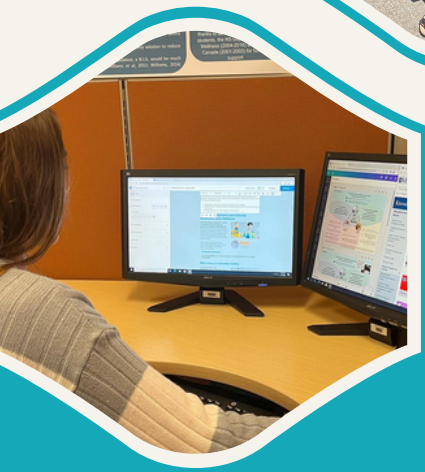




EARLY CHILDHOOD
COLLABORATIVE RESEARCH CENTRE

EDIA IN THE WORKPLACE



Updated and approved August 2022

Equity

Diversity

Inclusion

Accessibility

Mount Saint Vincent University's Commitment to EDIA

Equity, Diversity, Inclusion and Accessibility is outlined as one of the themes in [MSVU's 2020 strategic plan](#) and lists objectives and strategies to be taken to achieve this commitment. Further, MSVU describes the [importance of diversity and inclusion in its staff and faculty](#), stating:

"Equity, diversity and inclusion means acknowledging and embracing each individual's uniqueness, which includes race, ethnicity, sex, sexual orientation, gender identity and gender expression, socio-economic status, age, religious beliefs, political beliefs, and other characteristics and ideologies. It also means celebrating, in a safe environment, the rich dimensions of diversity contained within each individual. Cultivating diversity in the workplace develops stronger relationships, fostered by trust, respect and open dialogue."

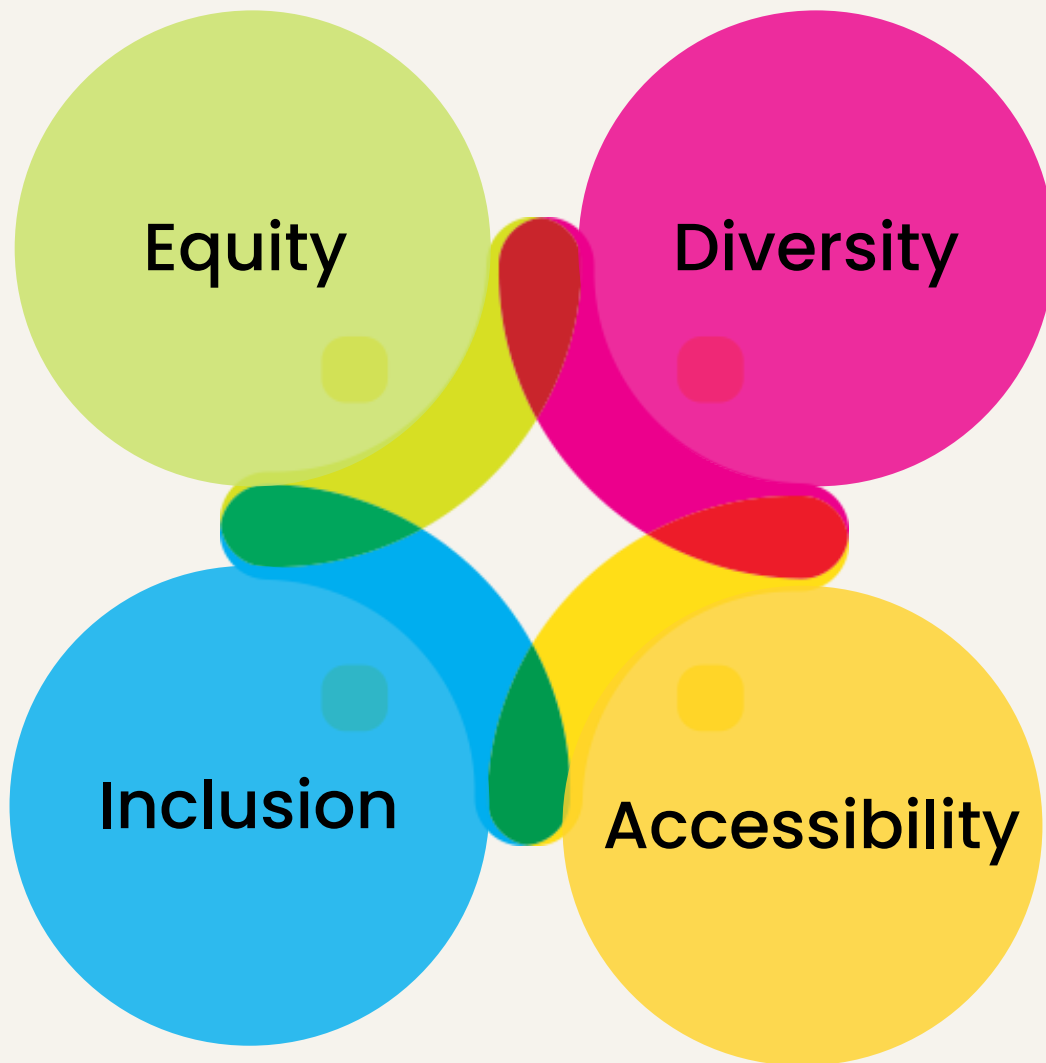
In 2021, MSVU announced the hiring of [Delvina Bernard](#) as MSVU's Equity, Diversity, Inclusion and Accessibility Advisor, as a way to ensure that these critical elements "are woven into the fabric" of Mount Saint Vincent University.

