



EARLY CHILDHOOD
COLLABORATIVE RESEARCH CENTRE

EDIA IN THE WORKPLACE





Equity

Inclusion

Diversity

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."

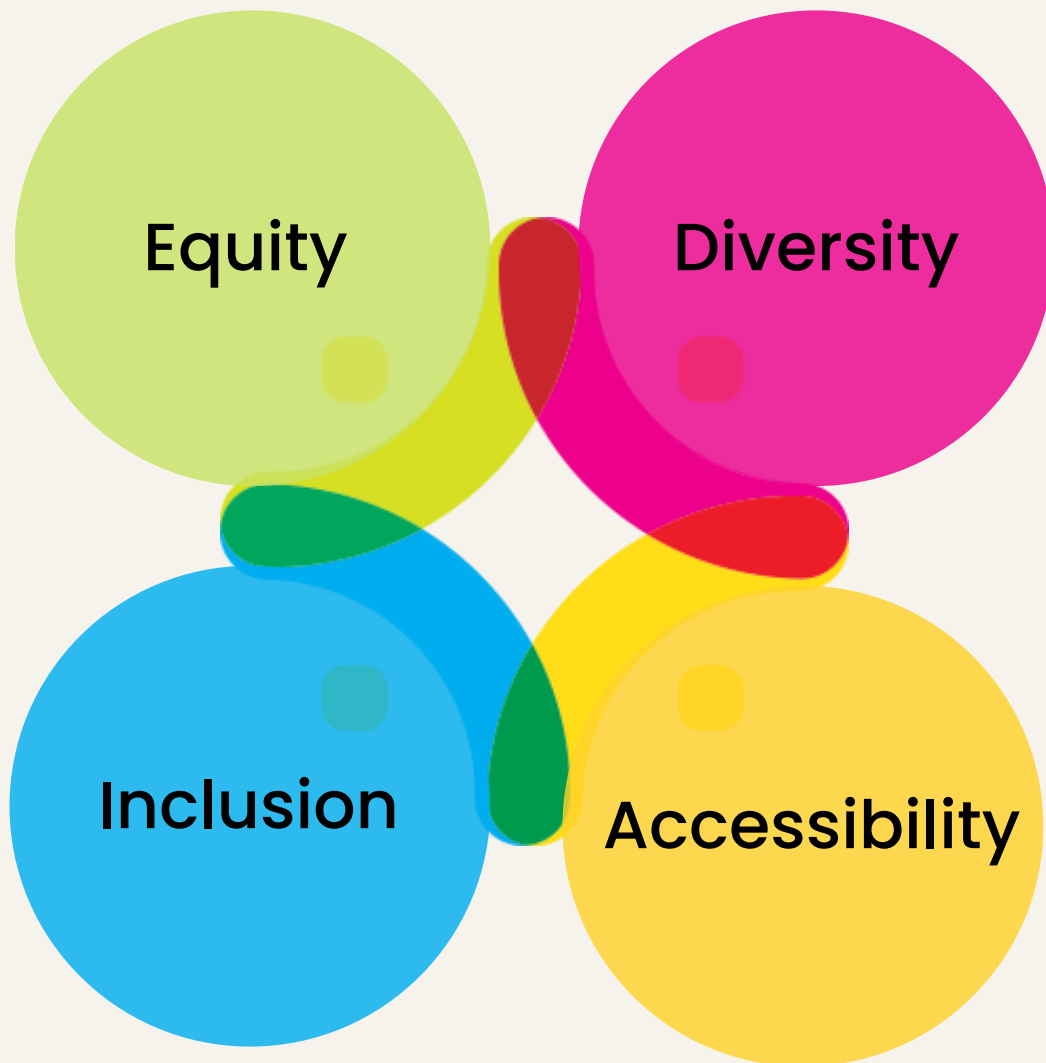
In 2021, MSVU announced the hiring of [Delvina Bernard](#) as MSVU's Equity, Diversity, Inclusion and Accessibility Advisor, as a way to ensure that these critical elements "are woven into the fabric" of Mount Saint Vincent University.

