

FLOWCHART

Equity, Diversity, Inclusion and Accessibility (EDIA)

Considerations in Research

May 26, 2025



MSSU · USSM

Maritime SPOR SUPPORT Unit • Unité de soutien SRAP des Maritimes

Equity, Diversity, Inclusion and Accessibility (EDIA) Considerations in Research: Flowchart

How to use this EDIA flowchart

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

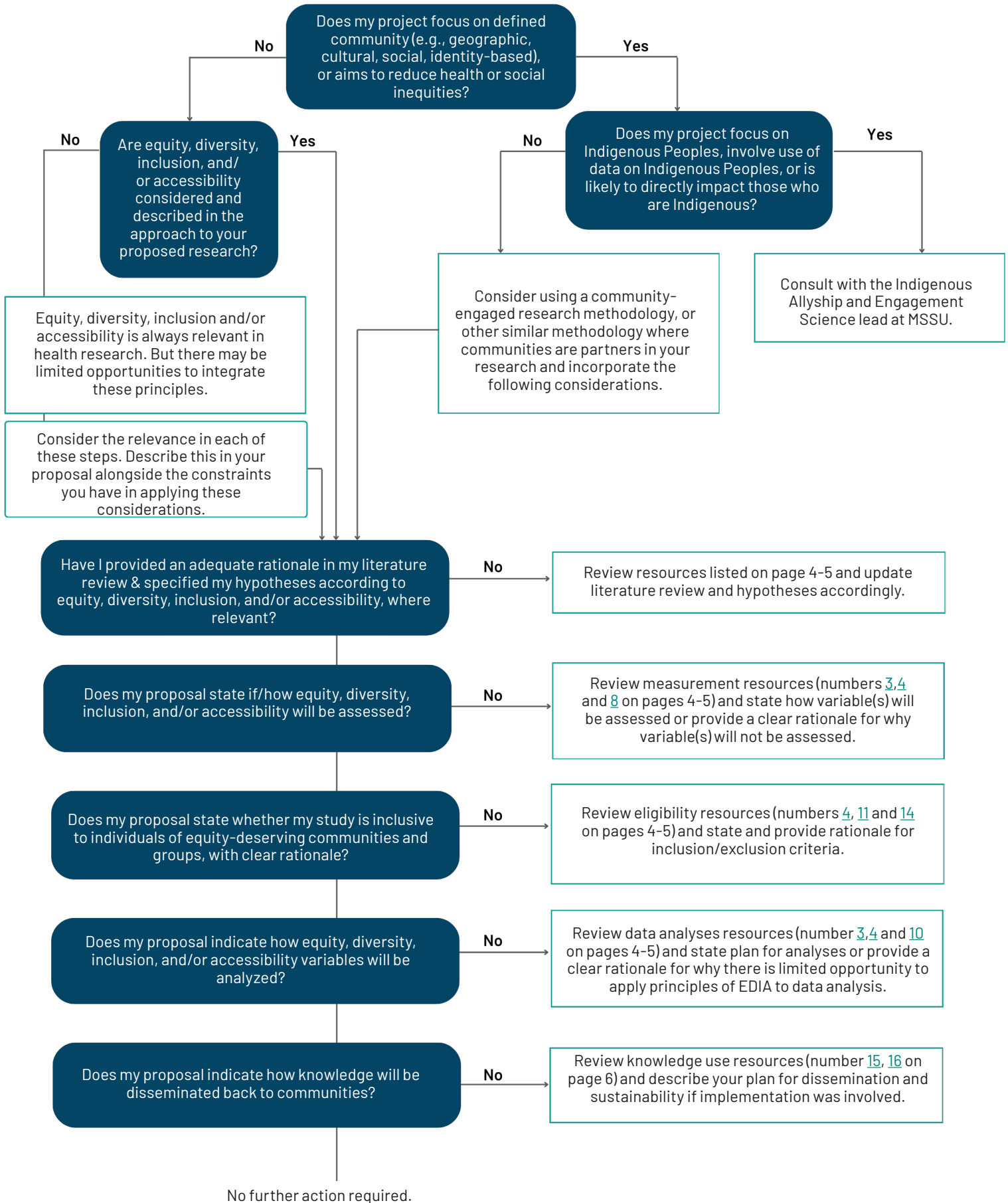


Important note

Patient-oriented research in practice should be carried out with an EDIA lens. Here are some resources specifically designed with this perspective to help you:

- 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>
- Patient-Centered Outcomes Research Institute (PCORI). Engagement in Health Principles. 2021. Available from: <https://www.pcori.org/engagement/engagement-literature>
- 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://ppe.mcmaster.ca/resources/equity-centred-engagement/>

FLOWCHART



Equity, Diversity, Inclusion and Accessibility (EDIA) Considerations in Research: Flowchart

Resources

In this section you will find resources related to areas identified in the flowchart. Resources are listed under a primary area, but some resources also support additional areas. Where applicable, these additional areas are noted beneath the description to help readers identify where a resource may be useful beyond its primary focus.

