



Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada

Canada

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

Next Generation EDI Data Symposium

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

APRIL 8, 2022



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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

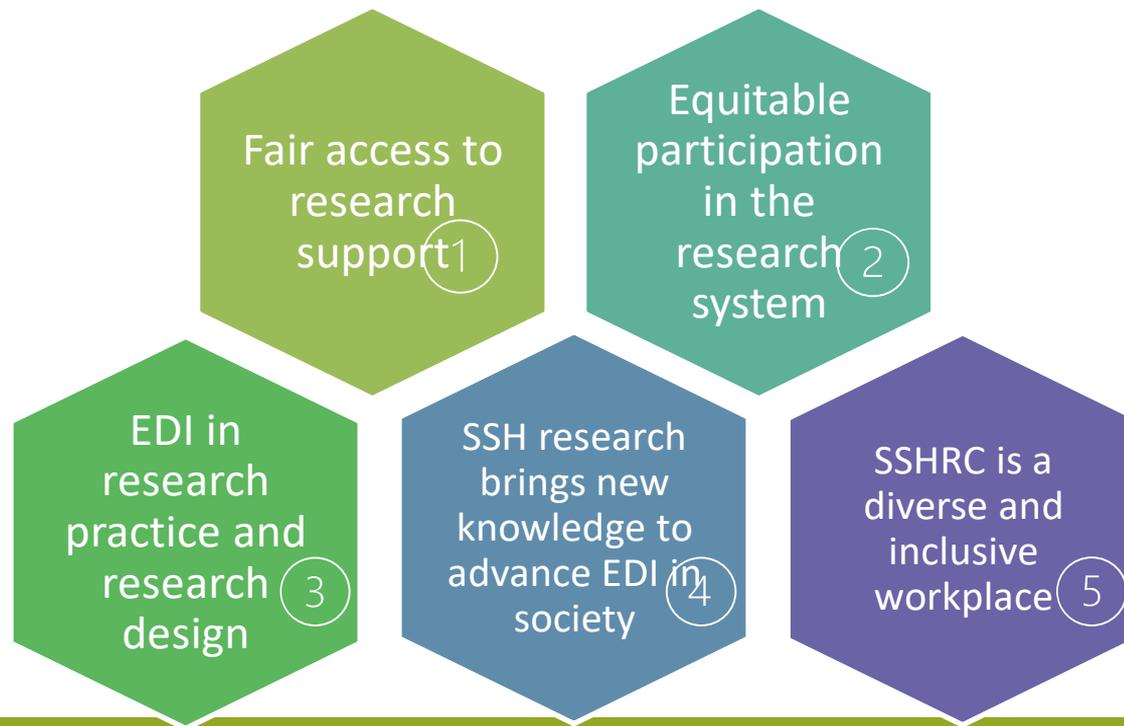
APRIL 8, 2022

SSHRC COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION

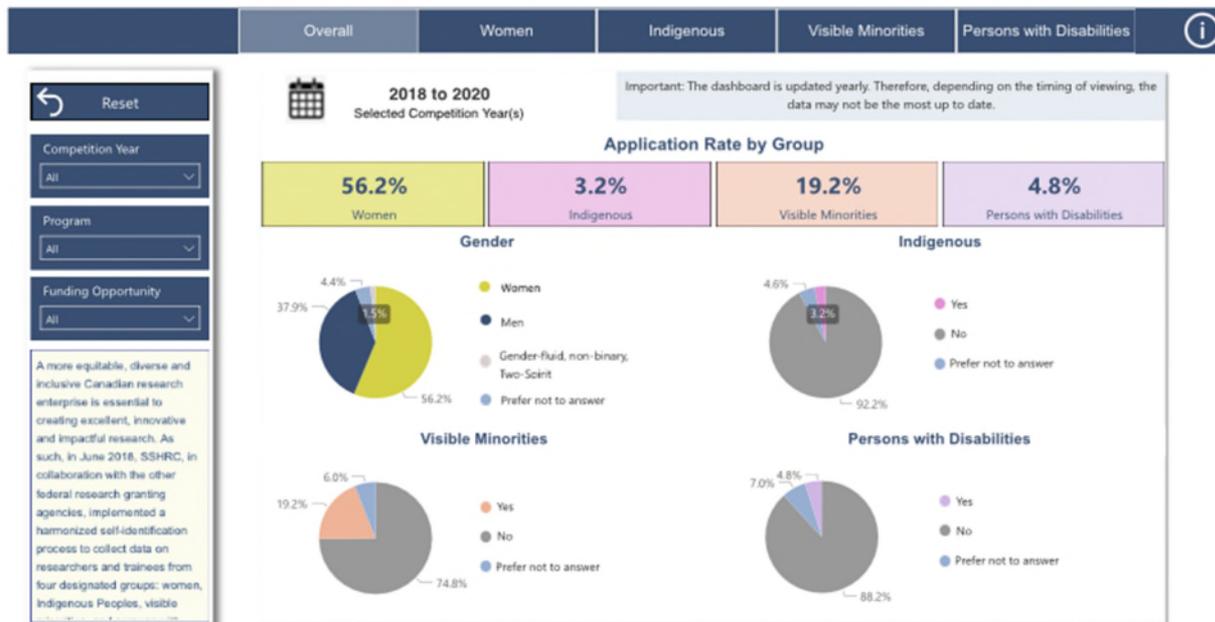
“..advancing research excellence through our ongoing efforts to reduce the systemic barriers and biases experienced by women, Indigenous Peoples, people with disabilities, members of racialized minority groups, and other individuals members of underrepresented and disadvantaged groups, both through SSHRC 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



EQUITY, DIVERSITY AND INCLUSION DASHBOARD



Individual proportions may not add to 100% due to rounding. When the number of applications is less than 5 the awarded percentage will not show.

