

# INSPIRE EDI SURVEY SUMMARY

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## 2025-2026

# INSPIRE EDI VISION STATEMENT

The INSPIRE Network is committed to embedding equity, diversity, and inclusion (EDI) across all aspects of our ecosystem, from research to relationships. We actively work to reduce systemic barriers and biases experienced by women, Indigenous Peoples, racialized communities, people with disabilities, and other underrepresented groups. Through targeted outreach, inclusive hiring, culturally responsive training, and accessible research practices, we aim to build a space where participation is not conditional on conformity but rooted in mutual respect and systemic awareness. Our commitment to EDI is not static; it is an evolving practice shaped by reflection, accountability, and the voices of those most affected.

## FIVE PILLARS & DEFINITIONS

### ANTI-RACISM:

An active process to identify and eliminate racism (Kendi, 2019), typically through pushing systems, attitudes, and organizational structures and cultures (Singh, 2019)

### BELONGING:

Treating everyone with respect and ensuring they feel like a full member of the larger community (Georgian College Library, n.d.)

### INCLUSION:

The act of creating environments in which any individual or group can be, and feels, welcomed, respected, supported, and valued to fully participate (Anderson, 2019; University of Michigan, 2021)

### DIVERSITY:

The ways in which people differ, encompassing all the characteristics that make one individual or group different from another (Ford Foundation, 2020; Phillips Davis, 2019)

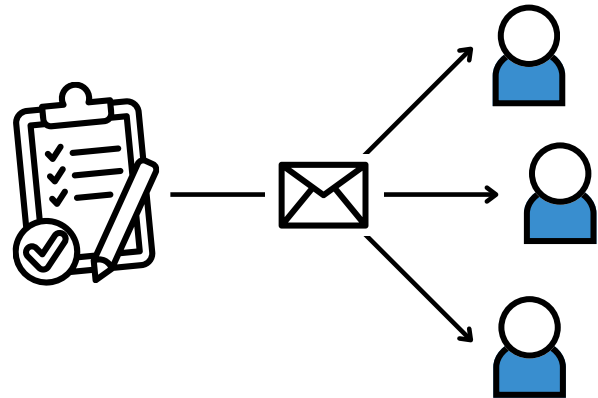
### EQUITY:

The fair treatment, access, opportunity, and advancement of all people, given that our current society is systematically unfair and unequal (Ford Foundation, 2020; Kellogg Foundation, n.d.)

# SURVEY OVERVIEW

Goal: capture overall EDI climate within INSPIRE Network

- Sent to all INSPIRE Network members via Qualtrics and was open from July 2025 to September 2025
- Took about 15-20 min. to complete



The survey included:

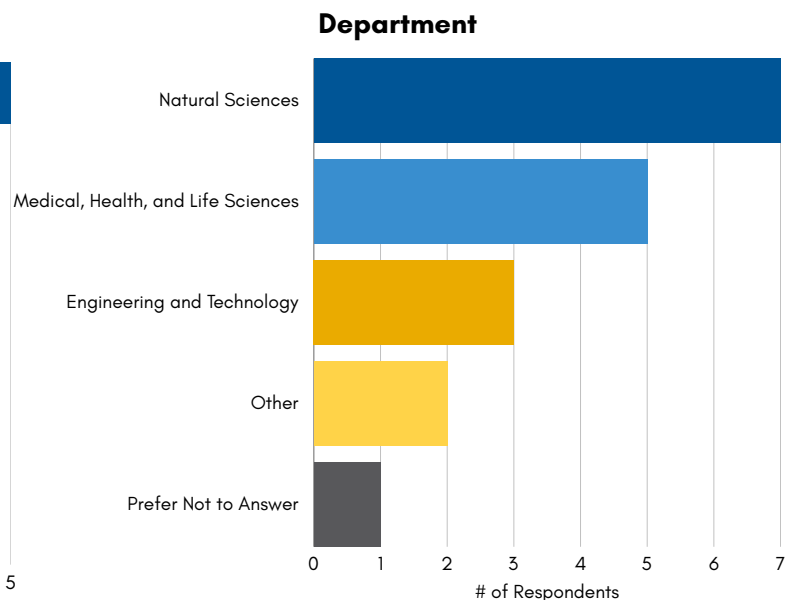
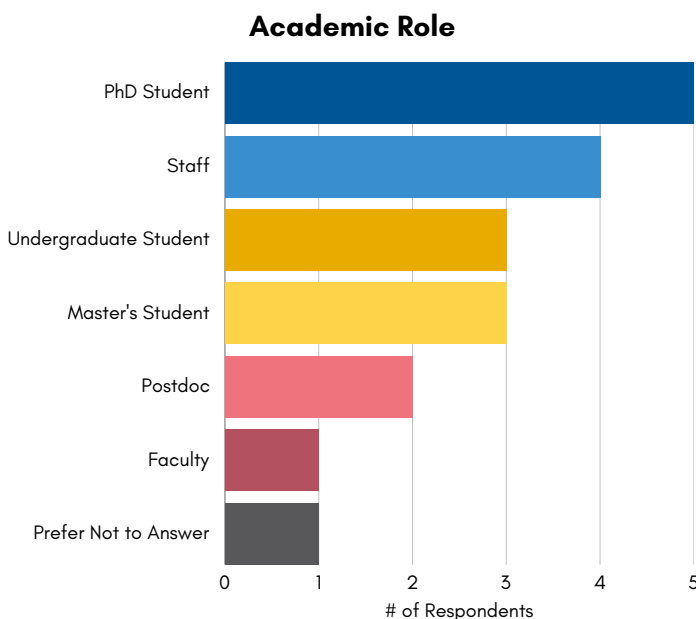
- 60 total items assessing who was in the network (demographics) and their relation to the five pillars
- Likert-type rating scales (from 1-5) and open-ended qualitative feedback
- 43 respondents completed the survey

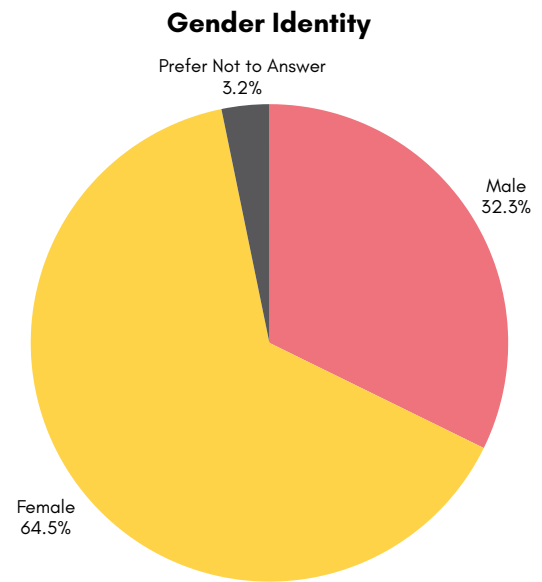
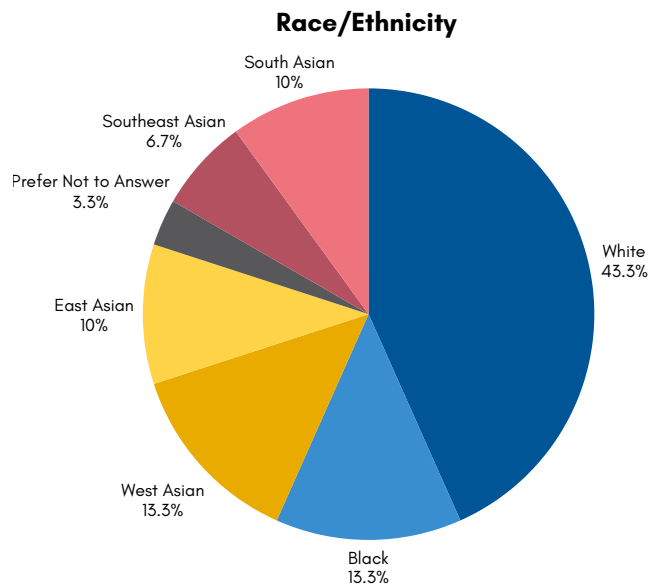
University of Windsor

