



Research Equity, Diversity and Inclusion Policy			
<b>Policy Type</b>	Academic	<b>Initially Approved:</b>	August 16, 2022
<b>Policy Sponsor</b>	Vice-President, Academic Affairs	<b>Last Revised:</b>	
<b>Administrative Responsibility</b>	Office of Research Services	<b>Review Scheduled:</b>	2027
<b>Approver</b>	General Faculties Council		

## A. Background

The Research Equity, Diversity and Inclusion Policy aligns Ambrose University with “Best Practices in Equity, Diversity and Inclusion in Research”<sup>1</sup> released by the TRI-Council in June 2021. The policy is intended to support Equity, Diversity and Inclusion (EDI) within Ambrose’s research community, and to continue the University’s compliance with the EDI guidelines of the Canadian Institutes of Health Research (CIHR), the Natural Sciences and Engineering Research Council of Canada (NSERC), and the Social Sciences and Humanities Research Council (SSHRC) of Canada.

The policy is in keeping with the University’s commitment to supporting the research community and research activities that foster a culture of inclusive and equitable scholarship amid the growing interconnectedness of a diverse world. This policy also keeps in line with Ambrose University’s commitment to transparency with policy processes and accountability to the University’s stakeholders.

The “Best Practices in Equity, Diversity and Inclusion in Research” guidelines from the TRI-Council provide three areas of practice to ground this policy. These areas are:

1. **Research team composition:** Diversity of perspectives is fundamental to achieving research excellence. Implementing proactive measures to address systemic barriers in recruitment provides a diversity of perspectives in the research team and helps ensure the best candidates are selected and the research is as impactful and innovative as possible.
2. **Professional training and development:** Access to training and development opportunities can significantly influence an individual’s research career trajectory. Ensuring that such opportunities are equally available to all team members will help address potential inequities and lead to a more inclusive research environment by helping all members realize their full potential.
3. **Inclusion:** The research team must fully support and integrate all team members so they can reach their full research potential and continue to pursue their career in research. Issues such as microaggressions, biases, inequitable support, lack of recognition, anti-Black racism, and lack of understanding of Indigenous communities can impact a team member’s ability to fully contribute to the work of the team.

## B. Purpose

The purpose of the policy is to foreground EDI practices in research by:

1. Establishing a culture of inclusive research excellence
2. Providing guidance on EDI initiatives related to research
3. Supporting the implementation of EDI best practices in research
4. Supporting compliance with EDI requirements for federally sponsored research programs
5. Identifying supports and resources required for the implementation of EDI practices

## C. Research EDI Statement

Ambrose University is a teaching-based university with undergraduate Arts and Science programs, an undergraduate School of Ministry, Schools of Business and Education, and a graduate level Seminary. The institution is in its formative years of

<sup>1</sup> <https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>

developing a robust research program. The University faculty have a growing array of research programs that also support student development as researchers. The structures which support, evaluate, protect, and promote research and scholarly activity are built upon the basis of the Ambrose Research Mandate, which affirms that “research and collaborative activity complement the primary instructional role of faculty, enriching classroom teaching and creating a scholarly atmosphere on campus”.

In line with this, Ambrose is committed to a research ethos that encourages EDI in research teams, methodology, and knowledge dissemination. In alignment with several Ambrose University values, the institution will continue to implement a non-tokenistic commitment to EDI that intentionally includes marginalized voices in research initiatives. As a young research university, we recognize much work lies ahead to get from idea to full capacity. Much of this policy, then, is aspirational and provides direction for where we want to go rather than being a marker of what has been accomplished. At the same time, Ambrose also affirms faculty members’ freedom to set their own research agendas and to employ the approaches and methods that they, in their disciplinary expertise, deem most relevant to these agendas. The university will extend the same support to faculty research that is not explicitly EDI-related as it will to that which is.

#### **D. Positioning an EDI Policy at Ambrose University<sup>2</sup>**

In order to form a robust basis for this policy, it is important for the Ambrose research community to have a common understanding of what the words mean and how they align with the Canadian research ecosystem.

- **Equity:** The principle/practice of treating people with fairness based on their context. It is different from equality in that equitability does not apply one standard of power, access, and opportunity to all people. Equity corrects for various individual and systemic barriers, gaps and blind-spots to allot resources and opportunity to all.
- **Diversity:** The principle/practice that describes the demographic mix of a community. Beyond demography, diversity is about the representation of the mix of experiences, perspectives, opinions, and identity factors that emerge from various ethno-racial backgrounds, gender, sexual orientation, ability and immigrations status (in Canada).
- **Inclusion:** The principle/practice that creates an environment of welcome, belonging, and respect and sets people up to thrive. Fully realized inclusion means that everyone has access to belonging, opportunity, participation, and the development of their potential without barriers.

These definitions align with the TRI-Council view of EDI-infused research which can be reviewed [here](#). The TRI-Council guidance also stipulates three focus areas for EDI research —“research team composition,” “professional training and development,” and “inclusion” which can be found [here](#). This policy is also linked to Ambrose’s Master Academic Plan, the Policy on Ethical Research Involving Humans, and the Framework for the Responsible Conduct of Research.

#### **E. Responsibilities of the Institution**

- Ensure that the Ambrose research community is aware of and has access to this policy and all other requirements and standards related to the TRI-Council guidelines for best practice for research.
- Disseminate this policy through the institution’s website, information packages, and relevant meetings and the Ambrose Faculty Handbook.
- Ensure that this policy and all institutional policies dealing with research and scholarship align with the best practices in research set out by the Tri-Council Research Agencies.
- Ensure that all institutional financial risk management policies are upheld with respect to research grants, awards, external donations, and all other research funding.
- Continue to build a Research Office to respond to questions about policies and processes for grant applications and funding.

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<sup>2</sup> Language partly informed by University of Toronto and University of Alberta.