WE-SPARK EDI Action Plan

STAKEHOLDERS

- Board of Trustees
- Research & Student Community
- Partners (Institutions & Community)
- Community
- Participants
- Staff & Volunteers

GOAL / OBJECTIVE

To embed EDI within all parts of the operations of WE-SPARK, research environments and methodology , and partners' organizations.

Inputs

- **Time**
  - Training / Learning
  - Committee to work on action items
  - Check resources
  - To make content accessible
- **Money**
  - Funding opportunities
  - Support for time spent for members of underrepresented groups
- **Interest from all members**
- **Partners**

Activities

- Create resource page
- Create learning groups
- Bring underrepresented groups to leadership roles
- Work with partners to recruit more diverse researchers
- Provide grant funding
- Designate person to manage EDI
- Create checklists
- Check policies & improve
- Make content accessible
- Understand needs of organization

Outputs

- # of resources & updated yearly & metrics
- # of small research teams or groups per partner in learning
- # of people in roles currently vs later & extra responsibility
- # opportunities to lead
- # & types of grants available
- $ (dollars) available & who gets money
- # & types of items getting completed per year
- Content covered
- # & types of policy changes made
- # of organization changes
- # items updated, # errors in accessibility
- Changed attitude of organization in relation to EDI

Short-Term Outcomes	Long-Term Outcomes	Impact
Resources available for learning	Constant learning & accessible content	Changes personal learning & organizations
Increased number of members from underrepresented groups	More members in higher roles (greater make-up)	Equal representation, new ideas, avoiding tokenism (improved culture)
Increased number of learning opportunities	More people less likely to perpetuate discrimination, stereotyping, microaggressions, etc.	Safer work, safer research environments, increased health for community working with
EDI included in all research	More success for grants & supports for local community	Improving research for greater population, and safe, inclusive, equitable, and diverse research

ASSUMPTIONS

Assumptions include the desire to embed EDI in WE-SPARK. At the same time, there may individuals that may feel uncomfortable during the processing of learning about EDI and may need support. Individuals from underrepresented groups also need support during the process as going through discussions of discrimination, and racism, and health inequalities can bring up difficult emotions.