ECCRC's Commitment to EDIA

The ECCRC values the implementation of principles and practices that reflect and support equity, diversity, inclusion, and accessibility (EDIA) in its day-to-day work, in its research processes, with its partnerships, and in the creation of knowledge mobilization materials.

Our team will adapt this document as we learn and grow. To ensure this happens, we will review every six months. The next review will be in March 2023.

ECCRC Values



How?

Actionable ways to incorporate EDIA in day-to-day work, in research processes, with partnerships, and with knowledge mobilization creation.

Impact:

Community, team, family, and child well-being

The following are the actionable ways the ECCRC will incorporate EDIA:

In day-to-day work at ECCRC

- 1** The ECCRC will make time to critically reflect on its own work through various lenses and perspectives, and/or personal reflections through bi-weekly EDIA meetings/journal club.
- 2** ECCRC team members will listen to and value everyone's voices and opinions. The ECCRC will make this possible by creating spaces where everyone has an opportunity to openly communicate and share their voice and opinions.
- 3** The ECCRC will participate in continual professional development related to EDIA, such as unconscious bias workshops.
- 4** The ECCRC will provide accessible working environments (e.g., working from home or in-person, addressing accessibility needs).
- 5** The ECCRC will support opportunities for team building.
- 6** The ECCRC will have EDIA meetings to ensure it continues to reflect its EDIA values and its position statement.
- 7** The ECCRC is committed to hiring diverse students/staff and engaging community researchers on our team.
- 8** Advocate for enhanced EDIA in grant-paid research positions (e.g., cost-of-living, benefits).
- 9** Be transparent about the fiscal and organizational realities of grant-paid work.

In research processes

The ECCRC will...

- 1** Try to fill knowledge gaps (i.e., identify groups of people who are underrepresented).
- 2** Incorporate inclusive and informed theoretical foundations in research development, design, and implementation.
- 3** Provide alternative ways to engage in research, being mindful of the opportunity gaps that exist within some communities (e.g., literacy/language differences), to foster inclusive engagement in research (e.g., participatory and visual methods, paper and online surveys and/or in person support).
- 4** Ensure research is accessible, culturally responsive, transformative, and dynamic to the needs of the communities which it works with.



With partnerships

The ECCRC will...

- 1** Build meaningful relationships with stakeholders and communities, ensuring that the relationships continue outside of work-related asks.
- 2** Continue to hold mutually beneficial relationships with those involved with policy and practice and continue to look to grow these connections.
- 3** Take an active role in being the link between policy and practice through events and research.
- 4** Ensure that partnerships reflect the EDIA values and includes organizations and individuals of diverse backgrounds/abilities.
- 5** Establish and involve diverse sub-committees in our research to bring in knowledge and new ideas.
- 6** Make it a priority to show our partners support by following them on social media, sharing their social media content, and attending their events. Additionally, the ECCRC will invite partners to attend and participate in our events.



With knowledge mobilization creation

The ECCRC will...

- 1** Ensure accessibility of social media (i.e., Alt text for photos, captions for videos, plain language, translations/interpretations).
- 2** Work with community partners to ensure translation and interpretation of knowledge mobilization materials in a timely manner.
- 3** Use its voice/platform on social media to enhance and leverage the diverse voices and work of others.
 - Implement a community and partner spotlight to highlight community members and ongoing work (i.e., in newsletters and regularly in our social media).
- 4** Where possible, provide research results and other knowledge mobilization materials to participants first.
- 5** Reflect EDIA in the content, resources, and photos shared on social media.
- 6** Ensure to ask partners and participants how they prefer to receive information – although many rely on technology to share information, not everyone has access or they have a preferred method.

