

Equity, Diversity and Inclusion at Fonds de recherche du Québec

Fanny Eugène

Strategic Advisor – Equity, Diversity and Inclusion,
Fonds de recherche du Québec

22 April 2021



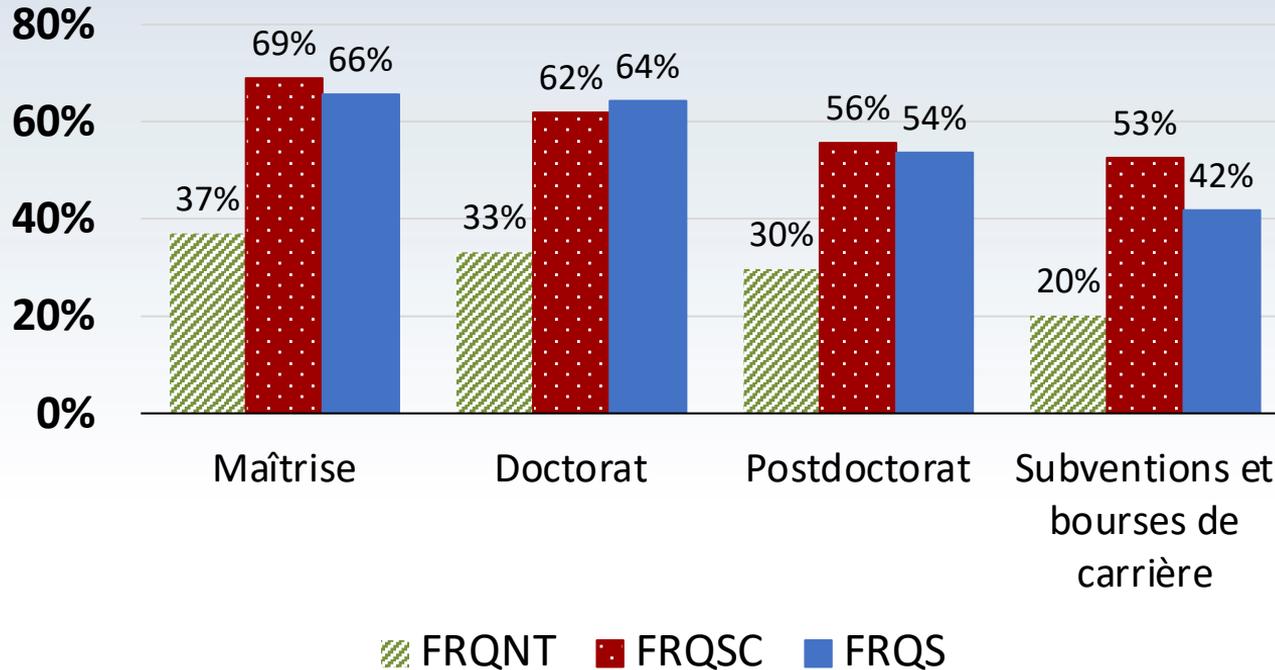
EDI at FRQ

- Equity, diversity and inclusion (EDI) are essential to scientific excellence and to reach the full potential of our research ecosystem.
- The enrich the research environment, as well as the quality, relevance, and outcomes of research.
- FRQ are currently elaborating their EDI Strategy.

FRQ's EDI Strategy (coming soon)

- Greater equity, **eliminating barriers** to allow each person to have their talent and their capacity to contribute to research excellence recognized.
- **Real inclusion** of a diversity of people, perspectives, methodologies and research questions.
- A **vision of excellence that reflects society's diversity** in perspectives, preoccupations and needs.

Proportion of women applicants to FRQ programs – Average over 10 years, from 2010-2011 to 2019-2020*



* Average over 8 years for FRQS (2012-2013 à 2019-2020)

New self-identification questionnaire

- Collecting sociodemographic data from candidates and reviewers in order to:
 - identify potentially inequitable situations;
 - put in place measures to correct for any inequities.
- New questionnaire in **FRQnet** targeting groups identified in Quebec's [Act respecting equal access to employment](#).

New self-identification questionnaire

- Candidates and reviewers will be able to self-identify according to:
 - Gender
 - Indigenous identity
 - Visible minority status
 - Mother tongue (first language learned in childhood)
 - Disability
- The question on language will provide information on « ethnic minority » status:
 - Person whose mother tongue is neither French nor English and who is neither Indigenous nor part of a visible minority.

EDI in the **FRQNT** evaluation criteria

- Evaluation criteria in grant programs at **FRQNT**, including Research program for college, New academics and Team research project:

Integration of the principles of equity, diversity and inclusion in research

- *Efforts put in place to promote equity, diversity and inclusion.*
- *It is up to each applicant to choose how to address this criterion through concrete actions, taking into account their unique situation.*
- *Efforts may involve composition, organization and management, knowledge sharing and dissemination to user communities, etc.*

[Guidelines](#) on FRQNT's website (update planned in June 2021)

EDI in the **FRQNT** evaluation criteria

- **We do not want to know the team's composition!** (e.g., how many persons from a minority group)
 - Do not share information about other people
 - A team's diversity does not necessarily reflect efforts toward EDI
 - Avoid tokenism
- **We do not want lip service** on EDI.
- **We want concrete actions**
 - Already in place or planned **by the candidate**
 - In their team, their institution, their field of research or other
 - Based on challenges in their environment

Examples of actions that can promote EDI

- Organizing or participating in activities to develop knowledge and skills related to EDI (e.g. workshops, training) and to the challenges encountered by minority groups in their field or environment.
- Participating in EDI committees.
- Organizing or participating in mentoring activities for underrepresented groups.
- Using gender-neutral and inclusive language in communications.
- Expanding recruitment methods to reach a greater diversity of students (e.g., reaching out to underrepresented groups).
- Implementing sustainable work-family or study-family balance measures.

