



## Guide for Applicants: Considering equity, diversity and inclusion in your application

The Evidence is clear that equity, diversity, and inclusion strengthen the scientific and engineering communities and the quality, social relevance and impact of research. Increasing diversity and gender equity in the research enterprise are key priorities for NSERC for the Government of Canada.

This commitment is acted upon primarily through NSERC's Framework on Equity, Diversity and Inclusion<sup>iii</sup>. The actions in this Framework implement a Agency response to the 2012 Council of Canadian Academies [report](#) Strengthening Canada's Research Capacity: the Gender Dimension. The actions also implement NSERC's 2015 commitment to the Status of Women Canada Departmental Action Plan on Gender-based Analysis.

This Guide for Applicants document provides applicants resources regarding what equity, diversity and inclusion mean in natural sciences and engineering research teams and research design and how their incorporation contributes to research excellence.

NSERC is integrating equity, diversity and inclusion (EDI) considerations into its policies, processes, indicators of excellence and evaluation criteria. Our community will be informed of any changes and effective dates in advance of application deadlines. NSERC encourages applicants to explain their process of identifying, recruiting and selecting research personnel based on equity, diversity and inclusion best practices as one means to enhance excellence in research, training and outreach. This does not apply to scholarships and fellowships applications starting in 2018, some programs will also be asking applicants how sex, gender and diversity considerations are integrated into their research design and analysis, when applicable.

The following definitions, key questions and resources are intended to provide applicants with information on how research personnel and research program design benefit from equity, diversity and inclusion best practices. For further information, refer to the socially constructed roles, behaviours, expressions, and identities of boys, men, and people with diverse gender identities.

<sup>vi</sup> It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society.



Gender is usually conceptualized as a binary (girl/woman and boy/man) yet there is considerable diversity in how individuals and groups understand, experience, and express it.

Sex refers to a set of biological attributes in humans and animals. It is primarily associated with physical



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not the problem that needs fixing. The NSE culture and institutions need to be fixed to attract and retain the best talent of all identities and backgrounds and allow all members of the community to flourish.<sup>xxix</sup>

4. ~~How is diversity and equity being highlighted in networking and training events?~~

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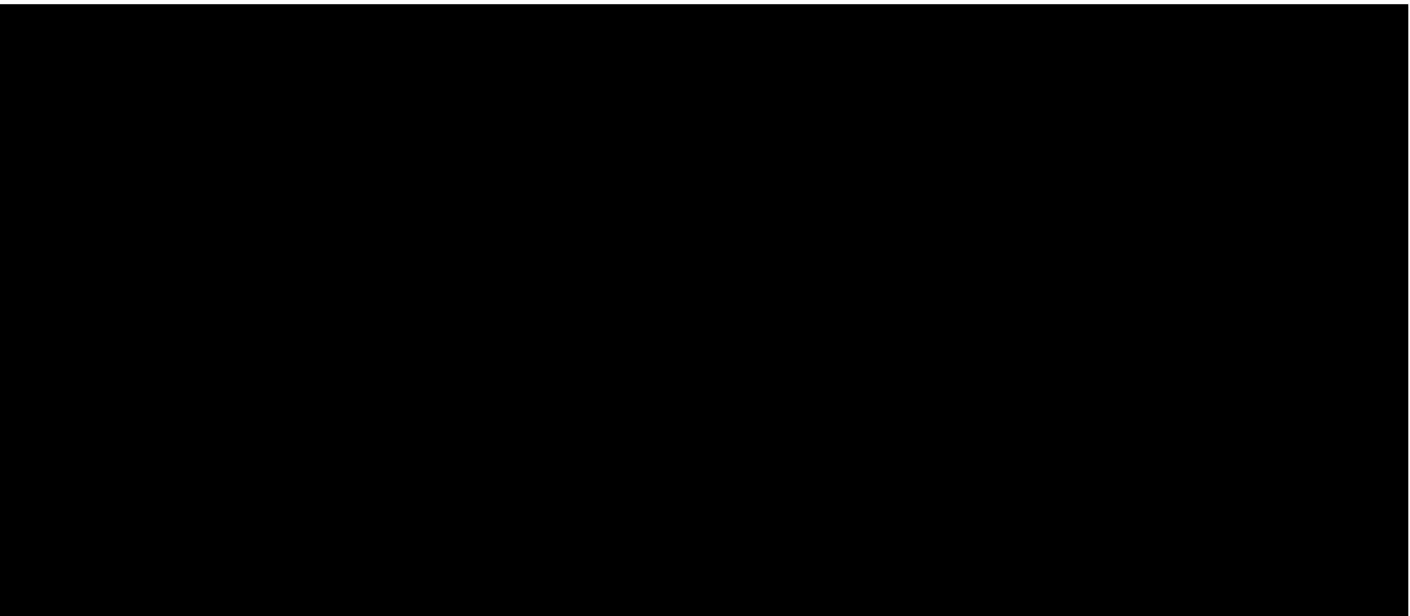




CIHR. (2017).



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