

RESEARCH NETWORKING EVENT: Building a strong proposal for the SSHRC Race, Gender and Diversity Initiative



Today's Agenda

1. Introductions / Chairperson: **Jamie Day**, Administrative Director, O'Brien Institute for Public Health
2. Key information and highlights regarding this grant opportunity: **Clint Westgard**, Research Grants Development Officer, OADR
3. Equity, Diversity and Inclusion at the University of Calgary: **Jaya Dixit**, Equity, Diversity and Inclusion (EDI) Advisor, Office of Research Services
4. **Project leads** for two research projects intended for this grant application process
 - **Regine King** (Faculty of Social Work)
 - **Joanna Rankin and Tiffany Boulton** (Cumming School of Medicine)
5. Question and answer / open discussion
 - **Attendees are asked to share research priorities and/or concepts that they can take a leadership role in during this collective discussion**

We would like to acknowledge the traditional territories of the people of the Treaty 7 region in Southern Alberta, which includes the Blackfoot Confederacy (comprising the Siksika, Piikani, and Kainai First Nations), as well as the Tsuut'ina First Nation, and the Stoney Nakoda (including the Chiniki, Bearspaw, and Wesley First Nations). The City of Calgary is also home to Métis Nation of Alberta, Region 3.



SSHRC Race, Gender and Diversity Initiative

Overview:

Approximately **20 grants** will be awarded to support **community-led** and **community-based formal partnerships** between one or more **partner organizations** from the not-for-profit, public and/or private sectors and at least one **postsecondary institution**, to support connection, research and training activities. These **three-year** partnership grants offered under the Race, Gender and Diversity Initiative will serve as hubs for challenge-oriented, community-led and community-based intersectional research and knowledge mobilization activities, and can be used to incubate new research partnerships.

Research Areas:

- Hate, racism and xenophobia;
- Gender discrimination;
- Disability discrimination and ableism; and
- History, methodology and research on partnered research

Grant Support

Awards will provide support for:

- Partnerships addressing antiracist, EDI considerations in research practice and design
- Partnered research activities responding to the needs of partner organizations which will inform their decision-making
- Intersectoral collaborations and connection activities, such as public outreach activities, workshops and conferences;
- Innovative approaches that enrich partnered research training experiences for students and postdoctoral researchers
- Leveraging contributions from all partner organizations

Timeline and Award Value

Timeline:

- RSO Internal Deadline: **November 8 at 9am**
 - Approvals through [Research Management System](#)
- SSHRC Deadline: November 15 at 6pm MST
- Anticipated Notice of Decision: March 2022

Award Value and Duration

- \$450,000 over 3 years
 - \$80,000/year in years 1 and 2
 - \$290,000 in year 3
 - **A two-year automatic grant extension available**

Eligibility

Subject Matter:

- Proposals may involve any disciplines, thematic areas, approaches or subject areas eligible for SSHRC funding
 - Projects whose primary objective is curriculum development are not eligible

Team:

- Applicant/Project Director:
 - Independent researcher affiliated with an eligible SSHRC institution
- Co-directors and Co-applicants:
 - Canadian: Affiliated with an eligible postsecondary institution; not-for-profit organization; philanthropic foundation; think tank; or municipal, territorial or provincial government
 - International: Affiliated with a postsecondary institution
- Collaborators:
 - Private sector or federal government

Partners:

- Partner organizations can be Canadian or international institutions or organizations (public, private, not-for-profit) of any type.

Eligible Expenses

- Project co-ordinator/manager positions are an eligible expense
 - Cannot be a participant on the grant
 - Cannot be paid for administrative services that the institution normally provides
 - Cannot be paid to conduct research activities
- Salary Research Allowance:
 - 50% of salary for non-profits involved in project
 - Must be project director, co-director or co-applicant
- Expenses to facilitate equitable, inclusive and accessible participation in the research are eligible and encouraged
- Knowledge Mobilization Forum:
 - Expenses for travel to one day forum in Ottawa must be included in budget

Application

- Convergence Portal
- **Proposal: 15 pages**
 - Goal and Project Description: 8 pages
 - Training and Mentoring: 1 page
 - Knowledge Mobilization: 2 pages
 - Description of Formal Partnership: 2 pages
 - Governance: 1 page
 - Description of Team: 1 page
- **Budget:**
 - Template form and justification (2 pages)
 - Funds from Other Sources template
- **Partner letters**
- **List of potential partners: 2 pages**
- **CV's for project director, co-directors and co-applicants**