Examples of actions that can promote EDI

- Implementing measures to accommodate the specific needs of underrepresented groups (e.g. adapting the workspace for people with disabilities).
- Taking human diversity into account in the development and implementation of a project, or in the dissemination of research results.
- Organizing conferences or other scientific events that are inclusive and diverse (e.g. ensuring accessibility for people with disabilities, diversity of invited speakers, accommodation for parents of young children).
- Organizing or participating in science outreach activities for young people from underrepresented or marginalized groups.
- Etc.

Additional EDI requirements at FRQ

- Evaluation criterion for **FRQNT** Strategic Clusters:

Equity, diversity and inclusion

- 1) Implementation of concrete actions to promote EDI within the cluster;
 - 2) Contribution to awareness and training of the cluster's experts on EDI issues;
 - 3) Consideration of EDI in the development and implementation of the democratization of knowledge to a diverse public.
- New requirement for **FRQS** Research Centres:
 - All centres and institutes will need to elaborate an EDI action plan.
 - Details in May 2021

Gender- or sex-based analysis in research projects

- Common General Rules:

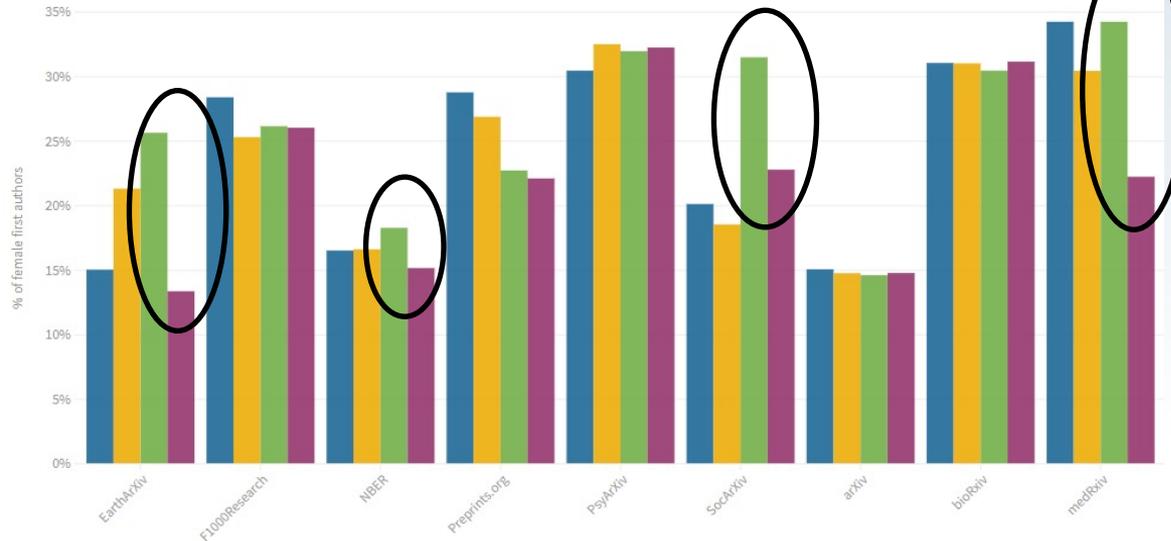
« (...) the FRQ expect every research project involving humans to provide inclusive analyses that take human diversity into account. Certain types of research require gender- or sex-based analysis (...). Whether or not projects include such analyses, this must be justified directly in the funding application».

Impacts of the pandemic: Greater inequities

Female first authors are submitting fewer preprints

Overall, women submitted fewer papers in March and April compared to the same months in 2019, particularly to EarthArXiv, medRxiv, SociArXiv, and NBER.

■ Jan-Feb 2019 ■ Jan-Feb 2020 ■ Mar-Apr 2019 ■ Mar-Apr 2020



The pandemic also amplified inequalities linked to variables other than gender.

Source:

Vincent-Lamarre P, Sugimoto CR, Larivière V (2020). [The decline of women's research production during the coronavirus pandemic.](#) *Nature Index*.

Considering the impact of the pandemic in the evaluation of funding applications

- Measure to alleviate the inequities created or amplified by the uneven impacts of the COVID-19 pandemic:
 - Applicants can describe in their application the impacts of the pandemic on their research and training activities.
 - The impacts described will be taken into account in the evaluation of the applications.
 - [Guidelines](#) available on the FRQ websites (update planned in June 2021)

Questions?

www.scientifique-en-chef.gouv.qc.ca/en/dossiers/equite-diversite-et-inclusion/
fanny.eugene@frq.gouv.qc.ca