



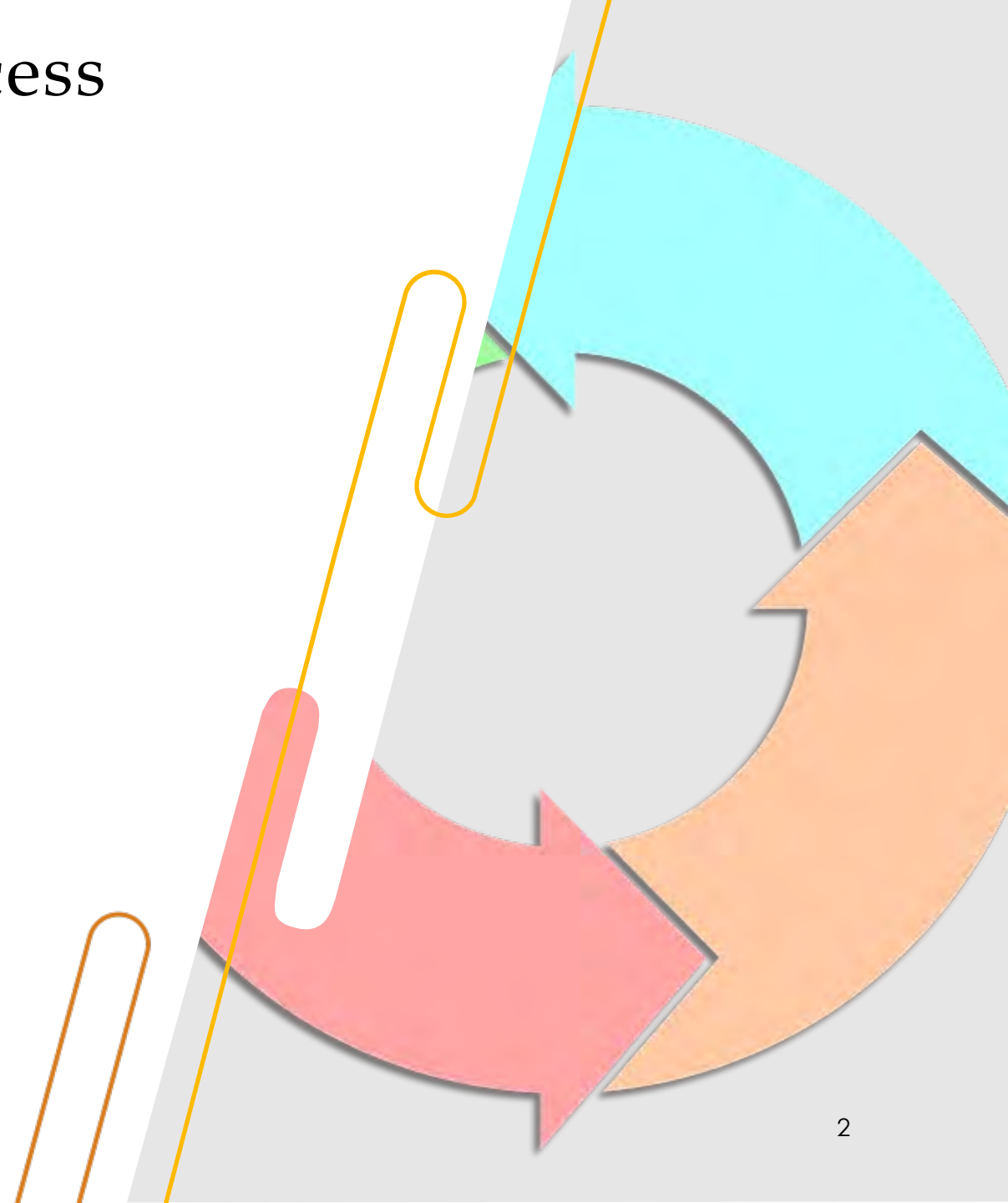
Navigating the Intersection of EDIAI in Research Design

