



CIHR IRSC

Canadian Institutes of Health Research
Instituts de recherche en santé du Canada

CIHR's Strategic Action Plan on Equity – Gender Equity Framework

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Equity Matters



CIHR's Strategic Action Plan on Equity



Why Now...?



Discoveries for life



CIHR's Strategic Action Plan on Equity

Vision

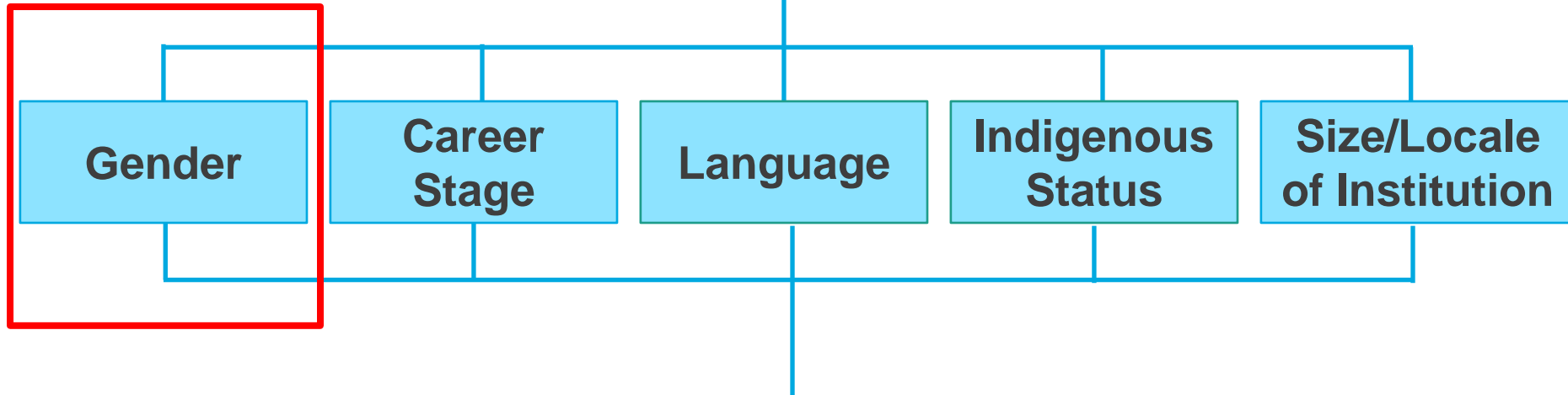
- To create an equitable funding system by identifying and eliminating biases towards any individual or group that would hinder access to CIHR funds
- To work with the larger health research enterprise to influence the adoption of more equitable practices

Objectives

- To identify whether and where biases exist in CIHR's application and adjudication processes
- To discover the variables and dependencies of the biases
- To identify and implement specific solutions to address the biases
- To raise awareness amongst other stakeholders who control other levers related to biases



CIHR's Strategic Action Plan on Equity



Contributing Variables:

- **Peer Reviewers:** gender, career stage, pillar, language
- **Applicants:** gender, career stage, language, pillar, etc.
- **Institutions:** support practices, hiring and promotion policies



CIHR's Gender Equity Framework

Observations on Gender Equity



Overall, women do very well in CIHR grant competitions; however, gender inequities exist in certain CIHR and tri-agency programs.



Gender inequities exist in the broader health research enterprise

All CIHR Grant Competitions (2000/01 – 2015/16)

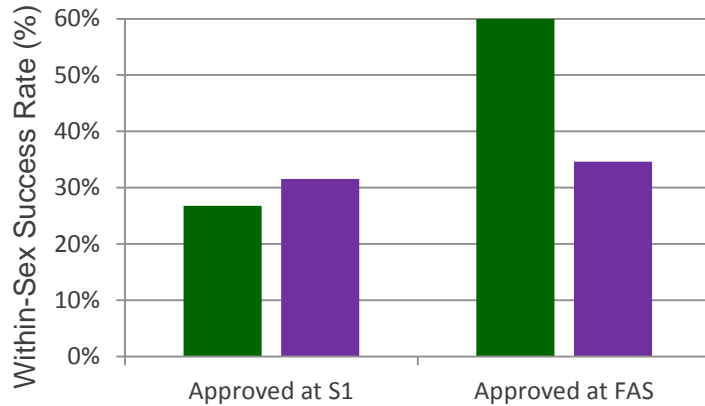
Overall, in grant competitions over the last 15 years, there were no differences observed in the success rates of males and females.



