



EQUITY, DIVERSITY & INCLUSION

ACTION PLAN
2023-2030



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DEFINITIONS

Meaningful EDI integration demands a comprehensive understanding of foundational definitions. All members of D2R’s community are encouraged to read the following definitions and reflect on how they can be applied in both personal and collective contexts.

Equity, unlike the notion of equality, is not about sameness of treatment. It denotes fairness and justice in process and in results. Equitable outcomes often require differential treatment and resource redistribution to achieve a level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our university environment.

Diversity describes the presence of difference within any collection of people. In discussions of social equity, diversity addresses differences in social group membership related, for example, to race, Indigenous identity, class, gender identity or expression, sexuality, disability, ethnicity, and religion. Discussions about diversity linked to access and equity require knowledge and understanding of historical and contemporary experiences of oppression and exclusion. Diversity should be understood as uniting rather than dividing. The term calls upon us to appreciate both differences and interconnectedness, and to recognize and respond to systemic and institutionalized discrimination.

Inclusion refers to the notion of belonging, feeling welcomed and valued, having a sense of citizenship. It also speaks to a capacity to engage and succeed in a given institution, program, or setting. Inclusion calls for recognizing, reducing, and removing barriers to participation created by social disadvantage or oppression, and can result in the reimagination of an institution, program, or setting.

Source: [McGill's Strategic EDI Action Plan](#)

Equity Deserving Groups (EDGs): A group of people who, because of systemic discrimination, face barriers that prevent them from having the same access to the resources and opportunities that are available to other members of society, and that are necessary for them to attain just outcomes.

Source: [Guide on Equity, Diversity and Inclusion Terminology \(Government of Canada\)](#)

*The equity deserving groups identified by D2R’s funder, Canada First Research Excellence Fund (CFREF), are: **Racialized Individuals; African, Caribbean and Black Individuals; Indigenous Peoples; Persons with Disabilities; Women; 2SLGBTQIA+.**

Intersectionality is an analytical framework for understanding how aspects of a person’s identity (for example, sex, gender, age, ethnicity, class, religion, sexual orientation, ability) combine to create particular forms of discrimination and privilege. This framework helps to better understand the cumulative effects of different forms of oppression (for example, racism, sexism, homophobia). Members of marginalized groups are more likely to face discrimination and prejudice as a result of the interaction of different aspects of their identity.

*In the context of D2R, we will take into consideration the intersectionality of EDGs identified by the CFREF, and meaningful analysis and application of EDI solutions for any intersection challenges associated with RNA therapeutics development research, such as immigration status, international student status, socio-economic factors, age groups, endemic countries, parenthood, mental health, etc.

Performativity is the practice of doing equity work for compliance or to make an organization or person “look good” and increase its/their social capital versus making genuine efforts to create substantive change.

Tokenism, a type of performativity, is when inclusion or diversity are pursued in a perfunctory or symbolic fashion. An example of tokenism is the recruitment of individuals from underrepresented groups to create an appearance of diversity without also taking steps to address underlying inequities. Other examples include hiring someone, inviting someone to be on a committee, or inviting someone to be on a research project as a partner/collaborator, but not valuing their contributions, expertise or knowledge; making public commitment statements to prioritize EDI without appropriately funding the work required to support EDI in the organization; assigning work to individuals who have no relevant expertise or lived experience; or shifting priorities away from EDI work when other organizational priorities surface or when public urgency subsides.

Source: [Guide of Best practices in equity, diversity an inclusion in research practice and design](#)

Bias, a preconceived judgment that is held by a person and that influences their perception of or their behaviour towards another person or group of people. Everyone has biases. Several factors contribute to the development of these preconceptions, including culture, education, life experience, comments heard, the media and the influence of institutions. Biases can be manifested through favouritism towards or discrimination against a person or group of people based on factors such as race, ethnicity, sexual orientation, gender identity, ability, age, religion or socioeconomic status.

Source: [Guide on Equity, Diversity and Inclusion Terminology](#)

D2R research fields are research fields related to D2R include biology, genetics, genomics, public health, health equity, chemistry, pharmacology, biomanufacturing, ethics, sociology, public policy and more. They cover different disciplines that provide a comprehensive understanding of the experiences of EDGs in the health system and the search for RNA and precision medicine adapted to their needs.