**BREAKOUT SESSION
FACILITATED BY:**

**PROF. LINDA IWENOFU &
MAYA AMESTOY**

Introductions & Session Process

- Facilitator: Prof. Linda Iwenofu
- Co-Facilitator: Maya Amestoy



Breakout Session Outline

- 1. Introduction
- 2. Background and Rationale
- 3. Discussion Session: Questions
- 4. Conclusions & Final Remarks



Background & Rationale

- Equity, Diversity, Inclusion, Accessibility & Indigeneity
- Has to do with dimensions of inequality largely based on identity factors along which society is socially stratified



Background & Rationale

- In Canada, access, control and power significantly determined by social background and other identity factors
- Cultural identity:
 - Age
 - Disability
 - Education/SES
 - Ethnicity
 - Race
 - Ethnicity
 - Indigeneity
 - Gender
 - Sexuality
 - Language
 - Religion
 - Immigration status
 - Neurodiversity

Reflection

- Think of the implications of these and other dimensions of diversity for research design.
- What do you need to consider with respect to:
 - Study team composition and recruitment,
 - Research questions
 - Literature review
 - participant recruitment,
 - inclusion/exclusion criteria,
 - measures used
 - underlying theoretical framework,
 - analytical methods,
 - interpretation of findings,
 - citation list/sources consulted,
 - knowledge translation approaches?



Social Class/SES

- Social class structure of Canada involves some distinct classes:
 - upper class
 - middle class
 - working class
 - subworking class



Race, Ethnicity, Immigration

- Race = physical traits, socially constructed
- Ethnicity = shared ancestry and history; and/or norms, values and traditions; language usually plays important role
- 1 in 4 people in Canada are racialized
- Main racialized groups in Canada: the South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean and Japanese populations.
- Immigration main driver of population growth of racialized groups
- Racialized status related to other social inequities



Indigeneity

- Large and diverse Indigenous population in Canada (5% of total population)
- Colonial history of Canada has profoundly impacted Indigenous peoples, their governance, languages and cultures