The following questions pertain to **equity** (providing people with the specific support they need to succeed) within the INSPIRE network. Please rate the following statements:

|                                                                                                          | Strongly disagree     | Somewhat disagree     | Neither agree nor disagree | Somewhat agree        | Strongly agree        |
|----------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| The network provides support tailored to the specific needs of individuals from equity-deserving groups. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

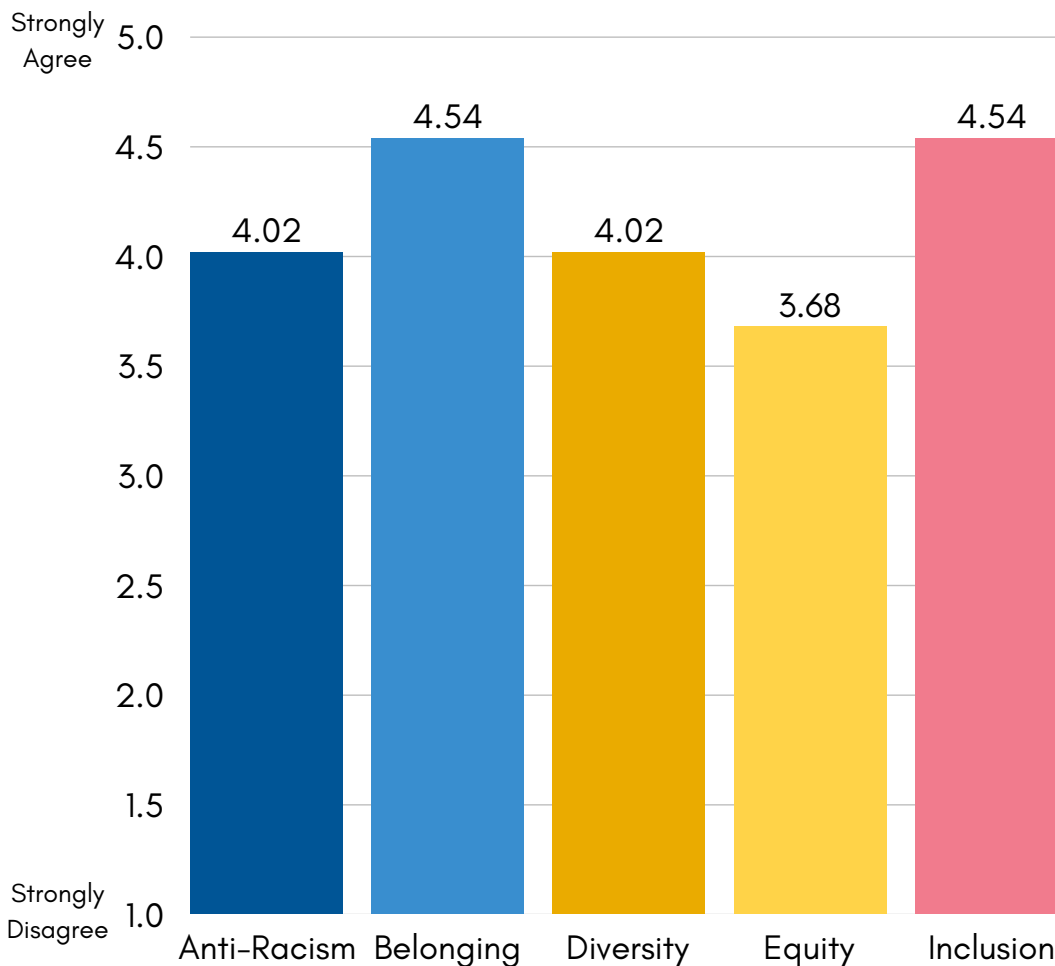
## DEMOGRAPHICS





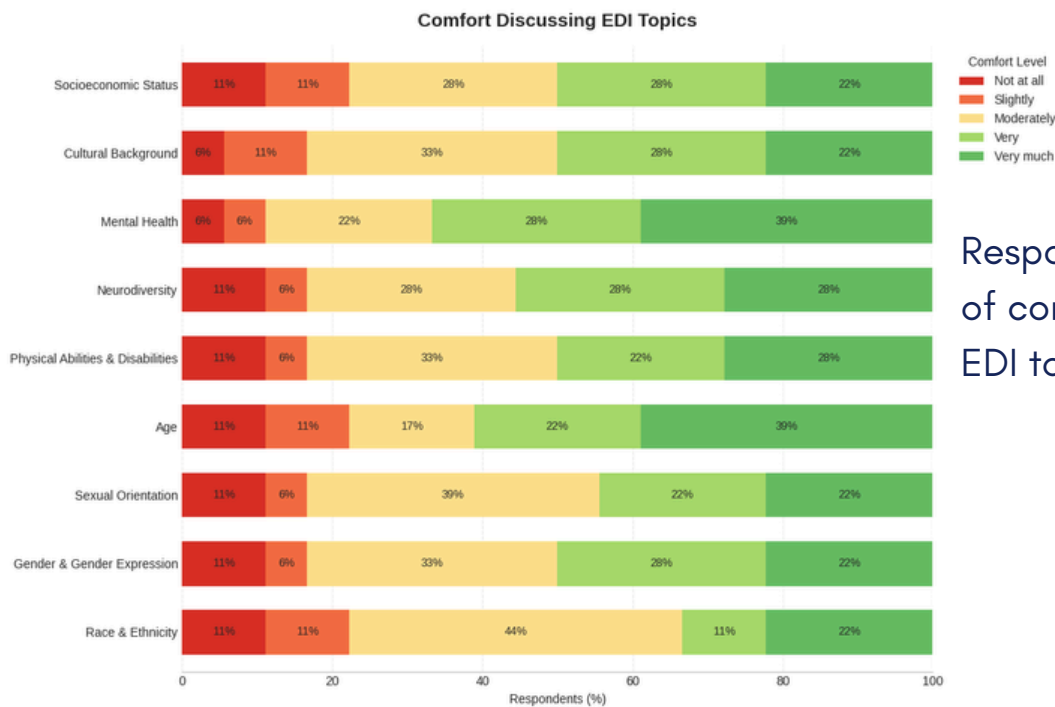
## KEY FINDINGS

### OVERALL PRESENCE OF THE FIVE PILLARS:



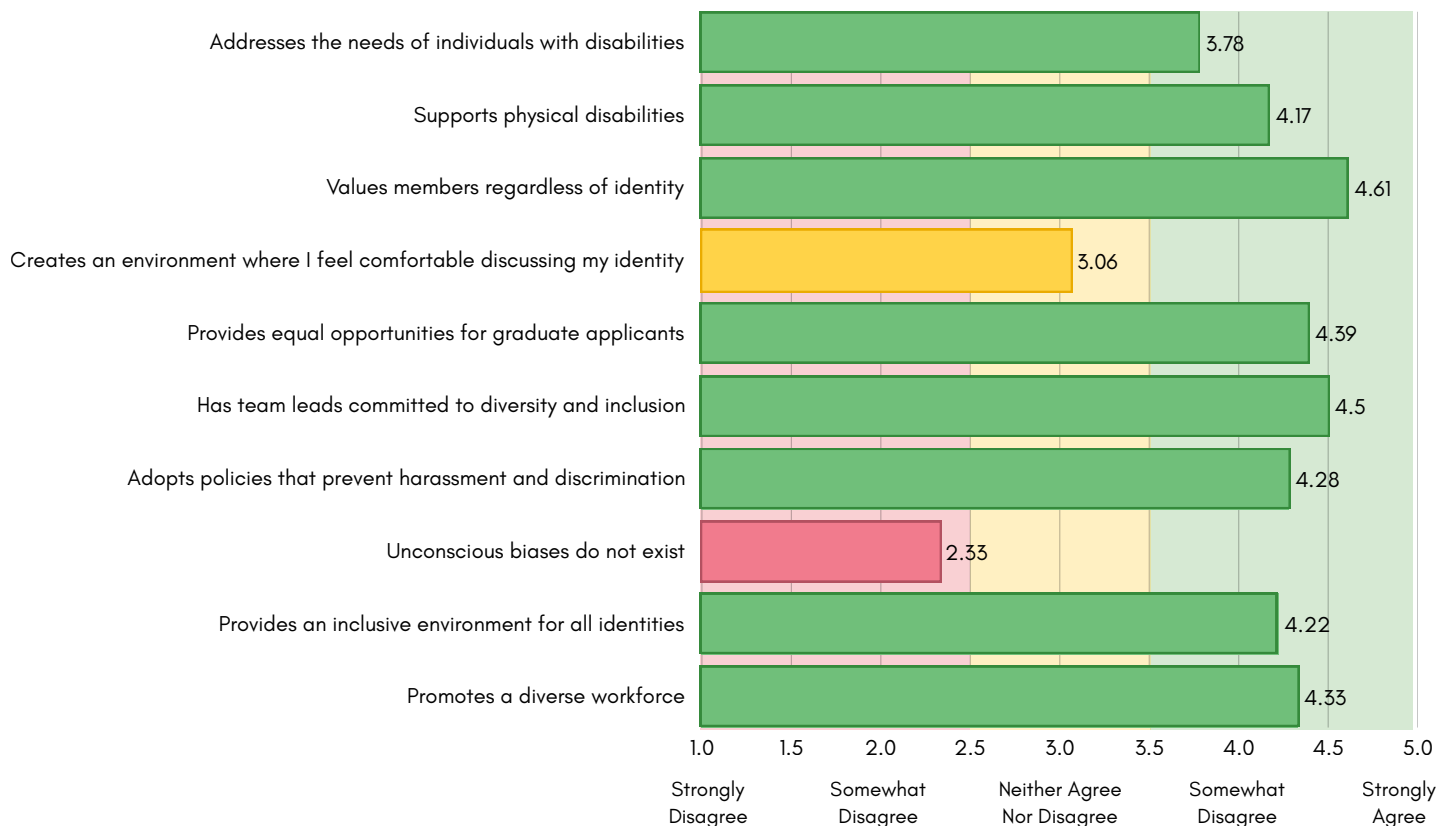
Overall, respondents' believed that the INSPIRE Network valued all five pillars. Equity has the most room for improvement throughout the Network.