https://www.sshrc-crsh.gc.ca/about-au_sujet/facts-faits/index-eng.aspx



HIGH-LEVEL SUMMARY OF PARTICIPATION (2018, 2019, 2020)

POPULATION GROUP	SSHRC*		REFERENCE POPULATIONS	
	Application rate (%)	Award rate (%)	Canadian Population (%) (2016 Census)	University professor, instructor, or teacher (%) (StatCan 2020***) All disciplines
WOMEN	56.2	61.7	50.9	48
INDIGENOUS	3.2	3.8	4.9	2
VISIBLE MINORITIES	19.2	17.1	22.0	19.4
PERSONS WITH A DISABILITY	4.8	5.0	22.0**	6.7

*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

	Visible Minorities			
2018	13.2% Applicants	12.4% Awardees	8.9% Funding	9.4% Committee Members
2019	18.0% Applicants	16.0% Awardees	14.6% Funding	9.3% Committee Members
2020	21.1% Applicants	18.7% Awardees	17.1% Funding	12.5% Committee Members

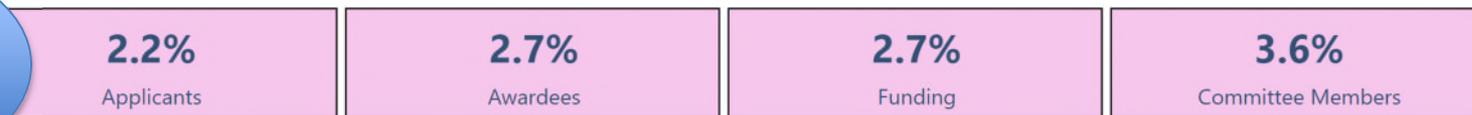
- The proportion of committee members who identify as a **visible minority** is not representative to the proportion of awardees



