

Lead EDI Framework				
Learning	Core Values	Sharing	Enable Actions	Assessment
Learning as a permanent change in thinking, behavior or beliefs. Reconstruct what you think, believe, know and do about EDI.	Through learning and understanding, core values are informed and created. Establish your core values based on your understanding of EDI.	Sharing as a means of communication by giving and receiving information and knowledge. Sharing enables an exchange of ideas and perspectives.	Set goals for improvement. Enable actions and encourage others to take action in advancing EDI.	Assess the institutional climate and culture for gender bias improvement based on the implementation of EDI plans. Assess metrics and performance goals.
<p>What does EDI mean to you? How do you understand EDI?</p> <p>Be accountable for improvement through learning and managing new knowledge.</p> <p>Be open to new, diverse ideas. Acknowledge discomfort and disrupting your beliefs in the status quo.</p> <p>Challenge yourself to address situations that are difficult to understand or to relate to.</p> <p>Understand the viewpoint of individuals who are in a different place of privilege than you.</p> <p>Practice empathy while learning. Acknowledge that there is new knowledge through other people's lived experiences that you can learn from.</p>	<p>Explicitly state your core values.</p> <p>Consider core values for developing relationships that include respect, trust and shared responsibilities.</p> <p>Engage with multiple stakeholders to works towards the same goals.</p> <p>Collaborate to establish goals for improvement.</p> <p>Be responsive.</p> <p>Share in the work.</p>	<p>Share core values by:</p> <p>Enabling conversations that share findings. Be prepared to listen and acquire new knowledge.</p> <p>Allow all members to voice their opinions and encourage positive, respectful and collegial conversations.</p> <p>Foster sharing of diverse points of views and ideas by all members of the team, irrespective of the seniority within the team.</p> <p>Practice collective cognitive responsibility within your team. Emphasize the importance of sharing knowledge and information in a timely manner to the members who need the information to fulfill their role and to be successful.</p>	<p>Create equity for opportunities in:</p> <ul style="list-style-type: none"> Assigning project work Access to facilities and infrastructure (core services and equipment) Internal grant funding and support for external grants <p>Mentorship: Pair up students and faculty with mentors in the academic and research field and for career goals.</p> <p>Sponsorship: Sponsor women by including women in networks of academics; make introductions, profile their research and contributions in the field.</p> <p>Distributed Leadership: Foster distributed leadership that provides opportunities for others to take initiatives in research projects and lab practices as informal or formal leaders.</p> <p>Professional Development: Provide EDI professional development for all members. Establish an EDI training stream within the faculty.</p>	<p>Assessment & Evaluation of EDI Plans:</p> <p>Collaborative Inquiry: Utilize collaborative inquiry as a technique and framework to work collaboratively in a deep and meaningful way to challenge your knowledge.</p> <p>Foster research for evidence-based, data driven changes to policy and program implementation.</p> <p>Evaluate performance metrics such as increased funding opportunities, funding amounts, institutional projects, promotions and tenure to women in STEM.</p>

Actionable Strategies

<p>Through trusting and respectful relationships, ask others to share their experiences and opinions of equity, diversity and inclusion experiences in course work and the laboratory. Listen to experiences of members of all genders.</p> <p>Listen to the stories of lived-experience by women of all ages and career levels.</p>	<p>State your values often and share your vision regularly in team meetings.</p> <p>Share in the work towards implementing projects towards EDI plans.</p> <p>Emulate behavior that promotes inclusion of all team members in conversations, consultation, meetings and distribution of projects.</p>	<p>Through a forum, share EDI share articles and relevant news stories. Encourage forum discussion and relate back to the University department.</p> <p>Allow others to share their academic experiences in STEM. Encourage all members to participate. Foster an environment to have difficult, but respectful conversations.</p>	<p>Academic networks: Establish a journal club focusing on education surrounding EDI.</p> <p>Within your department or faculty, establish a working group to address the University's EDI plans and the implementation of its principles in your academic and research practice.</p> <p>Develop a mentorship program for students and early career faculty with female and male mentors who respect and practice EDI.</p>	<p>Observe the institutional climate (behaviours and expressions) match the culture defined by institutional EDI plans.</p> <p>Create a team to perform collaborative inquiry for a problem of practice concerning gender structures (e.g. parental leave) intersecting with grant success. Evaluate outcomes compared to the long-term performance goals.</p>
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