FOUNDATIONS & KEY CONCEPTS	
Resource Link	Description
1. 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.
2. 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.
3. Fairness is Excellence: The Ontario SPOR SUPPORT Unit's Equity Framework	This 13-page PDF document is offered by the Ontario SPOR SUPPORT Unit and provides a framework that promotes health equity within patient-oriented research through explanations of why health equity is important, the significance of research topics, appropriate recruitment of the public and research team members, as well as data analysis and reporting considerations. Measurement/Data Collection, Eligibility/Inclusion Criteria, Data Analysis
4. 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. Measurement/Data Collection, Eligibility/Inclusion Criteria, Data Analysis
5. Integrating Health Equity into Funding Proposals: A Guide for Applicants	A Government of Canada guide that explains how to apply SGBA Plus and intersectional health equity principles throughout a funding proposal's design, planning, and evaluation phases so that proposed actions are responsive to the needs of diverse population groups.

RESEARCH DESIGN, METHODS & DATA

Resource Link	Description
6. Resources for Community-Engaged Research	<p>A collection of practical tools and guidance for designing and conducting community-engaged research that fosters equitable partnerships and shared decision-making. (leongcentre.utoronto.ca)</p> <p>Community Engaged Research Methodology</p>
7. Community Resource Handbook	<p>A practical guide for community organizations and research partners that explains the fundamentals, planning steps, and ethical principles of community-engaged research, emphasizing respectful and reciprocal partnerships.</p> <p>Community Engaged Research Methodology</p>
8. Guidance on the use of Standards for Race-Based and Indigenous Identity Data Collection and Health Reporting in Canada	<p>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.</p> <p>Measurement/Data Collection</p>
9. Guidance and Framework for Anti-Racist Approaches to Research and Analytics at ICES	<p>This Framework helps ICES use race-related data responsibly, address systemic racism in research, and ensure studies benefit communities.</p> <p>Key Concepts</p>
10. Introduction to Gender-Based Analysis Plus	<p>A self-paced online course from Women and Gender Equality Canada that introduces GBA Plus, an analytic framework for considering how diverse groups experience policies and programs differently by reflecting on intersecting identity factors such as sex, gender, race, age, and disability.</p> <p>Data Analysis</p>
11. Improving Inclusion in Under-Served Groups in Health and Care Research	<p>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.</p> <p>Eligibility/Inclusion Criteria</p>

RESEARCH TEAMS, PARTNERSHIPS & ETHICS

Resource Link	Description
12. Building respectful partnerships with Indigenous peoples	<p>An online training pathway that supports researchers and patient partners to understand racial biases, Indigenous voices, and the impacts of colonization, and to build culturally safe research practices and respectful partnerships with Indigenous communities.</p> <p>Indigenous Research Methodologies and Training</p>
13. The National Collaborating Centre for Indigenous Health (NCCIH)	<p>A Canadian Indigenous health knowledge centre that provides evidence-informed resources and tools to support understanding and action on Indigenous health equity in research and public health.</p> <p>Indigenous Research Methodologies and Training</p>
14. CPS 2- Chapter 4: Fairness and Equity in Research Participation	<p>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.</p> <p>Eligibility/Inclusion Criteria</p>

KNOWLEDGE USE & DISSEMINATION

Resource Link	Description
15. Community-Centered Dissemination Toolkit	<p>A resource to support planning dissemination that meaningfully engages community partners and audiences, with actionable steps to co-create goals and strategies for sharing research results.</p>
16. Dissemination as Dialogue: Building Trust and Sharing Research Findings Through Community Engagement	<p>Describes a collaborative process for sharing research findings with community members using dialogue, flexible planning, and relationship-building to ensure results are meaningful and accessible.</p>

Equity, Diversity, Inclusion and Accessibility (EDIA) Considerations in Research: Guide & Flowchart

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.](#)
3. Canada Research Coordinating Committee. [Best practices in equity, diversity and inclusion in research.](#)

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>; Truth and Reconciliation Commission of Canada. Truth and Reconciliation Commission of Canada: Calls to Action. Winnipeg (MB): Truth and Reconciliation Commission of Canada; 2015. Available from: https://nctr.ca/wp-content/uploads/2021/01/Calls_to_Action_English2.pdf

Acknowledgements

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 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). EDIA Science Team Members: Neil Forbes, Carla Garrett, Amy Grant, Marina Hamilton, Sydney Keyamo, Mahasti Khakpour, Lisa MacDougall, Amond McKenna, Manuel Mattheisen, Em Jun Eng Mittertreiner, Jill Murphy, Fay Patey, Robin Urquhart.