**EDI Worksheet -Transform your research practice:**

**Centering patient and community partners on your research teams using EDI principles**

**Instructions**

* In order to be prepared for a thoughtful discussion, please read [The Coin Model of Privilege And Critical Allyship: Implications for Health](https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-019-7884-9) article and answer Question #1 prior to the event on Nov 24, 2023
* Questions #2 – 5 are for individual participants to answer during the event in breakout rooms
* After the event, we recommend research groups come together to discuss both
  + their individual answers and
  + also collaboratively create a plan for which EDI principle(s) their research team can implement to center their patient and community partners

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| **QUESTION** | **RESPONSE** |
| Review [The Coin Model of Privilege And Critical Allyship: Implications for Health](https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-019-7884-9)   * 1. From the article, what two messages stood out the most to you? |  |
| 1. What areas of EDI do you and your research team want to further develop when engaging patient and community partners (PCPs) on your research teams?   Check all that apply.  For background reading on this topic, please see this reading from the PCERC Resource Guide [Patient stakeholder engagement in research: A narrative review to describe foundational principles and best practice activities](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6543160/) | **Building Relationships**  Allow time to build relationships (e.g., informal socializing/networking)  Establishing trust and meaningful relationships  **Centering PCPs**  Centre PCPs needs over funder/institutional desires  Don’t do anything alone (i.e., ensure PCPs are part of every important decision)  **Evaluating Researcher’s PCE skills**  Ongoing evaluation of researcher’s PCE skills   * PCPs as key assessors * Self-reflection   **Language & Communication**  Plain language communication  Relevant and appropriate language  Regular dialogue/bidirectional communication  Listen first, speak last  **Power**  Equitable power between PCPs and researchers   * Ensure at least 2 PCPs are in each group * Ideally have an equal ratio of PCPs/researchers   Supporting PCPs to lead  **Recruitment and Team Composition**  Ensuring diverse team compositions (including those in a leadership role)   * What does diversity mean for the community/study? * Consider intersectionality   Equitable recruitment processes  **Training**  Training for researchers. Examples include:   * Anti-racism training * Indigenous cultural safety training * Unconscious bias training   Training and mentoring opportunities for PCPs  **Other Important Considerations**  Cultural humility  Avoiding performativity and tokenism  Ongoing and bi-directional learning  Equitable compensation and recognition  Reducing/minimizing harm to communities/patients  Reducing barriers to engagement |
| 1. Of the EDI areas that you’ve checked, what are 1 - 3 high priority areas that you would like to focus on? |  |
| 1. What is 1 EDI commitment that you and your team will implement in its PCE practices? |  |
| 1. How will you implement this change?   What do you imagine will be barriers/challenges to implementing this change?  How will you manage these barriers/challenges? |  |