EQUITY, DIVERSITY AND INCLUSION LANDSCAPE AT D2R

ABOUT D2R

The vision for **DNA to RNA (D2R): An inclusive Canadian approach to genomic-based RNA therapeutics** is inherently driven by principles of Equity, Diversity and Inclusion (EDI). From its inception, the initiative was designed to deliver genomic-based RNA therapies that not only advance scientific discovery but also address the specific needs of medically underserved groups, including those affected by infectious diseases, rare and neglected diseases, as well as common chronic conditions such as cancer, and cardiovascular and cardiometabolic diseases, along with members of equity-deserving groups (EDGs). This commitment to EDI is not merely a component of our strategy—it is the foundation upon which D2R is built.

Our interdisciplinary initiative challenges the traditional drug development paradigm by focusing on health outcomes in populations that have been overlooked or marginalized and by developing dialogue processes that ensure the participation of these populations in drug development. Furthermore, by prioritizing the development of affordable personalized medicine, we aim to disrupt the status quo and to recognize the diverse lived experiences and economic realities of people in Canada and beyond by ensuring that the therapies are accessible to all.

D2R’s key objectives are:

- Enable discovery: D2R will overcome scientific and technical obstacles to realize the potential of genome-guided precision medicine and RNA therapies.
- Make an impact: To realize the potential of genomic discovery and capitalize on the flexibility of RNA therapeutics, D2R will implement an interdisciplinary research strategy to tackle priority disease areas.

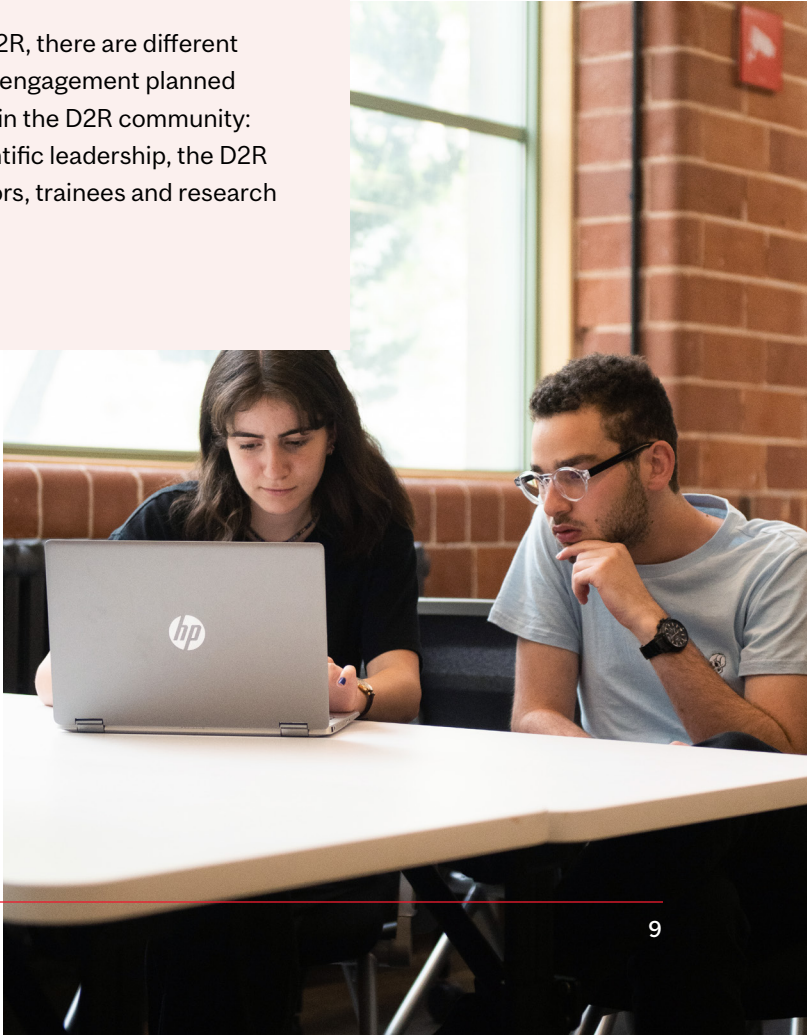
- Drive equitable practice: D2R will address institutional and societal barriers to advance health outcomes for diverse populations by prioritizing ongoing partnerships, engagement and dialog with patient associations and EDG members to facilitate collective development of research and policy recommendations.
- Engage partners: D2R will be a hub for world-leading “next-generation” drug development in Canada, bringing together pharma and biotech to accelerate regulatory approval of life-saving drugs.
- Champion Indigenous-led research initiatives: D2R will prioritize the integration of Indigenous knowledge by actively promoting co-creation and ensuring that all engagements are culturally safe and respectful. This commitment involves building substantial partnerships that support the autonomy and leadership of Indigenous researchers and communities in directing research agendas.

