

# EQUITY, DIVERSITY AND INCLUSION IN HIGHER EDUCATION AND RESEARCH: WHAT THEY ARE AND WHY THEY ARE NEEDED

## WHY SET EDI TARGETS?

### THE NEED FOR TARGETS

At Gender Summit 11 North America, an event attended by over 650 advocates of diversity in science, innovation and development, one of the conclusions reached was the need to define indicators and set and regularly adjust targets. Without defined targets, there will be no results. It should also be noted that a strategy relying solely on quantitative targets to increase representation of designated groups is insufficient. It is also necessary to set qualitative targets regarding inclusion, career advancement and well-being.

### INDICATORS

In most of the member countries of the Organization for Economic Cooperation and Development (OECD), government organizations use indicators to evaluate performance through the achievement of objectives. In academic institutions, funding agencies and research centres, indicators can be used to assess the implementation and effectiveness of EDI action plans, for example.

An indicator can be numerical, to express quantitative results such as a quantity, a cost, or an amount of time. Numerical indicators can also be used to report qualitative results, such as a satisfaction rate or a feeling of inclusion (percentage of people who feel very satisfied, percentage of people who do not feel included).

An indicator can also be non-numerical, to express results that are intangible or non-quantifiable.

### TARGETS SET BY THE CANADA RESEARCH CHAIRS TO PROMOTE DIVERSITY

In 2017, to define the pools of potential female candidates for Canada Research Chairs and hence the targets to achieve in the awarding of these chairs, the CRC program used as an indicator the percentage of women among applicants for the three key federal grant competitions: NSERC Discovery Grants, CIHR Open Operating Grants and SSHRC Insight Grants.

#### PERCENTAGES OF WOMEN AND MEN APPLYING FOR KEY FEDERAL GRANTS

- NSERC: 21% women/79% men
- CIHR: 35% women/65% men
- SSHRC: 45% women/55% men

For the other designated groups, the CRC program determined the pools of potential candidates for Canada Research Chairs on the basis of voluntary self-identifications.

#### POOLS OF POTENTIAL CANADA RESEARCH CHAIR CANDIDATES FROM DESIGNATED GROUPS, AS A PERCENTAGE OF TOTAL POOL

- University professors from visible minorities: 15%
- People with disabilities who have doctoral degrees: 4%
- University professors who are Indigenous: 1%

## THE OBJECTIVES-TARGETS-INDICATORS TRIAD

To ensure that our goals are realized and lead to concrete actions, it is desirable to associate them with objectives, targets and indicators. This is what is known as the objectives-targets-indicators triad.

For example, if an organization wants to implement a change:

- It expresses its intent through an objective;
- It expresses the level of the desired result through one or more targets;
- It measures the result actually achieved by means of one or more indicators and compares it with the target to assess the progress toward the achievement of the objective.

### EXAMPLES OF TRIADS WITH ...

#### ... QUANTITATIVE RESULTS

**Objective:** Increase the number of professors from the designated groups

**Target:** Increase representation by 5% compared with 2017-2018

**Numerical indicators for quantitative results:** Obtained by methods such as self-identification

- Percentage of professors from the designated groups in 2018-2019;
- Percentage of women in teaching faculty in 2018-2019;
- Percentage of Indigenous people in teaching faculty in 2018-2019.

#### ... QUALITATIVE RESULTS

**Objective:** Increase the feeling of inclusion among members of the designated groups

**Targets:**

- 40% of members feel very included;
- 50% of members feel somewhat included;
- 10% of members do not feel included.

**Indicateurs chiffrés pour résultats qualitatifs :** Obtenus par exemple à l'aide d'un sondage

- Percentage of members who feel very included;
- Percentage of members who feel somewhat included;
- Percentage of members who do not feel included.

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## ABOUT THE NSERC CHAIR FOR WOMEN IN SCIENCE AND ENGINEERING (QUEBEC)

The overall goal of the NSERC Chair for Women in Science and Engineering (Quebec) is to increase women's participation in science and engineering in Quebec. To achieve this goal, the Chair has divided its program into two components: an **activities** component and a **research** component.

The general objective of the **activities** component is to break down the often unconscious and unintentional barriers that girls and women face at various times in their lives and that limit their access to enjoyable careers in science and engineering.

The general objective of the **research** component is to analyze the current status of women in science and engineering in Quebec, and then evaluate potential solutions to help them to advance in these fields.

In the activities and research that it plans to carry out during its first term, the NSERC Chair for Women in Science and Engineering (Quebec) will pursue the following specific objectives:

1. **Demystify** science and engineering;
2. **Raise awareness** of the impact that careers in science and engineering have on society;
3. **Present women** currently working in science and engineering as role models, to counter stereotypes;
4. **Provide tools to support** women who have chosen careers in science and engineering, and sensitize the settings in which they work;
5. **Support** science and technology teachers in primary and secondary schools;
6. **Understand and report on the status** of women in science and engineering in Quebec;
7. **Develop strategies** for recruiting and retaining female science and engineering students and professors in Quebec.

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