



# EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY (EDIA) CONSIDERATIONS IN RESEARCH:

*A Guidance Document*

May 26, 2025

This resource was developed by Dr. Amy Grant, Maritime SPOR SUPPORT Unit (MSSU) Director of Research with support from the EDIA Science Team who shared their expertise in the development of this resource. The template for this resource was adapted from the MSSU Sex and Gender team's Gender and Sex Considerations: Justification criteria for gender/ sex considerations in research and Flowchart (2023).



# FLOWCHART

[On the next page you will find a flowchart.](#)

This flowchart was designed to guide individuals in planning and preparing research proposals or grants to ensure they have adequately addressed EDIA in their submission.

This flowchart has not been developed to serve as an exhaustive resource, rather is designed to direct you to information that focuses on how to consider EDIA in your research. It is important that EDIA is not included in your work as a means of performativity (making your application ‘look good’) without taking steps to address underlying inequities. There may be broader considerations that are not covered in this resource that should be considered in your work.

Patient-oriented research in practice should be carried out with an EDIA lens, and there are resources specifically designed with this perspective.<sup>1 2 3</sup>

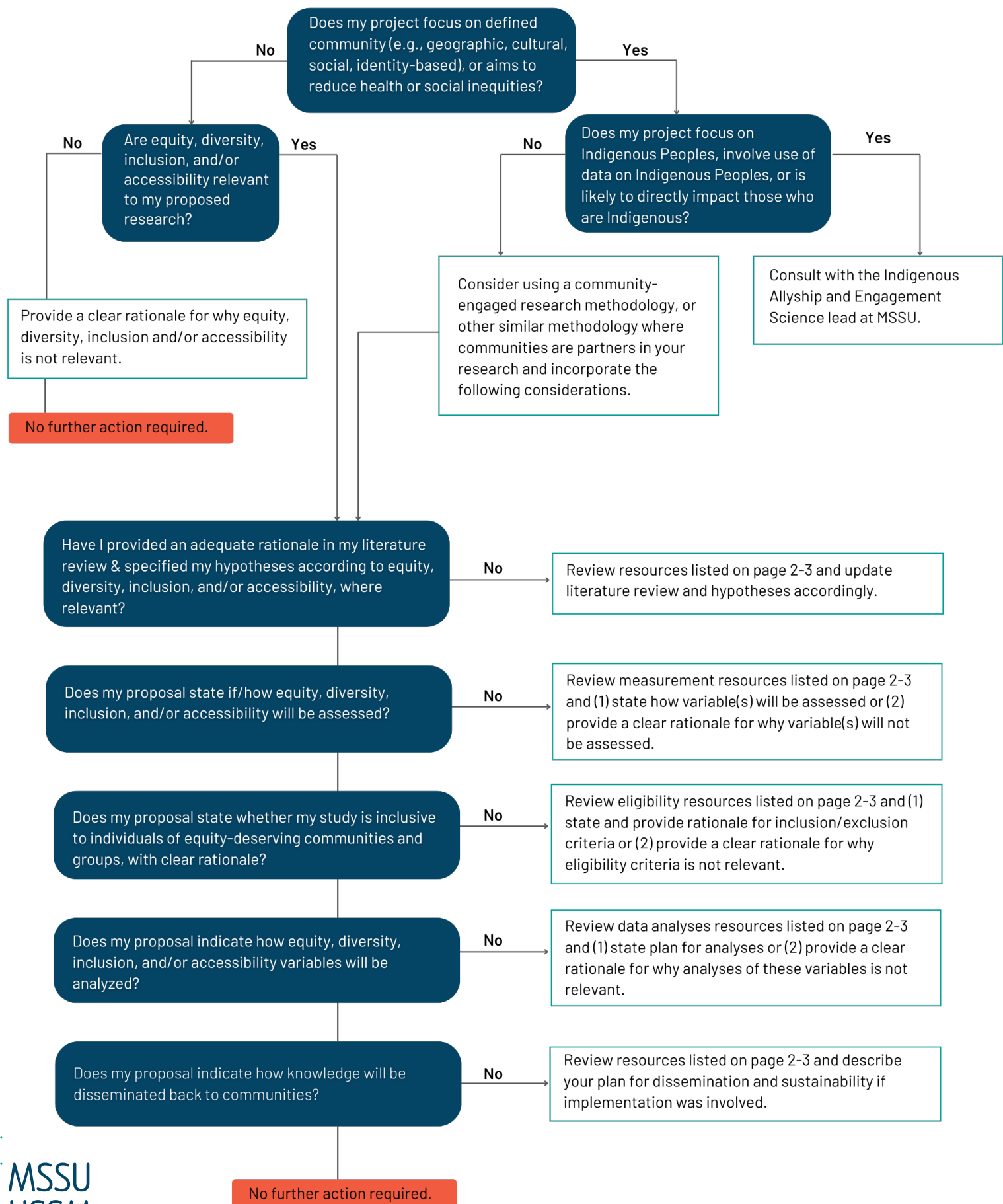
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1 Patient-Centered Outcomes Research Institute (PCORI). Equity and Inclusion Guiding Engagement Principles. 2021. Available from: <https://www.pcori.org/sites/default/files/Equity-and-Inclusion-Guiding-Engagement-Principles.pdf>