THE JOURNEY TOWARDS AN EDI ACTION PLAN

In 2024, D2R submitted a detailed EDI Action Plan to the Tri-agency Institutional Programs Secretariat (TIPS) in a pre-defined template form, including a table of EDI actions to implement. The actions presented were co-developed with focus groups including people from EDGs. In January 2025, the EDI actions were approved by TIPS. In February 2025, five engagement sessions were held with professors, trainees, and research and administrative staff to collectively plan how to integrate these actions with Specific, Measurable, Attainable, Realistic and Timely (SMART) goals. This work led to the creation of this document: D2R’s 2024-2030 EDI Action Plan.

WE ARE ALL PART OF THE SOLUTION: THE EDI STRUCTURE, ROLES AND RESPONSIBILITIES AT D2R

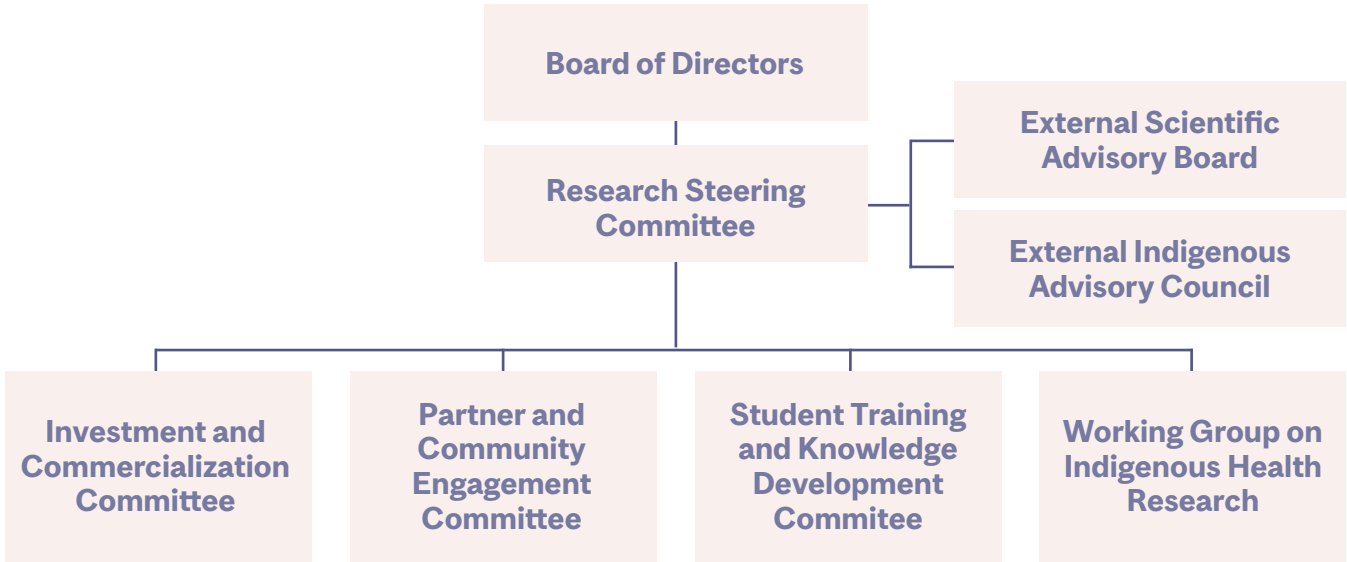
To ensure EDI success at D2R, there are different levels of accountability and engagement planned by all the collaborators within the D2R community: D2R governance, D2R scientific leadership, the D2R support office, and professors, trainees and research staff affiliated with D2R.



