

Guidelines on EDI

Concepts and Principles



Projects must incorporate EDI principles through concrete actions. These principles are cross-cutting and should be reflected throughout the application.

Community engagement

Thoughtful interactions with non-academic partners and other stakeholders foster the development of solutions more likely to be adopted quickly for a strong impact on the community.

- ✓ What will be the partner's involvement throughout the project?
- ✓ Are there any key stakeholders missing? How will they be involved in the different stages of the project?

Team composition and environment

Building a strong research team is critical to the project's execution and success. Expertise and skills are essential, but EDI considerations also contribute to a high-performing and diverse team.

- ✓ Have you followed your institution's HR management policies and EDI principles?
- ✓ Have you ensured equitable access to training opportunities?
- ✓ Adding statistics about your research team is not recommended. Have you made sure no statistics were used?

Barriers and benefits

This section pertains to the project plan and intended to help refine the ethical, environmental, economic, legal and social aspects of genomics (GE³LS) in your application.

- ✓ Are there barriers to changing practice? How are they taken into account?
- ✓ Have you determined whether social or demographic data will be collected and whether analyses will be disaggregated by key identity factors?

Accessibility

This principle relates to the accessibility of your project's deliverables, outputs, and datasets. It also concerns the implementation of facilities that allow everyone to flourish and contribute effectively to the research activities.

- ✓ Will the results of the project be accessible in lay terms? Will they be presented to the groups concerned by the research? Will they be published in open access journals?
- ✓ Is the research environment accessible, safe, inclusive, and barrier-free?

Research with Indigenous communities

If your project plan includes research with Indigenous communities, you will need to read and familiarize yourself with the various protocols on working with Indigenous communities.

- ✓ Have the principles of co-creation, including engaging with communities and identifying their needs, interests, and expectations, been taken into consideration?
- ✓ What about the First Nations Principles of Ownership, Control, Access and Possession (OCAP)?

Diversity of genomic data

Collecting data from diverse groups increases equity, allowing more groups to benefit from research while helping to identify specific variants and improve the accuracy of risk prediction models.

- ✓ Does the data collected reflect the diversity of the populations concerned by the research?
- ✓ Will the analyses identify differences or distinct benefits according to the groups represented?
- ✓ Could there be barriers to participation?
- ✓ Has the responsible use of data been ensured?

⇒ For more details or to consult useful references, please refer to [Appendix B of the Call for Applications](#).