Departmental Competition for
Equity, Diversity, and Inclusion (EDI) Initiatives

Purpose

Lakehead University is committed to creating an Equitable, Diverse, and Inclusive research environment. [Lakehead's EDI Action Plan](#) outlines the goal "*to innovate and lead on EDI knowledge creation and education*" (Goal 3). In order to increase the level of EDI awareness and innovation within academic departments, the Offices of Research Services and Human Rights and Equity are launching an internal competition under the NSERC EDI Institutional Capacity-Building Grant. This competition aims to foster EDI in research at Lakehead University. All academic departments are invited to apply for monetary support (the total funding set aside for this program is $10,000) in order to launch impactful EDI initiatives inside their academic unit.

The goal of this initiative is to facilitate programs/events that increase EDI knowledge within the university community. With many Tri-Agency grants now requiring concrete EDI plans in each application, these institutional initiatives can also aid researchers with submitting stronger funding applications.

Award

A monetary award of up $1,500 will be awarded to successful departments from this competition to implement their proposal prior to March 31, 2023 (funding must be spent by March 31, 2023). Expenses may include speaker fees, honoraria, travel for speakers, refreshments and food for EDI events, training fees, etc. A total funding of $10,000 has been set aside for this program. Only one award will be awarded per academic department.

Criteria
These initiatives should be creative! For example, the department may host targeted lunch-time group discussions (ex. women in STEM), a journal club related to EDI concerns within the department's research area (ex. underrepresented groups engaging in field research), or even host a lecture from a distinguished EDI leader in the field. These events should promote discussion within each department and propel the academic unit forward with innovative strategies for incorporating EDI in their area of research.

Each academic department is invited to complete the proposal within **the designated Google Form** where the following questions will be answered:
- An overview of the initiative the department will implement, including:
  - A brief description
  - Proposed time, duration, and length
  - How the funds for this initiative will be spent
  - The estimated attendance of the initiative and who will be invited to attend
- A detailed description of how the initiative will impact the department's understanding of EDI
- An explicit connection to Lakehead University's EDI Action Plan
- Verification that the Department Chair has been consulted and supports this initiative

Assessment
All applications will be reviewed by a committee comprised of individuals from the Offices of Research Services and Human Rights and Equity. The committee will review all applications and make appropriate recommendations to the Vice-President Research and Innovation for allocation of funding.

Expectations
If the department is successful in securing funding for its EDI initiative, they are expected to fully use the funds prior to March 31, 2023. Plans for implementation of the initiative must be communicated to the Office of Research Services at least two weeks prior to the launch of the event. The initiative must be broadcasted widely through the Media Relations Campus Connection and be open to the university community to attend.

Deadline
The deadline for this application is: October 17, 2022. Any further questions can be directed to Jocelyn Bel (edi.research@lakeheadu.ca) or Anne Klymenko (anne.klymenko@lakeheadu.ca)