EDI VISION AT D2R

D2R’s EDI Action Plan is an **evergreen document** that we will continuously adjust as necessary to ensure we are offering the best possible support to EDGs. We acknowledge that EDI is a key force in achieving **research excellence**. The Canadian Institutes of Health Research explain that “An inclusive concept of research excellence is holistic, adaptable, evergreen and positively influences who sets research priorities; who conducts, participates in and benefits from research; how research is conducted; and

how it is assessed.” Therefore, D2R promotes, develops and implements the **best EDI research practices and research designs** to achieve research excellence. To do so, everyone at D2R holds a certain level of **accountability**, ensuring all D2R collaborators collectively contribute to be part of the solution for a more equitable, diverse and inclusive research ecosystem aimed at the development of precision medicine and genomic-based RNA therapeutics.



D2R GOVERNANCE

D2R established a robust governance framework with clear roles, responsibilities, decision-making authority and mechanisms for addressing key activities as well as actual and perceived conflicts of interest. D2R’s scientific leadership features a **Scientific Director** and two **Associate Scientific Directors** representing different research areas to ensure comprehensive interdisciplinary expertise and a **Chief Scientific Officer (CSO)**. The CSO serves as the link between the D2R Support Office and the various governance committees, including the:

- **Board of Directors (Board):** The Board oversees and monitors the indicators described in the Action Plan and in the Performance Management Plan.

- **Research Steering Committee (RSC):** The RSC is ultimately accountable for the delivery of the EDI Action Plan. The RSC also oversees three subcommittees (the Partner and Community Engagement Committee; the Student, Training and Knowledge Development Committee; the Investment and Commercialization Committee) and a Working Group on Indigenous Health Research is responsible for reviewing their reports and approving their recommendations.
- **Partner and Community Engagement (PCE) Committee:** This RSC subcommittee is composed of seven professors and two trainees from McGill University. The PCE reviews and approves D2R policies and processes to ensure that EDI is central across all decision making. The Committee reports to and guides

the RSC and scientific leadership on the development, implementation and ongoing improvement of the EDI Action Plan. The RSC-PCE connection is strengthened by overlapping membership: three PCE Committee members are voting members of the RSC, one of whom is also an Associate Scientific Director for D2R. The PCE Committee regularly engages with community partners to ensure an inclusive decision-making process. The PCE Committee leads the ongoing development and implementation of the EDI Action Plan.

- **Student, Training and Knowledge Development (STaKD) Committee and Investment and Commercialization Committee (ICC):** Given that EDI is cross-sectional at D2R, these two RSC subcommittees will include EDI principles in their actions.
- **Indigenous Research Working Group:** Reporting to the RSC, this working group is responsible for developing and implementing the Indigenous strategy at D2R. Its primary objectives include supporting and enhancing dialogue between researchers and Indigenous communities, building local capacity, and ensuring all research activities are grounded in culturally safe practices. Additionally, this working group has ongoing collaboration with the PCE and STaKD in initiatives pertaining to community engagement, capacity building and the development of training and interns.

All of D2R’s governance bodies noted above commit to (i) applying best EDI practices in their leadership, (ii) respecting the *Nothing About Us Without Us* approach, one of the best EDI practices to ensure that decision making around equity deserving groups is informed by their knowledge and needs, and (iii) use their powers to enable meaningful reduction of systemic barriers.

D2R SUPPORT OFFICE

Members of the D2R Support Office team are responsible for management and administration, program coordination, communications, financial oversight, student training initiatives, partnerships, technology transfer, knowledge translation and exchange, and supporting the implementation of both the EDI Action Plan and the Indigenous strategy.

To ensure the operationalization of EDI initiatives, the Senior EDI Advisor, reporting to the Director of Administration, is responsible for coordinating the

development, implementation and monitoring of the Action Plan. The Senior EDI Advisor participates (ex-officio) in all RSC subcommittees, to guide the application of EDI principles across D2R and monitor progress. The Senior EDI Advisor also collaborates closely with multiple members of the D2R community to co-develop EDI initiatives, including D2R’s Support Office, McGill University graduate students, professors, research staff, and administrative staff, and external collaborators. D2R’s Training Program Officer, also reporting to the Director of Administration, collaborates closely with the Senior EDI Advisor to develop and apply EDI both in the development of training programs and through EDI support to trainees affiliated with D2R.

The Support Office commits to designing, implementing, promoting, applying, evaluating and continuously enhancing EDI actions to support the D2R community; and to co-developing EDI initiatives with the best community engagement practices possible.