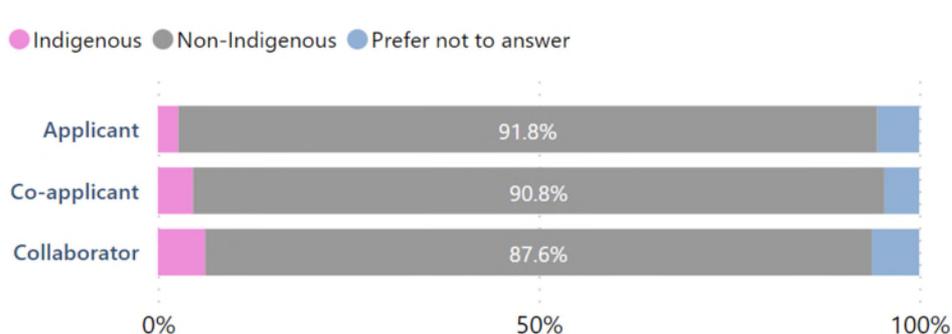
SOME EARLY TAKEAWAYS – INDIGENOUS PEOPLES

2018-2020
Insight +
Partnership
research

Indigenous

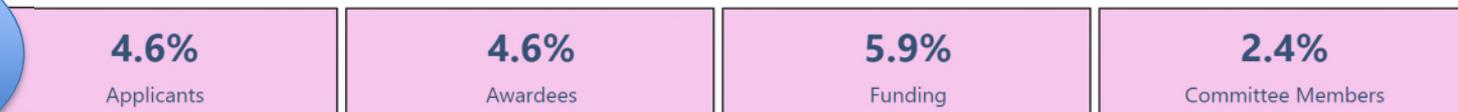


Awards to Indigenous Applicants by Role



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

2018-2020
Research
Training
and Talent



WHEEL OF POWER/PRIVILEGE

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

- Kimberlé Crenshaw, 2015



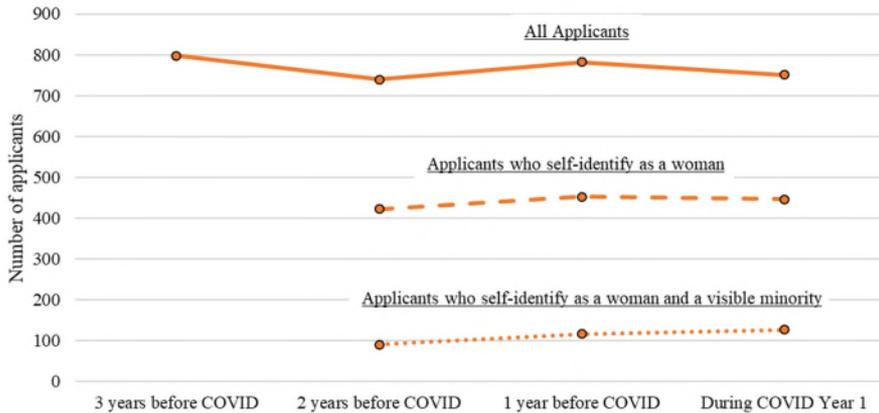
Adapted from ccrweb.ca

@sylviaduckworth

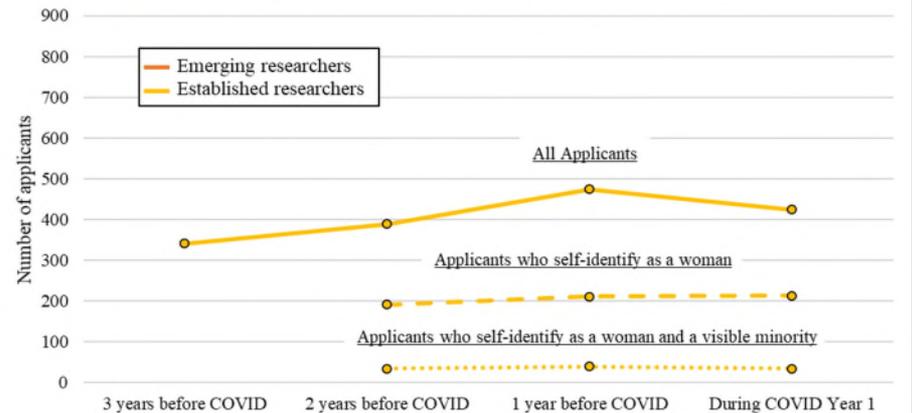


IMPACTS OF COVID ON APPLICATION RATES

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



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



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?

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