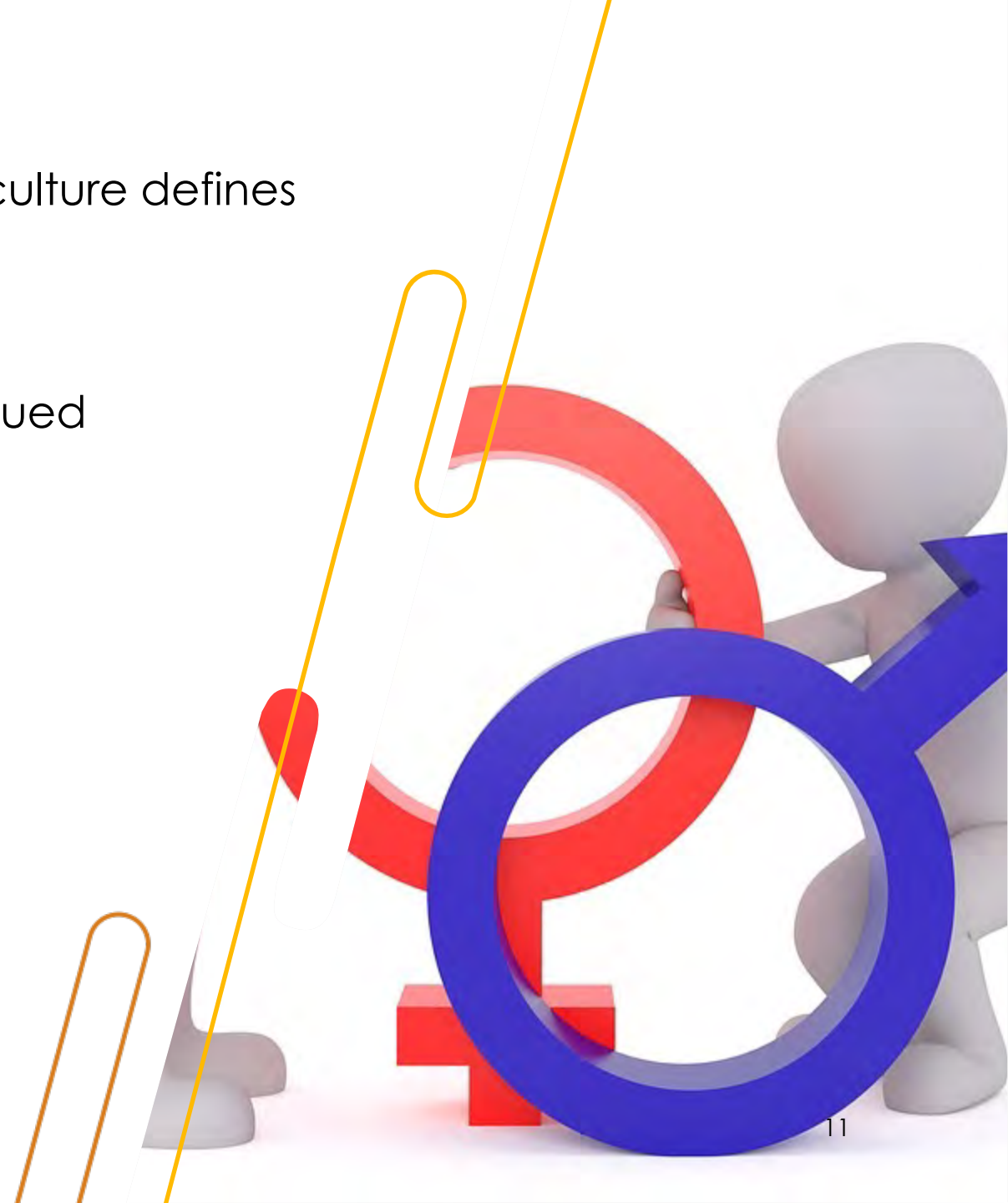
Religion

- Consider dominance of certain religions in Canada
- Christianity (53.3% of population)
- Muslim, Hindu or Sikh has more than doubled in 20 years



Gender

- A social role governed by how one's particular culture defines masculinity and femininity
- Issues of gender conformity vs diversity
- “Masculine” and “feminine” traits not equally valued
- Gender identity vs gender expression



Disability

- Different forms (physical, intellectual, mental)
- Each raise different issues of inequality
- Sociopolitical perspective: disability is a form of social injustice



Sexuality

- Characterized by significant diversity
- Fundamental human rights (acc. to UN):
 - Right to sexual freedom
 - Right to sexual equity
 - Right to sexually associate freely
 - Right to make free and responsible reproductive choices