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 our EDIA guide every six months. The next review will be in October 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, partners, team, family, and child well-being



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

In day-to-day work at ECCRC

Our goal at the ECCRC is to embed EDIA principles throughout everything we do each day. This entails actively listening and creating safe spaces for everyone's voice to be heard, meeting regularly to address relevant EDIA topics, renewing our centre's values, and promoting team-building. This also includes ensuring equitable and transparent hiring and salary practices.

The ECCRC will...

- 1** Actively 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.
- 2** 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.
- 3** Participate in continual professional development related to EDIA, by engaging with community experts/professionals, participating in workshops/training, and reflecting on relevant literature.
- 4** Have bi-annual meetings to review, reflect, and renew the EDIA values and position statements.
- 5** Support opportunities for team building through social events and community involvement.



In day-to-day work at ECCRC (Cont)

Our goal at the ECCRC is to embed EDIA principles throughout everything we do each day. This entails actively listening and creating safe spaces for everyone's voice to be heard, meeting regularly to address relevant EDIA topics, renewing our centre's values, and promoting team-building. This also includes ensuring equitable and transparent hiring and salary practices.

The ECCRC will...

- 6 Provide accessible working environments (e.g., working from home or in-person, addressing accessibility needs).
- 7 Remain committed to hiring diverse students/staff and engaging community researchers on our team.
- 8 Remain transparent about the fiscal and organizational realities of grant-paid work.
- 9 Continue to advocate for enhanced EDIA in grant-paid research positions (e.g., cost-of-living, benefits).



In research processes

Our goal at the ECCRC is to ensure that every step of the research process intentionally addresses the diverse needs of our communities.

The ECCRC will...

1

Try to fill knowledge gaps (i.e., address topics that are historically understudied or outdated).

2

Access and amplify voices of equity-deserving groups that are missing or underrepresented in research.

3

Incorporate inclusive, culturally responsive, and transformative theoretical foundations in research to benefit the needs of our communities.

4

Advocate for methodology, design, and implementation alternatives in research to enhance participation of equity-deserving groups. For example, we are mindful of the following:

- Literacy and language differences that act as barriers to communities' participation.
- Engagement of communities in non-traditional research like participatory action research, use of photovoice methodology, virtual surveys/interviews, and providing in-person support.



With our partners

Our goal at the ECCRC is to have meaningful partnerships with those involved in supporting child well-being, including families, early childhood professionals, community organizations, government representatives, and more.

The ECCRC will...

- 1 Build meaningful, intentional, and reciprocal relationships with individuals, communities, and organizations.
- 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 research and events.
- 4 Ensure that partnerships reflect the EDIA values and include organizations and individuals that reflect diversity in identities and experiences.
- 5 Engage partners in identifying priorities for research based on their knowledge needs.
- 6 Make it a priority to show our partners support by following them on social media, sharing their accomplishments, and attending their events. Additionally, the ECCRC will invite partners to attend and participate in our events.



With knowledge mobilization creation

Our goal at the ECCRC is to share knowledge and research with policymakers, families, and early childhood professionals and promote diverse voices across our social media platforms to enhance public awareness of EDIA topics in early childhood.

The ECCRC will...

- 1** Ensure accessibility of social media (i.e. where possible provide alt text for photos, captions for videos, plain language, translations/interpretations).
- 2** Work with community partners to ensure the translation and interpretation of knowledge mobilization materials in a timely manner.
- 3** Use its voice and platform on social media, and newsletters to enhance and leverage the diverse voices and work of others.
 - Implement a community and partner spotlight to highlight community members and ongoing work (e.g., by highlighting community organizations, sharing results of their work, and featuring diverse voices in our EDIA research).



With knowledge mobilization creation (Cont)

Our goal at the ECCRC is to share knowledge and research with policymakers, families, and early childhood professionals and promote diverse voices across our social media platforms to enhance public awareness of EDIA topics in early childhood.

The ECCRC will...

- 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.
 - Regularly connect with other research centres to discuss EDIA, learn, and share ideas.
 - Reach out to faculty at MSVU to share EDIA practices and ongoing work.
 - Develop and implement a guiding document for EDIA in our social media
- 6 Ask partners and participants how they prefer to receive information to ensure accessibility (i.e., ensuring technology is not a barrier).