PROFESSORS, TRAINEES AND RESEARCH STAFF AFFILIATED WITH D2R

Through individual and collective work, professors, trainees, and research and administrative staff affiliated with D2R research projects are supported to (i) develop a commitment to understanding what EDI means, (ii) demonstrate inclusion of everyone involved in their research project; and (iii) apply EDI principles continuously in their research practice and their research design.



OVERVIEW OF D2R’S EDI ACTIONS

FOCUS AREA 1 Supporting the progression of equity deserving groups in genomic-based RNA therapeutics research: Attracting, Recruiting, Retaining and Flourishing	FOCUS AREA 2 Understanding EDI challenges and opportunities in genomic-based RNA therapeutics	FOCUS AREA 3 Applying EDI in research funding practices and research topic selection in genomic-based RNA therapeutics
• Support the recruitment and progression for professors • Support the recruitment and progression for trainees • Facilitate communities of practice • Create and distribute guidelines and tools adapted to the D2R ecosystem’s needs	• Develop and present training and awareness activities • Conduct focus groups and climate surveys • Recruit and train EDI scientific evaluators	• Integrate EDI requirements in review, application and progress report processes in all D2R funded research • Address RNA research-specific EDI challenges through some of D2R’s funded research projects • Create, distribute and support a Research data management guideline that favors open access

D2R’S SMART WAY TOWARDS OUR EDI GOALS

D2R commits to addressing each EDI action with specific, measurable, attainable, realistic and timely (SMART) goals. To do so, each action has been thoughtfully planned to address specific challenges or systemic barriers and reach specific goals. To facilitate success, each action has planned outcomes, line of actions, success indicators, leads and deadlines.

Please note that RNA research is an emerging field. Therefore, D2R does not currently have access to baseline data such as representation of EDGs in the

D2R ecosystem, the total number of possible mentors and mentees to pair or the number of trainees that may be relevant for some initiatives we want to launch. D2R is currently building strong foundations through community outreach and developing a research project in collaboration with two EDI trainees to get more baseline information. Once this work will be completed, we will be able to present even more specific actions.



FOCUS AREA 1: Supporting the progression of EDGs in genomic-based RNA therapeutics research: Attracting, Recruiting, Retaining and Flourishing

Action 1.1. Support the recruitment and progression for professors

Key challenges:

- Lack of knowledge about barriers in equitable opportunities for professors from EDGs (Racialized Individuals; African, Caribbean and Black Individuals; Indigenous Peoples; Persons with Disabilities; Women; 2SLGBTQIA+.), including early career researchers (ECRs)
- Current underrepresentation of professors from EDGs at D2R

Goals:

- Understand the current representation of professors from EDGs in RNA research to be able to determine realistic diversity representation goals.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Develop a portrait of the current state of EDG representation in professors doing RNA research	1) Compile results from: self-ID surveys; research on the baseline of representation in RNA research; first D2R climate survey. 2) Establish realistic targets from findings with an outreach and career progression strategy.	1) At least 80% of self-ID completed; have at least 25% respondents completing climate survey	Senior EDI Advisor; Senior Advisor, Metrics and Reporting	February 2026
Annual needs analysis to reduce systemic barriers	Organize informal check-ins with professors from EDGs to keep track of their challenges and explore solutions	At least two meetings per year; Document produced with summary of check-ins	Senior EDI Advisor	Fall 2025 and ongoing

Action 1.2. Support the recruitment and progression for trainees

Key challenges:

- Disproportionate lack of mentorship and internship opportunities for Black and Indigenous People in D2R’s research ecosystem
- Systemic barriers to attract and retain EDGs, such as bias in university selection and evaluation of students, variation in access to resources and training, dependency on the research team, and a lack of shared-identity role models and culturally sensitive training.