Evaluation Criteria

- **EDI Considerations:**
 - Applicants are required to address EDI in both **research practice** and **design**
- **Challenge**—The aim and importance of the endeavour (40%)
 - Originality, significance and expected contribution
 - Appropriateness of methods
 - Inclusion of EDI in research design
 - Quality of training and mentoring and inclusion of EDI
- **Feasibility**—The plan to achieve excellence (40%)
 - Appropriateness of the proposed timeline, budget and knowledge mobilization plan
 - Quality of partnership
 - Expertise of team and appropriateness of partner organization
 - EDI considerations for team and partnership (Governance Plan)
- **Capability**—The expertise to succeed (20%)
 - Team experience, expertise and contributions
 - Past training and knowledge mobilization contributions

Application and Evaluation Criteria

- **Proposal:**

- Goal and Project Description:
 - Challenge, Feasibility, EDI Research Design
- Training and Mentoring:
 - Challenge, Feasibility, Capability, EDI Research Practice
- Knowledge Mobilization:
 - Feasibility, Capability, EDI Research Design
- Description of Formal Partnership
 - Feasibility, EDI Research Practice
- Governance:
 - Feasibility, EDI Research Practice
- Description of Team:
 - Capability, EDI Research Practice

- **Budget:**

- Feasibility

Resources

SSHRC:

- [Funding Call](#)
- [Competition Guideline Link](#)
- [SSHRC EDI Guide](#)
- [Webinar](#): September 21 at 10:30am MST

University:

- [Funding Calendar Entry](#) (with IPD Support timeline)
- [Application Guide](#)
- [EDI and SGBA Resources](#)
- [How to Incorporate EDI into your research proposal](#) (slides)

Contacts

Grant Development Office, Cumming School of Medicine

- Clint Westgard, chwestga@ucalgary.ca

Faculty of Social Work

- Alyona Belikova, abelikov@ucalgary.ca

Research Services Office: Institutional Programs

- Caroline Morrison, ipd@ucalgary.ca
- Jaya Dixit, jdixit@ucalgary.ca (EDI)

EDI requirements: A Deeper Dive

Established researchers/substantively immersed in EDI already

First time requirements from SSHRC (CIHR, NSERC already include EDI in merit criteria)

Putting language to existing practices vs. building your approach for the first time (and everything in between)

CSM is your first point of contact, but I'm here on the sidelines as well!

EDI in research practice (EDI-RP)

EDI in research design (EDI-RD)

EDI in Research Practice (Feasibility) 40%

- Promoting diversity in team composition and trainee recruitment;
- Fostering an equitable, inclusive and accessible research work environment for team members and trainees;
- Highlighting diversity and equity in mentoring, training and access to development

EDI in Research Design (Challenge) 40%

- Integrating EDI into research design through approaches such as intersectionality, antiracist frameworks, gender-based analysis plus (GBA+) and disaggregated data collection;
- Analysis that includes consideration of diversity and identity factors such as, but not limited to, age, culture, disability, education, ethnicity, gender expression and gender identity, immigration and newcomer status, Indigenous identity, language, neurodiversity, parental status/responsibility, place of origin, religion, race, sexual orientation, and socio-economic status.

EDI in Research Practice (Feasibility)

Promoting diversity in team composition and trainee recruitment

What is the effect of the current diversity profile on data gathering, analysis, methodology, broader design and knowledge engagement?

Fostering an equitable, inclusive and accessible research work environment for team members and trainees

Are decisions made with transparency and accountability?

Can different and/or diverging viewpoints be meaningfully considered?

Highlighting diversity and equity in mentoring, training and access to development

Do trainees have equal access to senior mentors?

Are opportunities offered, distributed, presented equitably?

If you're new to EDI requirements...

Know thy context, know thyself

Strive for specificity in how you will address intersectionality via research design

Be authentic and transparent about the gaps in representation on your team, in your field of inquiry (including in the community/with partners), and at the University

Select EDI practices that are distributed and distributive, active, well matched to your context, realistic to implement and report

Diversity: push beyond gender diversity, push beyond enumeration

Tri-Council Resources for Building your EDI Plan

SSHRC Guidelines for
EDI in Partnership
Grants (New!)

