Women in Research Council and
Office of Research Services

Notice of Funding Opportunity

Building EDI Knowledge in Research

open to all faculty members and post-doctoral fellows, across all disciplines

Objective

The Women in Research Council, in partnership with the Office of Research Services is launching the second funding call for the Building EDI Knowledge in Research. This funding initiative reflects Ontario Tech University's commitment to equity, diversity and inclusion (EDI) and research excellence by building capacity and leadership in EDI, in both faculty members and post-doctoral fellows. Faculty members and post-doctoral fellows are key drivers in creating and implementing practices and initiatives for an equitable, diverse and inclusive research environment at Ontario Tech. This initiative aims to support EDI knowledge building to cultivate new capacity and/or continue to expand an inclusive culture and inform EDI practices in research.

Specifically, this initiative will:

- Engage the Ontario Tech research community in EDI capacity building opportunities
- Improve research quality, enhance research output, contribute to building an inclusive research environment and inform EDI practices in research
- Mobilize knowledge within the Ontario Tech research community

Eligibility

Post-doctoral fellows and all faculty members are eligible to apply (TTT, LTF, TF). Limited-term faculty (LTF) and teaching faculty (TF) members are eligible to apply provided that research is part of their workload and with Dean approval.

NOTE: There must be a nominated eligible principal applicant, however, applications can be for an individual or to support a team/unit.

Value

$500 – $5,000

Term of Funding

Anticipated Term of Funding: June 1, 2025 – March 31, 2026. Funds must be spent before March 31, 2026.

Eligible Expenses

The following expenses will be considered eligible for funding received through this funding opportunity:

- Travel, accommodation and meals for participant(s) (faculty member, postdoctoral fellow) or invited speaker(s)
- Speaker fees or other associated costs to support the delivery of training or relevant programming
- Training/workshop registration fees
- Other expenses may be eligible with a justification
- NOTE: All expenses must adhere to Ontario Tech policies and procedures. Specifically, the Internal use of Research Funds and the Expenses Policy

Timeline

- Launch: March 10, 2025
- Application Deadline: April 28, 2025
- Results announcement: Mid-late May, 2025

Funding Criteria and Process

This initiative aims to support EDI knowledge building to cultivate new capacity and/or continue to expand an inclusive culture and inform EDI practices in research. Engagement in EDI capacity building can be implemented in several ways, such as:

- Applicant(s) attending a conference with a focus on EDI in research; a specific course, training, workshop or program focused on an EDI topic (e.g., workshops on developing EDI action plans; sex and gender-based analyses (SGBA+); EDI barriers to research in specific disciplines and practices to address these barriers; building inclusive research designs; cultural competency, inclusion, or equity focused topics; etc.) with the purpose of knowledge transfer to the Ontario Tech research community
- Inviting an expert(s) to the university to offer a course, workshop, training, panel discussion, etc. focused on EDI in research
- Engaging in other forms of knowledge mobilization activities that involve the broader Ontario Tech research community

The following evaluation criteria will be used, each rated on a 5-point scale:

- Value of the EDI capacity building activity to enhance EDI knowledge and research capacity
- Quality of the knowledge mobilization plan and the potential impact
- Relevance of proposed budget

All applications will be reviewed by a committee composed of the Executive Director, Office of Research Services; Women in Research Council Chair; 1-2 Faculty Members or Associate Deans/Deans; Ad Hoc Reviewers, as needed. The committee members will receive training on the potential negative impact of unconscious bias. Notification of results will be sent to all applicants once decisions have been finalized. All decisions are final.

Conditions of Funding

- Each recipient is required to engage in Knowledge Mobilization (KM) activities and give back to the broader Ontario Tech University research community. These KM activities can take the form of a training, workshop, speaker event, or other tangible format that allows for meaningful knowledge sharing.
- Recipients are required to submit a report at the completion of the funding timeline and to describe the activities they engaged in and the Knowledge Mobilization that took place. The report must be submitted no later than March 31, 2026. The report should be sent via email to raluca.dubrowski@ontariotechu.ca. Additionally, recipients are expected to share resources available from these events (if any) with the Office of Research Services to broaden the institutional knowledge.

How to Apply

- Complete the attached Application Form. Note that Limited-term faculty (LTF) and teaching faculty (TF) members who conduct research as part of their workload need Dean approval, provided via email.

- Send the completed Application package by email to raluca.dubrowski@ontariotechu.ca by April 28, 2025.