

Glossary of SGBAR & EDI Terminology

Diversity - differences in race, colour, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression and age.

EDI in Research Practice (EDI-RP) - involves promoting diversity in team composition and trainee recruitment; fostering an equitable, inclusive and accessible research work environment for team members and trainees; and highlighting diversity and equity in mentoring, training and access to development opportunities.

EDI in Research Design (EDI-RD) - involves designing research so that it takes EDI into account through approaches that may include *intersectionality*, sex and gender-based analysis and reporting (SGBAR), anti-racism, and disaggregated data collection and analysis, among others. These approaches necessitate consideration of diversity and identity factors such as, but not limited to: age, culture, disability, education, ethnicity, gender expression and/or gender identity, immigration and/or newcomer status, Indigenous identity, language, neurodiversity, parental status/responsibility, place of origin, religion, race, sexual orientation, and socio-economic status.

Equity - the removal of systemic barriers and biases, enabling all individuals to have equal opportunity to access and benefit from the research, with a focus on those bearing a disproportionate burden of disease which includes but is not limited to: women, indigenous peoples, persons with disabilities, members of visible minorities/racialized groups, and members of LGBTQ2+ communities.

Gender - the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. Gender influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. There is considerable diversity in how individuals and groups understand, experience, and express gender.

Health Equity - the absence of unfair and avoidable or remediable differences in health among population groups defined socially, economically, demographically or geographically.

Inclusion - the practice ensuring that all individuals are valued and respected for their contributions and are equally supported.

Intersectionality - an approach or lens that enables researchers to better understand and address barriers and advantages or disadvantages faced by individuals with intersecting social identities—such as race, gender, sexuality and class. This approach helps to better identify and address systemic barriers, including those that impact access to health information and services as well as health outcomes.

Sex - a set of biological attributes in humans and animals. Primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex can be categorized as male, female, or intersex.

Sex and Gender-based Analysis and Reporting (SGBAR) – is the intentional and systematic collection, analysis, and reporting of research data and results by sex and gender. This enables the exploration of how sex and gender shape disease onset, diagnosis, treatment and recovery.

Glossary terms have been adapted from: [Guide to Addressing Equity, Diversity and Inclusion Considerations in Partnership Grant Applications \(SSHRC, updated 2021\)](#) and [Health Portfolio Sex- and Gender-Based Analysis Plus Policy: Advancing Equity, Diversity and Inclusion \(Health Canada, updated 2022\)](#)

For additional terminology related to EDI, including dimensions of diversity and identities (race, sexual orientation, disability, etc.), please see the [Guide on Equity, Diversity and Inclusion Terminology](#) (Government of Canada, updated 2022).