NFRF Best Practices in
EDI in Research

CRC Creating an
Equitable, Diverse, and
Inclusive Research
Environment

University Resources to support meaningful EDI approaches

Cumming School of Medicine

Clint Westgard, Research Grants Development Officer (chwestga@ucalgary.ca)

Office of Research Services

[Indigenous Research Support Team](#)

[Knowledge Engagement Team](#)

EDI Advisor (jdixit@ucalgary.ca)

Office of Equity, Diversity, and Inclusion

[EDI Dashboard](#)

[EDI Workshops](#)

[Ucalgary Dimensions pilot](#) page

SSHRC— Race, Gender and Diversity:



**UNIVERSITY OF
CALGARY**

FACULTY OF
SOCIAL WORK

Régine King

Regine.king@ucalgary.ca

Community Partner Organizations

- Women in Need Society (WINS)
- Canadian Poverty Institute
- Newcomer Research Network

Short description

- **Title:** Promoting anti-racist practices in service delivery for low-income women and their families
- **Purpose:** The overall purpose of this project is to promote racial equity in services delivered to low-income women and their families. This community-led research partnership will contribute to anti-racist practices in social services and policies within the City of Calgary and beyond.
- **Targeted population:** Low-income women

Partners needed

- Policymaking expertise
 - Race-based/anti-racist policymakers
 - Gender-based policymakers
 - Poverty reduction policymakers

- Academic expertise needed
 - Mixed-methods
 - Art-based research methods
 - Adult education



**SUPPORT,
COMFORT,
EDUCATE,
ADVOCATE**

RADICAL MENTAL HEALTH
DOULAS

Radical Mental Health Doulas: An innovative model of support for women with mental health challenges

CO-PI'S:

JOANNA RANKIN

TIFFANY BOULTON

Developing & Implementing Radical Mental Health Doulas

1. Co-create a Radical Mental Health Doula (RMHD) curriculum with our partners (i.e., women with mental illness, service providers, community partners across sectors, and interdisciplinary researchers)
2. Train a cohort of 10 RMHDs
3. Pilot and evaluate the implementation of RMHDs

Summary of Proposed Research

Canadian women consistently report low levels of mental health and a failure of the mental health care system to fully meet their needs. The Covid-19 pandemic has dramatically elevated women's rates of mental illness while compounding isolation and barriers to services. Women with mental illness, particularly at times of crisis, are likely to interact with a range of fragmented crisis services and are disproportionately represented in their use of and engagement with emergency and social services. In addition, women who interact with the criminal justice system have significantly higher rates of mental illness. All these services exist within an institutional framework which is reactionary, too often upholds a power imbalance, and silences the voices of the women being served. Not only does the current fragmented system fail to address the needs of these women, but also it often violates the human rights of this vulnerable population.

To address the specific needs of this population and the challenges of mental health service provision, we will 1) co-create a Radical Mental Health Doula (RMHD) curriculum with our partners (i.e. women with mental illness, service providers, community partners across sectors, and interdisciplinary researchers) 2) train a cohort of RMHDs and 3) pilot the implementation of RMHDs within the current system. We use a transformative, grassroots approach derived from the Radical Doula model, beyond the traditional scope of childbirth, focused on diversity, intersectionality, inclusion, and social justice. RMHDs will act as advocates and connection points between services, providing education, continuity of care, and individualized support. The project uses an interdisciplinary and genuinely participatory approach from the onset. The reward will be a co-developed curriculum, a tested model and a cohort of trained RMHDs that will provide personal, individualized support for women with mental illness. As a proactive community resource, the involvement of RMHDs could reduce crises and the requirement for intervention by healthcare and social service providers and the criminal justice system. This innovative approach will privilege the voices of and advocate for the rights, needs, and wishes of women with mental illness. Funds acquired through this cost-cutting measure could be redirected to the funding of RMHDs while freeing up critical professional resources.

Open Discussion

- The University of Calgary hopes to have several, strong UCalgary-based proposals for this SSHRC opportunity.
- Please share your ideas and priorities for research, along with concepts where you would consider taking the lead.

For further information and/or to provide input after the event:

Please contact Fiona.Boulet@ucalgary.ca

Or visit [SSHRC EDI Researcher Launching Page](#)

