO PROMOTING EDI IN THE RESEARCH ENTERPRISE... AND THE SUPPORTING ROLE OF DATA

1. Fair access to research support
2. Equitable participation in the research system
3. EDI in research practice and research design
4. SSH research brings new knowledge to advance EDI in society
5. SSHRC is a diverse and inclusive workplace
EQUITY, DIVERSITY AND INCLUSION DASHBOARD

### High-Level Summary of Participation (2018, 2019, 2020)

<table>
<thead>
<tr>
<th>Population Group</th>
<th>SSHRC* Application rate (%)</th>
<th>SSHRC* Award rate (%)</th>
<th>Reference Populations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>56.2</td>
<td>61.7</td>
<td>50.9</td>
</tr>
<tr>
<td><strong>Indigenous</strong></td>
<td>3.2</td>
<td>3.8</td>
<td>4.9</td>
</tr>
<tr>
<td><strong>Visible Minorities</strong></td>
<td>19.2</td>
<td>17.1</td>
<td>22.0**</td>
</tr>
<tr>
<td><strong>Persons with a Disability</strong></td>
<td>4.8</td>
<td>5.0</td>
<td>22.0**</td>
</tr>
</tbody>
</table>

*Programs included: all programs with data; competition years 2018, 2019, 2020

**Canadian Survey on Disability 2017

*** Survey of Postsecondary Faculty and Researchers, 2019

93% response rate

Thank you SSHRC participants!
SOME EARLY TAKEAWAYS – VISIBLE MINORITIES

<table>
<thead>
<tr>
<th>Year</th>
<th>Applicants</th>
<th>Awardees</th>
<th>Funding</th>
<th>Committee Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>13.2%</td>
<td>12.4%</td>
<td>8.9%</td>
<td>9.4%</td>
</tr>
<tr>
<td>2019</td>
<td>18.0%</td>
<td>16.0%</td>
<td>14.6%</td>
<td>9.3%</td>
</tr>
<tr>
<td>2020</td>
<td>21.1%</td>
<td>18.7%</td>
<td>17.1%</td>
<td>12.5%</td>
</tr>
</tbody>
</table>

The proportion of committee members who identify as a visible minority is not representative to the proportion of awardees.
### SOME EARLY TAKEWAYS – INDIGENOUS PEOPLES

<table>
<thead>
<tr>
<th>Role</th>
<th>Indigenous</th>
<th>Non-Indigenous</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicant</td>
<td>91.8%</td>
<td>8.2%</td>
<td></td>
</tr>
<tr>
<td>Co-applicant</td>
<td>90.8%</td>
<td>9.2%</td>
<td></td>
</tr>
<tr>
<td>Collaborator</td>
<td>87.6%</td>
<td>12.4%</td>
<td></td>
</tr>
</tbody>
</table>

2018-2020 Insight + Partnership research

<table>
<thead>
<tr>
<th>Category</th>
<th>Indigenous</th>
<th>Non-Indigenous</th>
<th>Prefer not to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants</td>
<td>2.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Awardees</td>
<td>2.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funding</td>
<td>2.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Committee Members</td>
<td>3.6%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2018-2020 Research Training and Talent

How can we support the transition of Indigenous students into more Indigenous researchers?

Social Sciences and Humanities Research Council of Canada

Conseil de recherches en sciences humaines du Canada

Canada
Intersectionality is “a way of thinking about identity and its relationship to power.”

- Kimberlé Crenshaw, 2015
IMPACTS OF COVID ON APPLICATION RATES

Number of applications for emerging researchers over time (Insight Development Grants program only)

- All Applicants
- Applicants who self-identify as a woman
- Applicants who self-identify as a woman and a visible minority

Number of applications for established researchers over time (Insight Development Grants program only)

- Emerging researchers
- Established researchers
- All Applicants
- Applicants who self-identify as a woman
- Applicants who self-identify as a woman and a visible minority

3 years before COVID, 2 years before COVID, 1 year before COVID, During COVID Year 1
Moving forward

- Ongoing monitoring and reporting
- Continued open discussion with research community
- Provide leadership and support for improved availability of data
- Evidence-based program design
Questions?

Contacts:

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