2 Patient-Centered Outcomes Research Institute (PCORI). Engagement in Health Research Literature Explorer. Available from: <https://www.pcori.org/engagement/engagement-literature>

3 UI Haq M, Dhamanaskar R, Tripp L, Rodgers J, Abelson J. Supporting equity-centred engagement: A step-by-step guide with tailored resources. Public and Patient Engagement Collaborative. Hamilton, Canada: McMaster University; 2023. Available from: <https://www.engagementinhealthpolicy.ca/supporting-equitycentred-engagement-guideppe.mcmaster.ca+5P>

# START HERE



# RESOURCES

In this section you will find resources related to areas identified in the flowchart. Some of the materials contain content in multiple areas and are identified as such below.

## LEGEND



Key Concepts/  
Training



Data Analysis



General  
Resource



Eligibility/  
Inclusion Criteria



Measurement/  
Data Collection



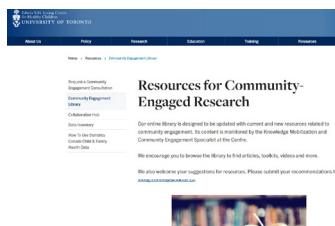
Community  
Engaged  
Research  
Methodology



Knowledge  
Dissemination



Indigenous Research  
Methodologies and Training



Community  
Engaged  
Research  
Methodology



[Resources for Community-Engaged Research](#)

[Community Resource Handbook](#)



Indigenous  
Research  
Methodologies  
and Training



[Building respectful partnerships with Indigenous peoples](#)

[The National Collaborating Centre for Indigenous Health \(NCCIH\)](#)



Key Concepts/  
Training



[NCCDH Introduction to Health Equity](#): This self-directed 2.5-hour online course is offered by the National Collaborating Centre for Determinants of Health and Public Health Ontario and provides a basic introduction to health equity and the social determinants of health.

[Women's College Hospital Module on sex and gender, intersectionality](#): This self-directed course directs you integrating sex and gender-based analysis in research, and includes a focus on intersectionality.

# RESOURCES CONTINUED



Key Concepts/  
Training

Measurement/  
Data Collection

Eligibility/  
Inclusion  
Criteria

Data Analysis



**[NSERC Guide on Integrating Equity, Diversity and Inclusion Considerations in Research](#)**: This website is offered by the Government of Canada – Natural Sciences and Engineering Research Council of Canada and provides information and resources to promote equity, diversity and inclusion throughout the research process (e.g., research questions, study design, methodology and data collection, analysis and interpretation, dissemination of results), as well as within the research team.



Key Concepts/  
Training

Data Analysis

Measurement/  
Data Collection



**[Fairness is Excellence: The Ontario SPOR SUPPORT Unit's Equity Framework](#)**: This website is offered by the Government of Canada – Natural Sciences and Engineering Research Council of Canada and provides information and resources to promote equity, diversity and inclusion throughout the research process (e.g., research questions, study design, methodology and data collection, analysis and interpretation, dissemination of results), as well as within the research team.

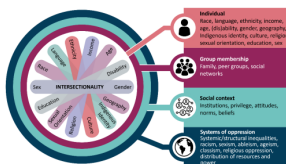


Guidance on the Use of Standards for Race-Based and Indigenous Identity Data Collection and Health Reportline in Canada

Measurement/  
Data Collection



**[Guidance on the use of Standards for Race-Based and Indigenous Identity Data Collection and Health Reporting in Canada](#)**: This 33-page PDF document is offered by the Canadian Institute for Health Information and provides pan-Canadian standards for the collection of race and Indigenous identity data in health care.



