Inclusive Research:

Why does it take more than a seat at the table

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Equity, Diversity and Inclusion in Research: Definitions

Equity

- Fairness in processes, resource allocation, decision-making

- Challenging systemic barriers and biases

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Diversity

- Differences in perspectives and lived experiences

- Fundamental to achieving research and training excellence

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Inclusion

- Practice of ensuring that all individuals are valued and respected for their contributions

- Ensuring necessary support

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EDI in Research Practice

- Promoting diversity in team composition and trainee recruitment

- Fostering an equitable, inclusive and accessible research work environment for team members and trainees

- Highlighting diversity and equity in mentoring, training and access to development opportunities.

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EDI in Research Design

- Approaches such as intersectionality, gender-based analysis plus (GBA+) anti-racist approaches, and disaggregated data collection and analysis that includes consideration of diversity and identity factors such as, but not limited to, age, culture, disability, education, ethnicity, gender expression and gender identity, immigration and newcomer status, Indigenous identity, language, neurodiversity, parental status/responsibility, place of origin, religion, race, sexual orientation, and socio-economic status.

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EDI & Inclusive research

- Research practices that help capture diverse perspectives and lived experiences

- Contributions to research design and outputs

- Beyond the passive role of participants

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Inclusive research with persons with intellectual and developmental disabilities

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Barriers to inclusive research

- Recruitment

- Consent

- Accessibility

- Additional resources required

- Training and tools

- Lack of evidence to inform best practices

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Inclusive research: Principles and best practices

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Accessibility

Autonomy

Reciprocity

Trust

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