

Gender Equity Guidelines for Research

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At the Keenan Research Centre for Biomedical Science (KRCBS) and the Li Ka Shing Knowledge Institute (LKSKI) of St Michael's Hospital, we strive to achieve equity and fairness within our research community. These guidelines are specifically focused on gender equity. Gender equity in an academic institution means that men and women enjoy equal opportunities for education, employment, success, advancement and satisfaction. The Research Leadership has set out the following objectives in its commitment to promote gender equity:

Objectives

- To ensure that KRCBS and LKSKI researchers, trainees and staff have equal opportunities within the research enterprise
- To achieve gender balance across the research enterprise in areas that include but are not limited to
 - Research Leadership and opportunities for Chairs, Professorships, awards etc.
 - Research committee membership (both voting and non-voting members)
 - Presentation at seminar series, rounds etc. and other academic forums
 - Other faculty, staff or trainee-led research initiatives across the hospital

To promote these objectives, members of the research community are encouraged to adhere to the following principles:

- All Opportunities within research, including but not limited to leadership positions, Chairs, Professorships, internal grants etc. should be openly and transparently communicated to all eligible candidates
- Opportunities for participation in research related events, forums, committees should be broadly communicated to all relevant constituents (e.g. within the program/centre or Institute wide, depending on the opportunity)
- Those responsible for planning rounds, seminars, workshops etc. and inviting speakers to these events, should ensure that there is equal representation of male and female presenters/speakers (internal speaker/presenter representation should be proportional to current gender composition)
- All Research committees should have specific terms (i.e. start/end date of membership) for the members of the committee, to allow new members to participate
- The proportion of women on committees (and presenting at rounds/seminars etc.) should, at a minimum, reflect the current pool within the research program/centre. During renewal of its membership, each committee should strive for gender balance.
- Personal commitments should be taken into account when scheduling meetings and research events (e.g. avoid early mornings before 9AM, or evenings after 5PM if these times represent a hardship for individuals with personal or family commitments)

The Office of the VP Research will monitor gender balance across the research enterprise on an annual basis and will provide updates to the Research Leadership Committee. The Research Leadership Committee will include this information in their periodic communication of gender equity performance measures as part of their commitment and continued efforts to promote equity within the research community.