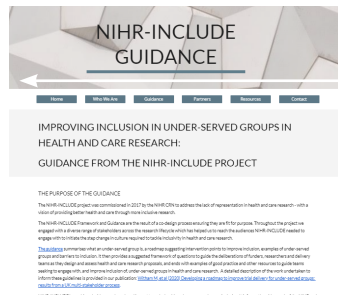
Key Concepts/  
Training



**[Integrating Health Equity into Funding Proposals: A Guide for Applicants](#)**



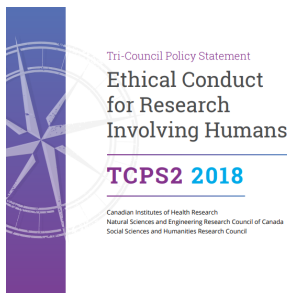
# RESOURCES CONTINUED



Eligibility/  
Inclusion  
Criteria



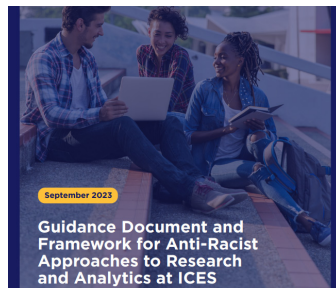
[Improving Inclusion in Under-Served Groups in Health and Care Research:](#) This website is offered by the National Institute for Health and Care Research and provides a definition and examples of under-served groups, describes barriers to inclusion, and suggests guides for funders, researchers and delivery teams to improve the inclusion of under-served groups in research.



Eligibility/  
Inclusion  
Criteria



[CPS 2- Chapter 4: Fairness and Equity in Research Participation:](#) This website is offered by the Government of Canada – Panel on Research Ethics and provides an introduction into research ethics and covers appropriate inclusion, inappropriate exclusion, participant vulnerability, equitable distribution of research benefits and appropriate dissemination of research results.



General  
Resources  
Key Concepts/  
Training



[Guidance and Framework for Anti-Racist Approaches to Research and Analytics at ICES:](#) This Framework helps ICES use race-related data responsibly, address systemic racism in research, and ensure studies benefit communities.



Knowledge  
Dissemination



[Community-Centered Dissemination Toolkit](#)  
[Dissemination as Dialogue: Building Trust and Sharing Research Findings Through Community Engagement](#)



Data Analysis



[Introduction to Gender-Based Analysis Plus](#)

# DEFINITIONS AND SUPPORTING CONCEPTS

EDIA stands for equity, diversity, inclusion, and accessibility. Please refer to the [Health Data Research Network Canada definitions](#) for a more fulsome explanation of these concepts.

There are other concepts that are important to understand and consider in relation to EDIA. The following list references these concepts and provides links to some guiding documents and trainings related to these concepts:

- **Intersectionality** (1,2)
- **Systemic barriers** (3)
- **Unconscious bias** (2,4,5)
- **Ableism** (6)
- **Reconciliation** (7)
- **Anti-Racism Anti-Oppression Principles** (7)

In addition, the [National Collaborating Centre for Determinants of Health](#) has produced a guide to support inclusive language around health equity, and has a Glossary of Essential Health Equity Terms on their website.

## REFERENCES

1. Hankivsky O. Intersectionality 101. The Institute for Intersectionality Research & Policy, Simon Fraser University; 2014.
2. Natural Sciences and Engineering Research Council of Canada. Guide for Applicants Considering equity, diversity, and inclusion in your application. Ottawa: Natural Sciences and Engineering Research Council of Canada; 2017. p. 11.
3. Canada Research Coordinating Committee. Best practices in equity, diversity and inclusion in research. Government of Canada; Jun 2021. p. 22.
4. Social Sciences and Humanities Research Council. Guide to Addressing Equity, Diversity and Inclusion Considerations in Partnership Grant Applications. Ottawa: Social Sciences and Humanities Research Council; 2024.
5. Wheeler R. Bias in Peer Review: Project Implicit. We All Do It: Unconscious Behaviour, Bias, and Diversity. Law Library Journal. 2015;107(2).
6. University of British Columbia. Equity and inclusion glossary of terms. Available from: [Equity and inclusion glossary of terms - UBC Equity & Inclusion Office](#)
7. Nova Scotia Health Equity Framework. Available from: <https://novascotia.ca/just/publications/docs/health-equity-framework>