

## Canada Research Continuity Emergency Fund (CRCEF) Strategy for Equity, Diversity and Inclusion

McGill University

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The Canadian government announced details on the \$450M Canada Research Continuity Emergency Fund (CRCEF) on June 23, 2020. The CRCEF is a three-stage, needs-based program and is administered by SSHRC on behalf of the Tri-Agency. The CRCEF is the one COVID-19-related federal research grant relief program that universities across the country administer directly. It is targeted specifically (at Stages One and Two) to wage/salary/stipend relief for research-related personnel (e.g., postdocs, graduate students, staff) paid from research grants that are supported by non-governmental sources (e.g., foundations, industry contracts). Funding in Stage 3 will be awarded to support direct costs, incurred extraordinarily by November 15, 2020, in the maintenance and ramp-up of research activities. McGill is the recipient of allocation envelopes from the CRCEF, on behalf of the University and its six affiliated health-related institutions (“Affiliates”). Affiliates are responsible for their own process of administration of their allocated funds.

The CRCEF Steering Committee is aware of the disproportionate impact of the pandemic on some equity seeking groups, especially people with disabilities, including those not able to access health care, those disproportionately shouldering dependant care and homeschooling responsibilities, and members of racialized minority communities. Equity-seeking groups include, but are not limited to, women, racialized minorities, Indigenous peoples, persons with disabilities and persons from LGBTQ2+ communities.

The McGill CRCEF Steering Committee has developed a strategy to ensure equity, diversity and inclusion (EDI) in the administration of CRCEF funds:

- The CRCEF Steering committee includes representation from individuals from equity-seeking groups and from a variety of disciplinary backgrounds and Faculties across the University; it includes a liaison member for our six affiliated health-related research institutions.
- All members of the McGill CRCEF Steering Committee are required to complete training to ensure they are aware of how to limit unconscious bias and its impact on equity seeking groups
- Identification of eligible claims to the CRCEF allocation includes both examination of University financial records (for Stage One this meant extracting eligible wages and salaries paid from non-governmental sources, agnostic to the background of the researcher, with an aim to simplify the process for researchers, especially those researchers shouldering dependent care and homeschooling responsibilities) as well as inclusive open calls to the research community.
- McGill’s CRCEF allocation was not exceeded in Stage One (wage support) with residual funding being held for Stage Three (pandemic-related costs incurred to maintain or ramp-up research). Should need exceed the funds allocated in Stage Three, the CRCEF Steering Committee will consult with McGill’s Senior Research Equity Advisor (SREA) to develop EDI-informed guiding principles. The SREA is a senior level advisor responsible for guiding and supporting the implementation of McGill’s EDI initiatives in research and will be available throughout the CRCEF administration process for guidance. All guiding principles, once full details of Stage 3 are released by the federal government, will be made publicly available.

- Self-identification data at the institutional level, as available, will be used in final grant reporting.

In administering the CRCEF funds, McGill's CRCEF Steering Committee commits to full compliance with the program's equity, diversity and inclusion decision-making and allocation requirements. This commitment is bolstered by [McGill's EDI statement](#): *McGill University is a world-class institution of higher education and research. Our University recognizes that excellence in teaching and scholarship requires the convergence and collaboration of individuals of diverse identities, experiences, and ideas. Equally important, McGill values respectful and inclusive learning and work environments, which seek to identify and challenge historic and systemic barriers to full participation in university life and to foster discovery, advancement, and accomplishment, all of which benefit our University and society more broadly. McGill is committed to these values in the pursuit of all aspects of its academic mission.*

Specifically with respect to research as part of the University's mission, McGill is committed to ensuring equity, diversity and inclusion across all aspects of the research ecosystem, including access to funding and the participation of all individuals in the research enterprise. The full statement can be found on the [McGill EDI in research page](#): *McGill University is also committed to advancing equity, diversity and inclusion in research, including the production of knowledge, equitable access to funding opportunities, and the equitable and inclusive participation of all individuals in the research ecosystem.*

The EDI strategy in the CRCEF also complements McGill University's commitment to establishing and maintaining equitable and inclusive research environments, as noted in the [McGill EDI Strategic Plan 2020-2025](#).