Goals:

- Support the development of a pool of talented Black and Indigenous potential students and trainees through mentoring and internships
 - For potential students: create awareness of research careers related to RNA therapeutics development
 - For trainees: offer guidance on grant writing, conferences, publications and other career progression strategies
- Understand the systemic barriers blocking the attraction, recruitment, retention and flourishing of other EDGs in genomic medicine and RNA therapeutic development research fields (Women, 2SLGBTQIA+, Persons with Disabilities, Racialized individuals)
- Understand the current representation of trainees from EDGs in RNA research to be able to determine realistic diversity representation goals.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Develop a portrait of the current state of EDG representation in students in genomic-based RNA research fields	1) Compile results from: self-ID surveys; research on the baseline of representation in RNA research; first D2R climate survey. 2) Establish realistic targets from findings with an outreach and career progression strategy.	At least 80% of self-ID completed; document produced on research on baseline; have at least 25% respondents completing climate survey	Senior EDI Advisor; Senior Advisor, Metrics and Reporting	February 2026
Launch pilot mentoring program That includes a culturally sensitive, interdisciplinary, and cross-institutional and a D2R mentor award (recognition)	Map existing mentorship opportunities across campus and within partner organizations; Recruit trainee mentors and mentees; run a first cohort and evaluate	At least five mentor-mentees pairs; satisfaction of mentees and mentors	Senior EDI Advisor; Training Program Officer	Winter 2026
Provide support to the Indigenous Mentorship and Paid Research Experience for Summer Students (IMPRESS) program	Support D2R-funded researchers to be internship supervisors; Provide financial support to facilitate the internships of Indigenous student mentees; Evaluate the impact of the program	At least three IMPRESS intern per year; satisfaction of interns and supervisors; desire of interns to continue in the field	Associate Director , Indigenous Health Research; Senior EDI Advisor; Training Program Officer	Ongoing

Launch pilot internship program for Black undergraduate students	Recruit supervisors and interns; run a first cohort; Evaluate	At least three supervisor-intern pairs per year; satisfaction of mentees	Senior EDI Advisor; Training Program Officer	Winter/Spring 2026
Aim to fund a project addressing a topic relevant to Black communities, and recruit trainees from African and/or Caribbean countries for internships.	Map research topic possibilities; Create relationships with research institutes from African (e.g. Institut Pasteur Dakar) and/or Caribbean countries; Prepare arrival of trainees; Create activities for trainees	At least three trainees	Senior EDI Advisor	Fall 2027
Support and develop community initiatives aiming at attracting youth from EDGs in the fields related to genomic-based RNA therapeutics	Develop a sponsorship form; develop links with community organizations	At least two initiatives supported every year	Senior EDI advisor	Summer 2026
Produce a document on systemic barriers for recruitment and progression of trainees experienced by EDGs at D2R and present recommendations	Recruit work-study students; Produce analysis and recommendations	Document produced	Senior EDI Advisor	Fall 2026 and ongoing

Action 1.3. Facilitate communities of practice

Key challenges:

- Lack of support provided to research staff, professors and trainees in applying EDI in research practice and in research design.
- Lack of spaces to address inappropriate conduct towards EDGs and cultural insensitivity.
- Siloed research environments.

Goals:

- Create brave spaces where EDGs can freely express their needs.
- Create meaningful interactions and collaboration between EDGs and non-EDGs, and within EDGs to share experiences, best EDI practices and a culture of continuous improvement.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Launch a pilot of a Community of Practice for trainees	Prepare schedule, discussion topics and facilitation strategy; launch pilot; evaluate	At least five participants; At least two challenges addressed; satisfaction of participants	Senior EDI Advisor; Training Program Officer	Spring 2025
Launch a pilot of a Community of Practice for professors and Research staff.	Prepare schedule, discussion topics and facilitation strategy; Launch; Evaluate	At least five participants; At least two challenges addressed; satisfaction of participants; Assess level of awareness about this opportunity in climate survey	Senior EDI Advisor; Partner and Community Engagement Committee	Spring 2025

Action 1.4. Create and distribute guidelines and tools adapted to the D2R ecosystem’s needs

Key challenges:

- Many people within the D2R community want to apply best EDI research practices to make their research environment more equitable, diverse and inclusive, but would like more guidance on how to do so.
- Lack of clear guidelines can lead to performativity and a lack of accountability for EDI continuous progress.
- Guidelines and tools are often created without using the *Nothing About Us Without Us* approach and the empowerment of EDGs through community engagement.

