Title: "EDI: What Faculty Need To Know"

Abstract:
NSERC now requires an Equity, Diversity and Inclusion statement on its applications and CIHR wants to know how you are incorporating sex and gender into your research but most faculty don't even know what EDI is. The lack of diversity in work spaces decreases productivity for everyone, not just those who are underrepresented. Scientific research demonstrates that diverse groups are more creative and better able to solve problems. Though the perception is that things are improving, NSERC’s recently released report shows that attrition rates in Canadian STEM fields are higher for women than for men at all career stages and that the percentage of women has not changed substantially in the last 15 years. Racialized and Indigenous people are also underrepresented at Canadian universities. This seminar will present the current statistics for Canadian STEM fields as well as the scientific literature on the benefits of working in diverse groups, the manifestations of bias (both unconscious and intentional), and best practices for improving. Topics include hiring practices, writing reference letters, reviewing grants, managing trainees, and incorporating EDI into grant applications.