



AN EVALUATION OF THE EQUITY, DIVERSITY AND INCLUSION (EDI) IN GRANTS WORKSHOP

INTRODUCTION

This report provides feedback based on the evaluation of the Equity, Diversity, and Inclusion (EDI) in Grants workshop delivered by Dr. Imogen Coe and facilitated by Ambassador Roxanne Dube on 20th March 2024. The goal of the workshop was to increase the Royal Military College's (RMC) capacity in integrating EDI principles and best practices in grant proposal writing. This initiative was led by Ana Androsik, the Equity, Diversity, and Inclusion Officer at RMC. University leaders, including Dr. Jill Scott, the Principal of RMC, Dr. Cecile Malardier-Jugroot, Vice Principal Research, RMC, and the former interim Principal, Dr. Phil Bates, attended the workshop. Also, there were 17 faculty members from three faculties (Social Sciences and Humanities, Engineering, and Science) who participated in the workshop. At the end of the workshop, participants were asked to provide feedback through an online survey. Overall, we received 8 responses, 7 in English and 1 in French. The next section presents high-level findings from the evaluation.

Workshop Experience and Engagement

The feedback from the participants showed that the workshop was well received. All the respondents rated the workshop between 8 and 10 on a scale of 1 to 10, with the majority rating the workshop at 10. This narrow range of opinions shows a high level of satisfaction, as no participants rated the workshop below 8. The feedback suggests that the EDI in grants workshop was generally perceived positively by the participants.

Participants Expectations

Based on the results of the survey, participants reported that the workshop exceeded their expectations. Out of the 8 participants, five rated it a 10, two rated it a 9, and only 1 rated it an 8 on a scale of 1-10.

Integrating EDI in Grant Proposal Writing

When asked if participants of the workshop feel confident about integrating EDI in their grant writing, all the participants responded that they were more confident to do this work after attending the workshop. This result suggests that the workshop was very effective in enhancing the participants' confidence in integrating EDI principles into their grant writing.

Suggestions from Participants

When asked if workshop participants had any suggestions for the EDI in grants workshop, most of them responded that they were very satisfied with the depth of the workshop and would be interested in attending another EDI in grants workshop in the future. Below are a few open-ended responses from workshop participants:

"This workshop could be repeated." (Workshop participant).

Areas for Further training

The results from the participants showed that the workshop provided a positive experience for them to utilize EDI principles in grant proposals. Most of the participants reported that the workshop has provided opportunities for them to apply EDI in their grant writing. When asked to share any further learning they would like to pursue, some participants revealed that:

"It would be great to know how EDI is being evaluated in grant proposals. Is it done by external reviewers, members of the review committee, or by EDI specialists" (workshop participant).

"Clear messaging around who can provide critical feedback locally before submitting the grant (and any associated timelines or other issues)"

"I want to learn about how to navigate the process [EDI in grant writing process] as a person with a disability" (workshop participant).

"I want to learn more about how to present barriers and solutions effectively." (Workshop participant).

"Learning examples of how to integrate the EDI component inside the technical component of the proposal would be great." (Workshop participant).

CONCLUSION

The EDI in grants workshop delivered by Dr. Imogen Coe has provided valuable insights into the participants' experiences and engagement of EDI principles in grants proposal writing. The findings from participants survey responses indicate that the workshop was well received, with attendees reporting increased confidence in integrating EDI principles into their grant proposal writing. Also, participants expressed satisfaction with the depth of the workshop and indicated interest in attending similar workshops in the future. Some suggestions for improvement included providing more examples of integrating EDI components into technical proposals and enhancing the presentation of barriers and solutions.

Overall, the workshop was successful in providing a positive experience for participants to utilize EDI principles in their grant proposals. Moving forward, participants recommended to consider repeating the workshop to reach a wider audience and to incorporate the suggestions for improvement provided by participants. The workshop has demonstrated its value in deepening participants' understanding and application of EDI principles in grant writing and further workshops can continue to build on this foundation.