Goal:

- Create at least two guidelines and tools per year based on learnings identified from data collected through the community of practice, climate surveys, and focus groups, to foster the attraction, recruitment, retention and flourishing of EDGs with an intersectional approach including considerations for immigration status, international student status, socio-economic factors, age groups, endemic countries, parenthood, etc.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Create a series of guidelines and/or tools to be more equitable and inclusive to different EDGs	Create guidelines and tools; Promote guidelines and tools	At least one guideline or tool per category of people affiliated with D2R (trainees, professors, collaborators)	Senior EDI Advisor; Senior Communications Officer	Summer 2026 and ongoing
Create and promote a guide for access to university accessibility funding and coordinate with partner universities	Map existing accessibility funding opportunities within McGill and across partner universities; Create a guide; promote the guide	Annual info session to present the guide; Number of participants; Number of clicks online	Senior EDI Advisor; Partner and Community Engagement Committee; Senior Communications Officer	Fall 2025 and ongoing
Launch caregiver compensation grants to support family care during training and professional development activities	Create D2R specific caregiver compensation opportunities such as covering traveling, conference costs and support to those with family responsibilities	Number of caregiver compensations offered	Research Steering Committee; Senior EDI Advisor	Fall 2025 and ongoing



FOCUS AREA 2:
Understanding EDI challenges and opportunities in genomic-based RNA therapeutics research

Action 2.1. Develop and present training and awareness activities

Key challenge:

- Limited awareness about challenges faced by EDGs maintains the status quo and perpetuates systemic barriers, such as inappropriate conduct, limited access to trainings, and limited integration of an EDI lens in health research.

Goal:

- Raise awareness of EDI best practices through EDI training and activities.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Create a D2R calendar of “EDI-focused” awareness days.	Create content (such as article or social media post) or an activity that aligns with each of the “EDI-focused” awareness days	Numbers of likes, clicks and views; Number of participants (for events); Satisfaction survey	Senior EDI Advisor; Senior Communications Officer	Winter 2025 and ongoing
Offer trainings on EDI in research design and EDI in research practice to the D2R community (mandatory for trainees in upcoming D2R funded research projects)	Map existing EDI in research trainings offered at McGill; Put together an EDI training program for the D2R community; Promote training; Evaluate	Number of participants (100% of funded trainees, at least 75% of funded professors); At least two trainings per year; Evaluation survey	Senior EDI Advisor; Senior Communications Officer; Training Program Officer	Spring 2025

Action 2.2. Conduct focus Groups and Climate Surveys

Key Challenge:

- Limited data on EDI challenges faced by EDGs in the D2R community to support EDI decision making.

Goal:

- Documentation of challenges and opportunities for EDGs in the D2R community.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Annual focus groups to guide D2R's EDI strategy	Prepare session's content; Recruit participants; Extract information; Apply to EDI initiatives	At least 20 participants per year; Documentation on elements extracted from focus groups in EDI initiatives	Senior EDI Advisor	Winter 2024 and ongoing
Bi-yearly climate survey	Prepare climate survey; Share survey widely; Extract information; Apply to EDI initiatives	At least 25% participation rate	Senior EDI Advisor; Senior Communications Officer; Senior Advisor, Metrics and Reporting; Principal investigators (PIs) of funded projects	Spring 2025

Action 2.3. Recruit and train EDI scientific evaluators

Key Challenges:

- Lack of capacity of scientific evaluators to evaluate EDI in research design in D2R's calls for applications.
- Lack of EDI lens in health research including non-representative samples.
- Lack of equity-driven analysis to assess group differences.

Goal:

Create a pool of scientific evaluators equipped to critically evaluate EDI in research design

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Recruit scientific evaluators	Recruit scientific evaluators	At least five new scientific evaluators per year	Senior EDI Advisor; Partner and Community Engagement Committee	Spring 2025 and ongoing
Offer EDI training to scientific evaluators	Map existing trainings being offered to EDI scientific evaluators within D2R ecosystem; Develop a D2R specific training; Evaluate the training; Perfect the content of the training	100% of recruited scientific evaluators trained	Senior EDI Advisor; Partner and Community Engagement Committee	Summer 2025 and ongoing



FOCUS AREA 3:
Applying EDI in research funding practices and research on EDI topics in genomic-based RNA therapeutics

3.1. Integrate EDI requirements in review, application and progress report processes in all D2R funded research

Key challenges:

- Limited application of EDI lens in health research design and practice.
- Establishing a formal EDI review, application and reporting process for D2R's funded projects is required.