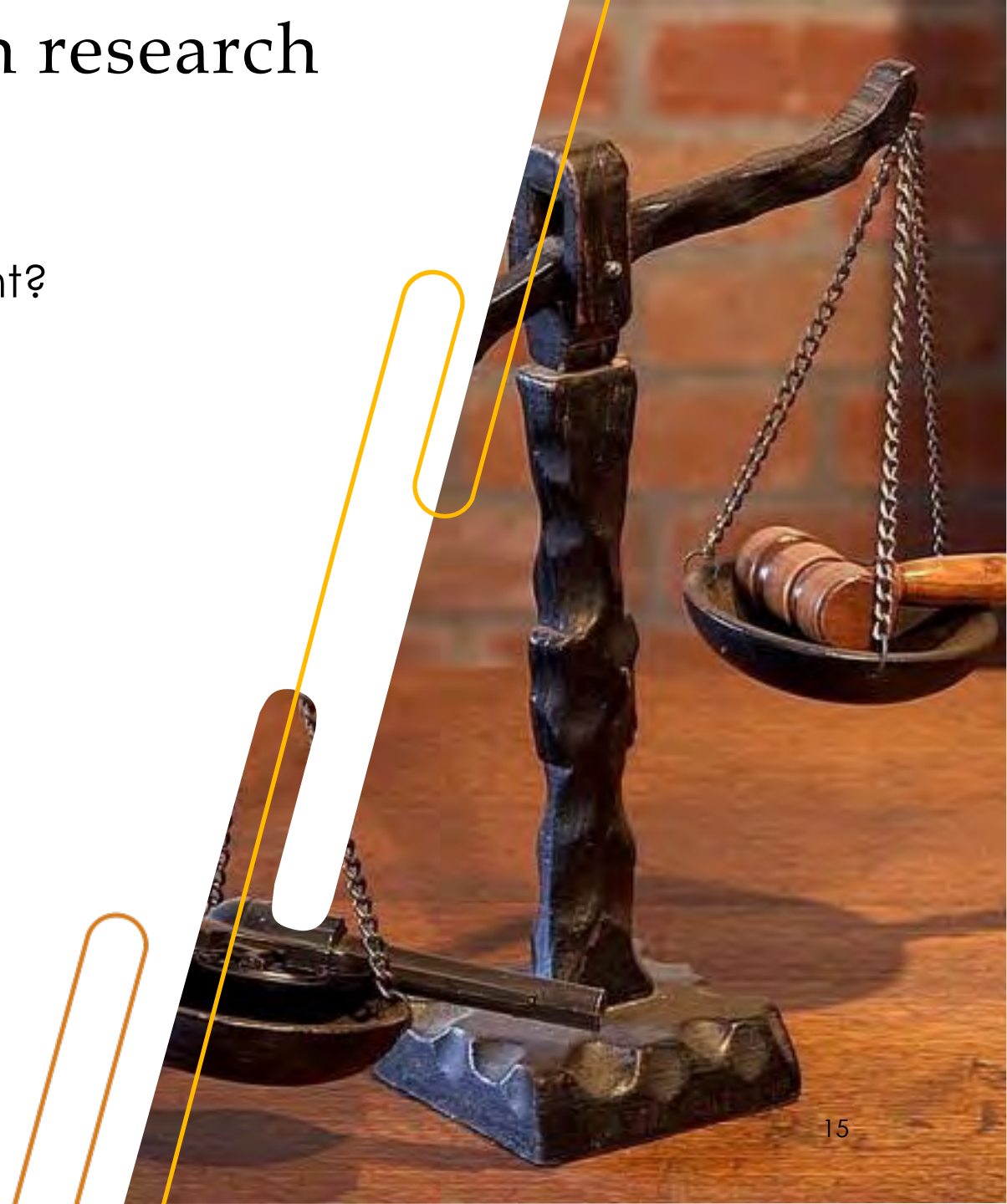
EDI AI and Research Design

- Means taking these diversity factors into account using:
 - Understandings of intersectionality
 - Gender-based analysis approaches
 - Anti-racist approaches
 - Data collection and analytic approaches that allow for disaggregation to consider identity factors
 - EDI in study team composition, mentorship & training
- Integration of these factors depends sometimes on
 - Scope of research
 - Research topic
 - Research activities
- Consider integration at all phases of research



Why consider these factors in research design?

- Why should research take EDIAI issues into account?
 - A matter of social justice
 - Minimize bias and implicit assumptions
 - Expanded applicability of findings
 - Challenge the status quo (norms, stereotypes)
 - Prevent overgeneralization of findings
 - More rigorous, high quality research



Reflection

- Think of the implications of these and other dimensions of diversity for research design.
- What do you need to consider with respect to:
 - Study team composition and recruitment,
 - Research questions
 - Literature review
 - participant recruitment,
 - inclusion/exclusion criteria,
 - measures used
 - underlying theoretical framework,
 - analytical methods,
 - interpretation of findings,
 - citation list/sources consulted,
 - knowledge translation approaches?



Discussion Questions

- 1) As an individual, research team member, and/or research administrator, **how are you already integrating EDIAI? What are you doing well? Which factors have you considered in your past research activities?** (current capacity & foundations)
- 2) **Where are the gaps** and why? What are some **barriers to EDIAI integration** in your research activities? What EDIAI challenges have you experienced in your past research activities? (needs/opportunities)
- 3) **What would ideally help** you design/administer research with better EDIAI integration? (aspirations possibilities)





Summary & Final Remarks





Thank you