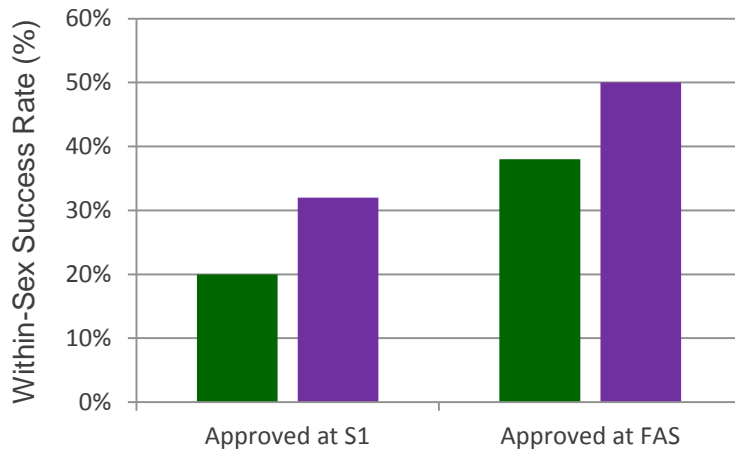
Note: Unless specified, all figures represent **within-sex success rates** to take into account the proportions of applications received from males and females.

Foundation Grant Program (2015/16)

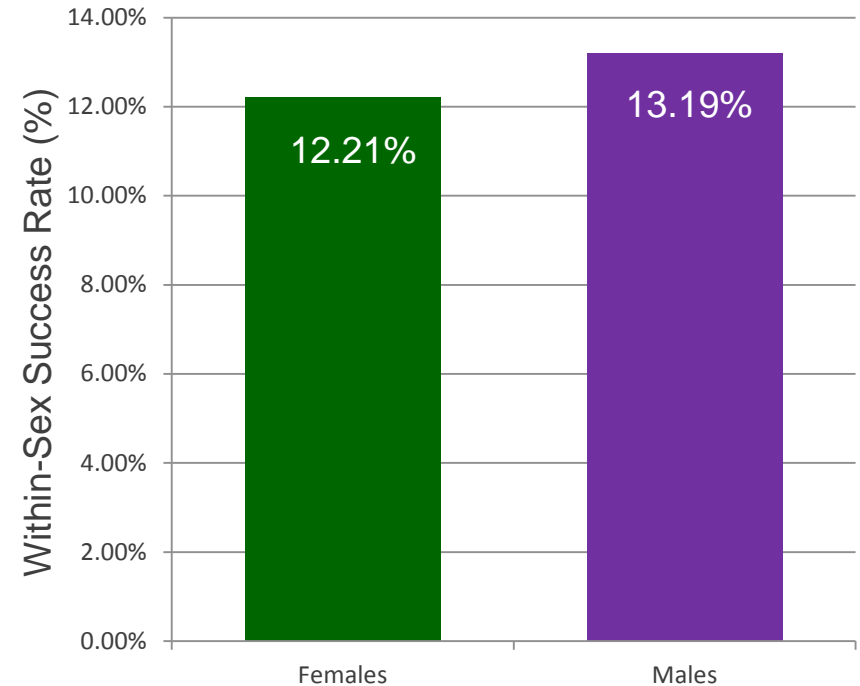
Early Career Investigators



Mid/Sr. Career Investigators



Project Grant Program (2015/16)



■ Females
■ Males

Observations on Gender Equity



Overall, women do very well in CIHR grant competitions; however, gender inequities exist in certain CIHR and tri-agency programs.