Goals:

- Integrate formal EDI requirements in calls for proposals.
- Support Principal Investigators to apply EDI in research practice and in research design.
- Report on EDI in funded projects to keep track of efforts and results.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Create an EDI evaluation grid	Develop evaluation grid	Document created	Senior EDI Advisor; Partner and Community Engagement Committee	Summer 2024
Review EDI requirements in Call for proposals	Map existing EDI requirements and best practices in various research programs (from the government and from universities); Integrate best EDI requirements practices in calls for proposals	Creating EDI requirements for every call for proposals	Senior EDI Advisor	Winter 2025 and ongoing
Create a support document to offer guidance to applicants	Analyze common needs in EDI reviews; Create a support document	Document created	Senior EDI Advisor	Winter 2025
Establish an EDI support process for funded PIs	Create EDI commitment form; Schedule EDI support check-ins with PIs	Meet with 100% of the PIs awarded	Senior EDI Advisor	Winter 2025 and ongoing
Establish a reporting process	Create an EDI reporting form; collect reports; evaluate progress	Have 100% of funded PIs produce an EDI progress report	Senior EDI Advisor; Senior Advisor, Metrics and Reporting	Summer 2025 and ongoing
Integrate EDI considerations before and during the selection of awardees (before EDI reviews)	Evaluate the current selection process and analyze where EDI considerations are applicable; create guidelines; support selection process for the application	Production of guidelines; 100% of selection processes integrating EDI	Senior EDI Advisor; Partner and Community Engagement	Fall 2025 and ongoing

Action 3.2. Address Genomic Medicine and RNA therapeutic Research-specific EDI challenges through some of D2R’s funded research projects

Key challenges:

- Beyond the application of EDI in research practice and research design, there is limited RNA research to understand the baseline of issues pertaining to EDGs and adapted RNA therapeutics to solve these issues.
- Existing exploitative research and data ownership practices in genomic-based RNA therapeutics research.
- Under-representation of EDGs in research studies.

Goals:

- Offer a platform to do research that tackles EDI challenges specific to genomic medicine and development of RNA therapeutics.
- Develop equitable and inclusive genomic medicine research.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Continuously update the literature review on the state of EDI in the D2R context	Recruit work study students to develop a current literature review; Publish main findings	Document produced	Senior EDI Advisor	Fall 2025 and ongoing
Create equitable genomics research guidelines for: 1) building biobanks that are representative of the Canadian/ Quebec populations D2R is aiming to serve, including the correct proportions of EDG members; 2) clinical trial recruitment for RNA therapeutics; 3) obtaining informed consent for research in a culturally appropriate and comprehensible manner; 4) sharing results of studies in a manner that is accessible to lay audiences 5) Sex considerations for animal testing	Monitor research being done at D2R to identify gaps in creating equitable genomics outcome; Create guidelines depending on needs; Share publicly	Have the five guidelines published	Research Steering Committee; Senior EDI Advisor	Fall 2028
Establish funding programs that provide support for: 1) Interdisciplinarity (including student co-mentorship) 2) International partnerships 3) Early Career Researchers 4) projects with EDI Focus	Develop support initiatives; Evaluate effectiveness of these supports	Four types of support initiatives created.	Research Steering Committee; Support Office	Fall 2026
Develop a list of key EDI topics where research is needed in D2R fields	Produce a list; Share EDI research opportunities at D2R	Document produced; Have at least two funded projects per year	Partner and Community Engagement Committee	Winter 2026
Promote EDI work being done within D2R’s research projects through the foundational axis: <i>Ethical, Socioeconomic, and Cultural Dimensions in Genomic Research</i>	Identify research topics that address EDI; Promote work in articles, social media posts and/ or events	At least three research projects per year that integrates EDI in their topics	Senior EDI Advisor; Senior Advisor, Programs; Senior Communications Officer	Summer 2025 and ongoing

Action 3.4. Create, distribute and support a Research data management guideline that favors open access

Key challenge:

- Limited access to research outcomes.

Goals:

- Make the D2R ecosystem conscious of the importance of sharing data broadly and ensuring it is accessible to all.

Planned outputs	Line of actions	Success indicators	Leads	Deadlines
Create a Research Data Management Guideline	Develop guideline; Promote guideline	Document created; Number of clicks.	Data Science Director; Senior Communications Officer	Winter 2025
Promote D2R’s service to review the Principal Investigators’ Research Data Management plan	Meet with professors to review data management plans and ensure follow through	Number of PIs supported	Data Science Director	Winter 2025 and ongoing



