

Equity, Diversity and Inclusion (EDI) at the LDI (2022-2024)

The Lady Davis Institute for Medical Research (LDI) is committed to creating and promoting a more equitable, diverse and inclusive workplace and research for all of its members. Since 2022, we have taken concrete steps to provide people working in our community with exemplary, highest quality of work and learning environments that are healthy, equitable and inclusive, free from all forms of discrimination and where every person can feel welcomed and recognized, but also involved and contributing to the present and the future of the LDI.

Following an open call to the entire LDI community, in which 35 members of staff—including interns, students, post-doctoral fellows, physicians, researchers, administrators, technicians—expressed an interest in taking part in the EDI initiative, the LDI established an EDI Advisory Committee with a broad mandate to guide future EDI actions for the LDI as well as to ensure the development and implementation of the [EDI Action Plan](#) submitted to the FRQS on October 2022 and approved in March 2023. The plan's objectives are: 1) Develop a common understanding within the LDI of what EDI is, its implications for the Institute and its research teams, and the imperatives arising from it; 2) Establish a governance structure to guide the LDI's next steps in EDI; and 3) Conduct an environmental scan of the LDI to identify clear EDI priorities within the Institute.

On **objective 1**, the LDI, jointly with the CIUSSS West-Central Montreal DEIB Senior Advisor and HR Department, organized a presentation on the basics of EDI for its high-level stakeholders (Management, HR, services directorates, etc.); hosted a training session on Code of conduct/Psychological harassment; encouraged participation to the 2023 and 2024 editions of DEIB Week; invited its community to join a DEIB working group on sexual diversity and gender plurality; and promoted 13 CIUSSS' DEIB Discuss and Digest seminars on belonging, safe spaces, sexual and gender diversity, health equity, feminism and black history month, inclusive language, handicap, belonging at work, Indigenous communities, the impact of labels, and neurodiversity at work, as well as various McGill University workshops on microaggressions, giving constructive feedback, and gender diversity and inclusive language in the classroom. The LDI also created an [EDI section](#) on its website, enabling the continuous dissemination of information and the constitution of a growing database of [resources and documents](#) on EDI and EDI in research for the benefit of all LDI internal and external stakeholders.

On **objective 2**, the LDI established its EDI Advisory Committee in November of 2022. The committee comprises 12 members, with the LDI Director and Research Communications Officer as ex-officio members. This ensures maximal institutional engagement and support for the work of the committee at the LDI. Among the priority areas identified by the

committee were the definition of what constitutes a respectful environment, inequities in paid maternity and parental leave, and pay equity. As a result, the LDI developed and distributed a Policy to promote civility and prevent harassment and violence in the workplace; secured funds to harmonize access to paid parental leave for graduate students at the LDI, in effect ensuring 95% salary coverage (including the Québec parental insurance plan or QPIP) for the first 20 weeks for employees and trainees hired through the LDI and on maternity leave; and reassessed and streamlined roles and salaries to promote diversity and improve retention and career progression, using an EDI perspective to change benefits package and ensure equity from a standpoint of salary.

On **objective 3**, the LDI Trainee Committee with the assistance of the CIUSSS West-Central Montreal DEIB Senior Advisor conducted a survey to understand trainees' perspectives on the LDI environment and identify any challenges they may be facing.

These efforts highlight the LDI's commitment to embedding EDI throughout its research and institutional culture.

The impact of Equity, Diversity and Inclusion at the LDI

Thanks to the work of the EDI Advisory Committee, vital improvements were made in the following areas at the LDI:

Respectful environment

- ➡ We developed a Policy to promote civility and prevent harassment and violence in the workplace.

Parental leave

- ➡ We harmonized access to paid parental leave for graduate students at the LDI, in effect ensuring 95% salary coverage (including QPIP) for the first 20 weeks for employees and trainees hired through the LDI and on maternity leave.

Pay Equity

- ➡ The LDI reassessed and streamlined roles and salaries to promote diversity and improve retention and career progression, using an EDI perspective to change benefits package and equity from a standpoint of salary.

With these changes the LDI now has one of the most competitive and equitable salary and benefits package within the Quebec academic ecosystem.