

# **Tips of EDI and Research Impact (updated: 29 Mar 23)**

Office of Research Services, TRIUMF

## **EDI**

### **1. Keep track of your trainees:**

To ensure that you are able to accurately and effectively describe the accomplishments of your students and postdocs in grant proposals, we recommend keeping detailed records of their training at TRIUMF and current status. For example, LinkedIn can be a valuable tool for monitoring student outcomes. Rather than simply providing a list of students, consider describing their achievements in detail, such as any publications, key presentations, or awards, scholarships, and fellowships they have received, as well as positions and/or sectors they have moved on to. It is also important to obtain consent from each individual before using their name in the proposal.

### **2. Training philosophy:**

For the training philosophy, you could include your vision for the future career development of your students, as well as how you plan to incorporate EDI principles into your training and mentorship. Consider outlining specific examples of how you have practiced EDI in the past, and how you plan to continue to do so in the future. For instance, you might describe any training or resources that you have provided to students in the past or outline specific initiatives that you plan to implement in the future.

### **3. Addressing EDI Barriers and Proposing Solution:**

To effectively address issues of EDI, it is important to not only identify the current barriers faced by underrepresented groups but also to propose concrete solutions to these problems. Consider outlining specific methods you plan to implement in your training to ensure equal opportunities for all students, regardless of their background or identity. For example, you might describe initiatives aimed at recruiting students from underrepresented groups or outline specific measures that you plan to take to support their career development. It can be also helpful to provide specific data on the diversity of your trainees, such as the ratio of male to female students/trainees you have had in the past.

### **4. Incorporating EDI values into the recruitment process**

Incorporating EDI values into the recruitment process can be achieved through various means, such as providing job advertisements in a gender-neutral manner and advertising positions at non-traditional institutions (technical institutions and colleges), especially for jobs that require only undergraduate qualifications, as individuals from underprivileged families may not have the financial resources to attend university.

### **5. Outlining the Educational Benefits of Your Project**

In addition to detailing your research objectives and methodology, it is important to describe the educational benefits that your project will offer to students, both graduate and undergraduate. You can describe specific skills or areas of knowledge that students will gain through their involvement in the program/project. This might include project management skills, entrepreneurship training, career development resources, and opportunities to develop presentation and communication skills.

## 6. Team composition

When describing your team composition, outline the rationale related to EDI and explain how each member's unique background and expertise contribute to the team's overall success. Additionally, consider the team's experience and expertise in the field, and how they can provide valuable mentorship and support to students. You can also describe the percentage of team members based on different factors such as gender, racial minority status, and experience levels, aiming for a diverse and well-rounded team that includes a blend of experience levels.

## 7. Using Data to Support Your Commitment to EDI

To demonstrate your commitment to EDI, you could provide clear and detailed examples that are supported by data in the sections above. For instance, the number of students from underrepresented groups that you have mentored, or the percentage of your team composed of women or minorities. Additionally, consider highlighting any challenges or areas where you hope to improve your EDI efforts, and provide specific goals and timelines for achieving these objectives if possible.

## **Research Impact**

### 1. Expected Outcomes and Contributions of Your Proposal

Consider describing the specific contributions that your proposed project will make to the field, as well as the anticipated benefits to Canada as a whole. For example, the development of new technologies, the creation of new knowledge, or the training and mentorship of a new generation of researchers. Besides scientific advancement, you could also outline your work's potential impacts or outcomes including initiatives aimed at public education or engagement, commercialization opportunities, or the potential influence of your work on public policy or society. Be sure to provide specific examples and data to support your claims.

### 2. Measuring research impact beyond citation: methods and tools

In addition to citation metrics, it is important to consider other indicators and tools to measure the impact of your research. A variety of qualitative and quantitative methods can be employed to demonstrate impact, such as network analysis, bibliometric analysis, surveys, and focus group interviews. It is important to consider the specific goals of your research and choose indicators and methods that align with these goals. By using a combination of tools and methods, you can more accurately and comprehensively measure the impact of your research and communicate this impact to relevant stakeholders.

### 3. Highlighting Contributions of Researchers

In grant proposals, it is important to not just list publications, but to also provide a clear picture of the knowledge, expertise, and experience of the researcher and co-applicants. For NSERC applications, you are able to list your publications on the research portal (section: Additional Information on Contributions). Applicants and co-applicants can thus use the section on Previous Contributions/ Most Significant Contribution to highlight their contributions to the field and explain why their specific expertise is critical to the success of the proposed project. For example, for each PI and co-applicant, you might describe the specific research skills or techniques that each brings to the table, as well as your previous experience working on similar projects. Additionally, it can be helpful to explain the rationale behind the team composition, including any efforts to ensure diversity and inclusion.