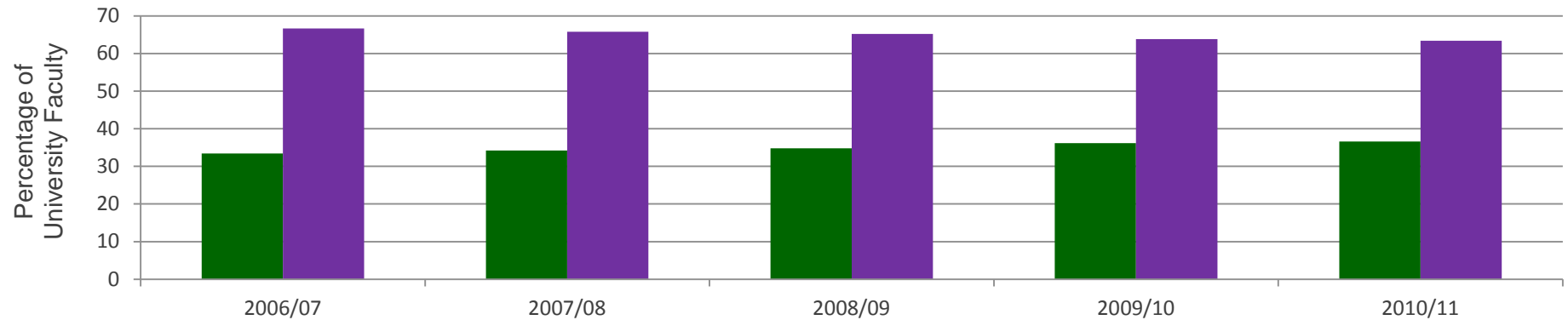


Gender inequities exist in the broader health research enterprise

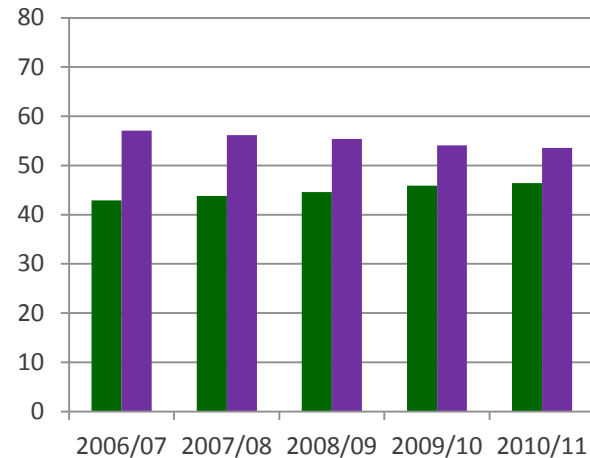
Canadian University Statistics

■ Females
■ Males

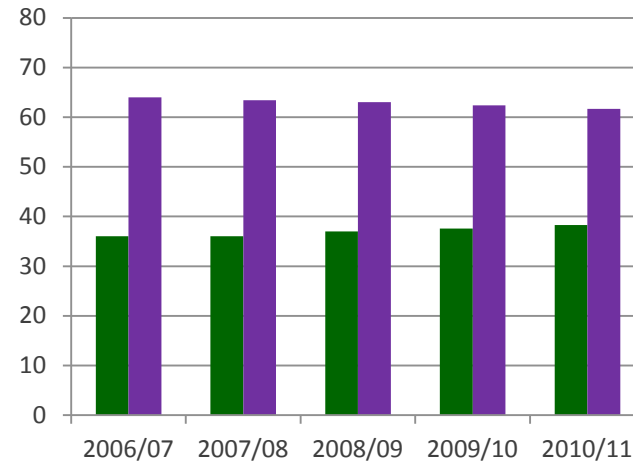
- There are 1.85x more male professors than female professors at Canadian universities.
- The gender gap grows over the career stages from assistant professor (1.24x) to associate professor (1.70x) to full professor (3.55x).



