

WRIGHT-INGRAHAM INSTITUTE

GUIDELINES FOR DIVERSITY, INCLUSIVITY & EQUITY IN RESEARCH

The Wright-Ingraham Institute (WII) recognizes that diversity, equity and inclusion considerations at each stage of the research process is critical to the planning of research at each stage of the research process. Considering DEI in the research process promotes research excellence by making it more relevant to society as a whole, ethically sound, rigorous, reproducible, and useful (Tannenbaum et al. 2019). It also fuels innovation through scientific discovery by opening up new areas of research, and by viewing and evaluating research through different and often overlooked or marginalized lenses.

In this context, DEI considerations promote research excellence by:

- Prioritizing and maintaining diversity in research teams;
- Safeguarding and prioritizing “space” for those researchers to contribute, speak out, and be heard; expanding the applicability of research findings and new technologies across a wider segment of society;
- helping to reveal implicit assumptions related to research that may otherwise go unnoticed and unchallenged;
- helping to mitigate biases by conducting inclusive research and improving technologies;
- supporting research outcomes that fairly benefit communities most impacted by the research;
- questioning biased norms and stereotypes;
- preventing overgeneralizations of findings that can be harmful or misleading;
- improving reproducibility of research findings, which can be more difficult when diversity-related variables are relevant to research but are not reported.

When DEI are not considered in the research process, research results may be of lower quality and can lead to harmful outcomes. For example, when research protocols, methodologies, conclusions, or solutions are engineered based on exclusionary standards, or on subjects not representative of the population as a whole, it can lead to serious consequences such as decreased safety, limited resource access, human and environmental insecurity, and other injustices and inequities for some groups.

DEI considerations are essential in order to build and maintain a high-performing diverse research teams in the full life cycle of research. DEI as it applies to researcher recruitment, and the roles team members play in research design, execution, analysis, interpretation of findings, and the dissemination of results, reflects on the environment of the team, the integrity of the research, and WII’s broader institutional culture.

For a full set of research guidelines, WII looks to the [NSERC guide on integrating equity, diversity and inclusion considerations in research](#), from which this position statement was adapted.