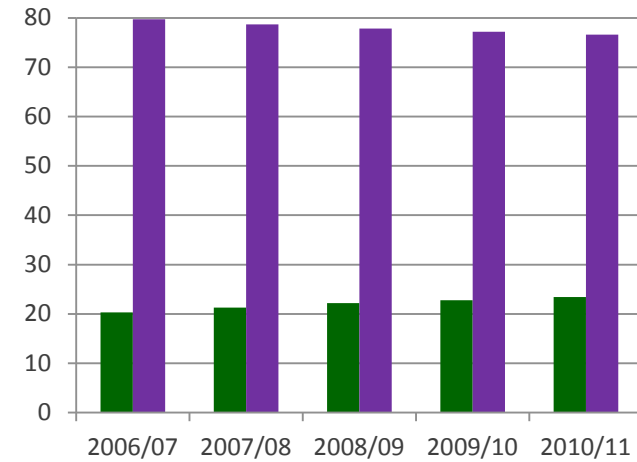
Assistant Professor



Associate Professor



Full Professor

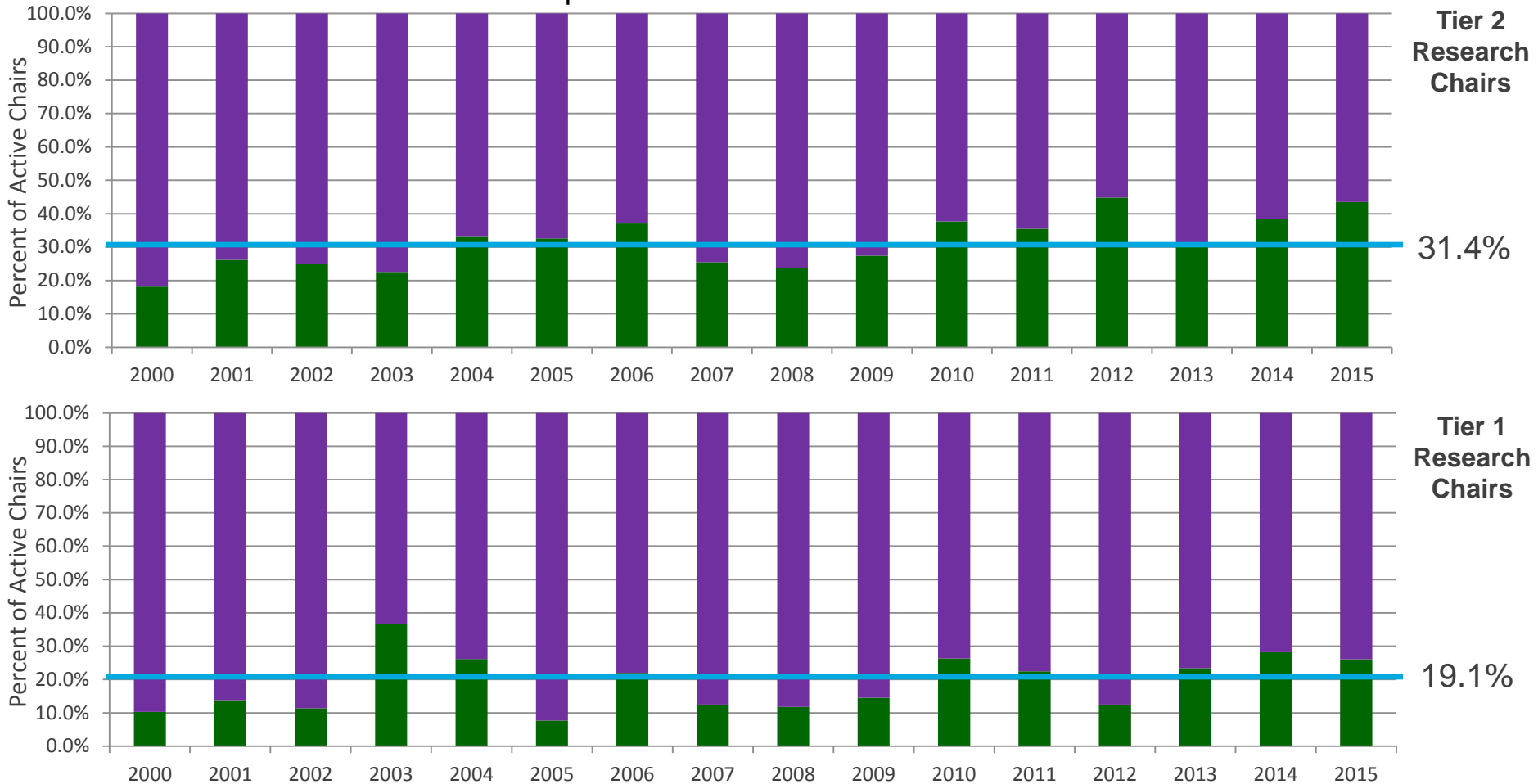


Source: Statistics Canada (University and College Academic Staff System (UCASS))

CANADA RESEARCH CHAIR PROGRAM - CIHR

- The program's average success rates of both genders are equal (91%)
- For the last 10 years, universities have recruited women for an average of 31% of their available Canada Research Chair positions

■ Females
■ Males



Source: Canada Research Chairs-Statistics by Gender (http://www.chairs-chaire.gc.ca/about_us-a_notre_sujet/statistics-statistiques-eng.aspx#a2)

Addressing the Inequities



Immediate / Short Term Actions

1. Reporting and tracking of equity-related issues within CIHR processes and procedures
2. Mandatory training for all Foundation grant reviewers: unconscious (gender) bias
3. Monitoring of the 2016/17 Foundation grant competition. If necessary, male and female applicants will be moved to Stage 2 proportionately to their Stage 1 application pressure.
4. Revising rules for reporting on productivity measures in CCV to account for career interruptions
5. Participating on organizing committee for International Gender Summit (Montreal 2017)



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Discussion Questions

- Are the proposed actions appropriate?
- To what extent should CIHR be influencing the practices of academic institutions?
- How can we work together to address the equity issues in the health research landscape?
- Are there additional actions CIHR should consider?