# COMFORT LEVEL:



# PERCEPTIONS OF DIVERSITY:

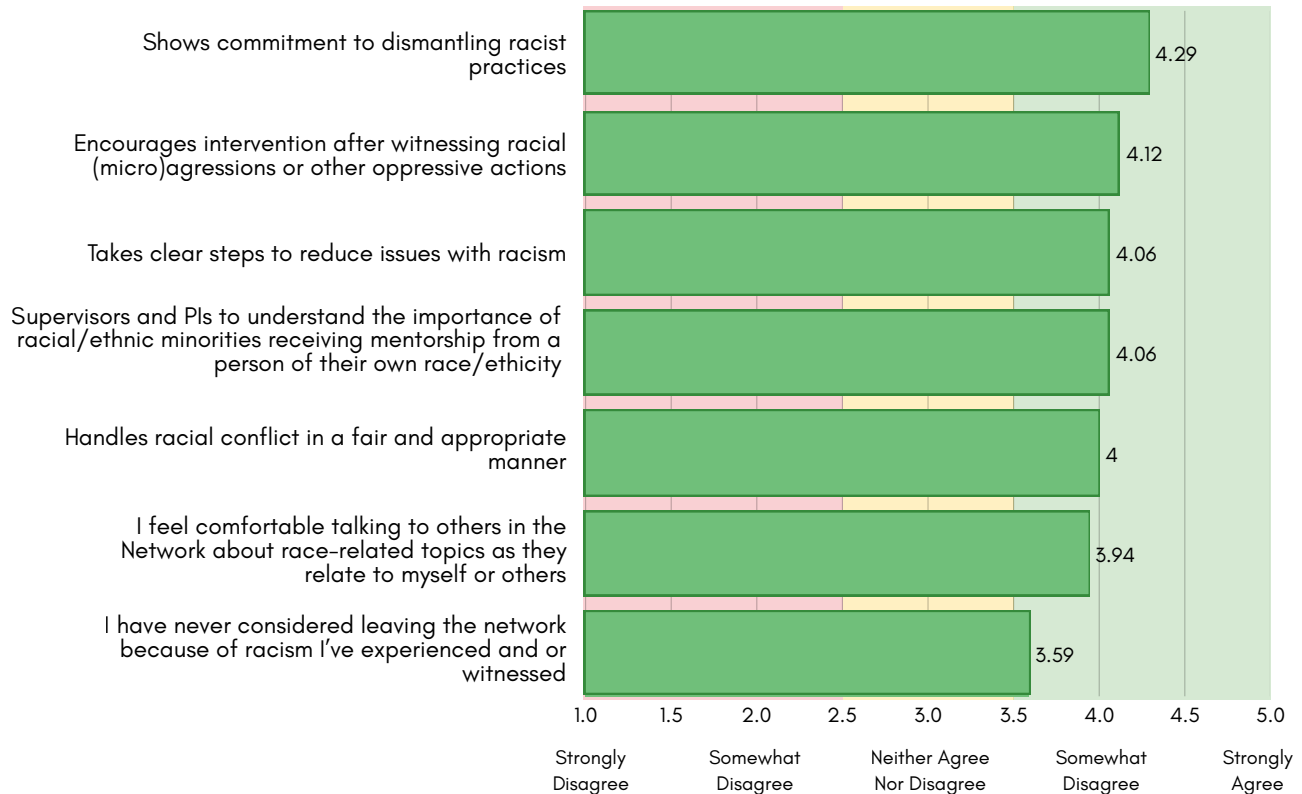
On a scale from “Strongly Disagree” to “Strongly Agree”, the INSPIRE Network does the following:



Respondents reported positive perceptions of diversity within the INSPIRE Network. However, addressing implicit biases reflects one key area of growth.

# PERCEPTIONS OF ANTI-RACISM:

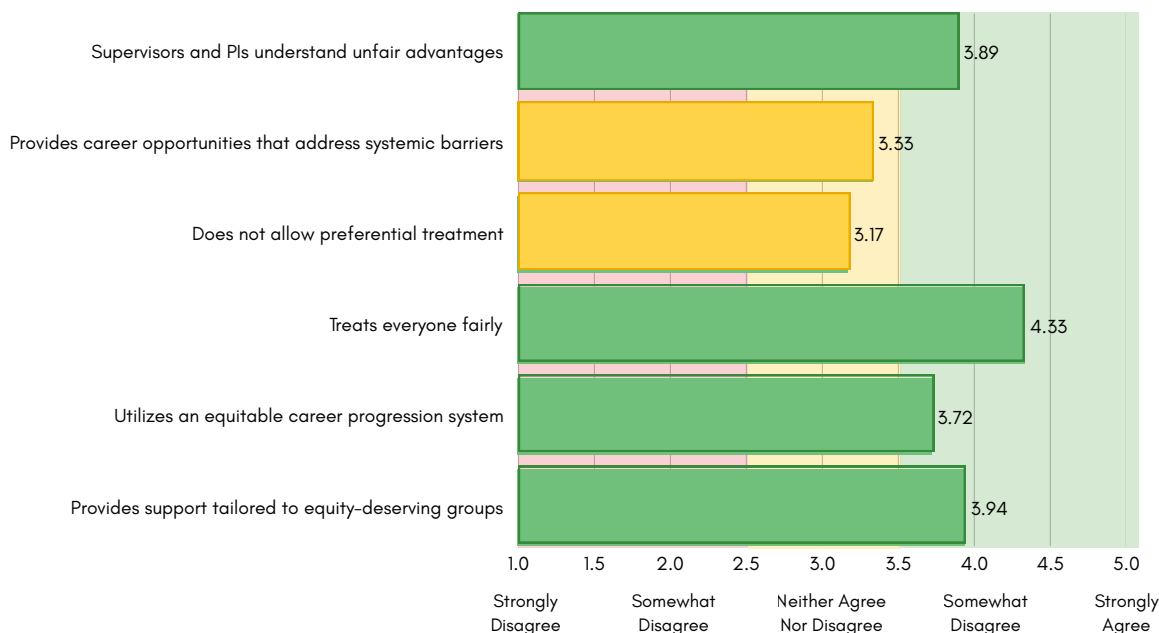
On a scale from “Strongly Disagree” to “Strongly Agree”, the INSPIRE Network does the following:



Participants reported strong perceptions of anti-racism within the INSPIRE Network, suggesting the network is fostering a supportive and inclusive environment

# PERCEPTIONS OF EQUITY:

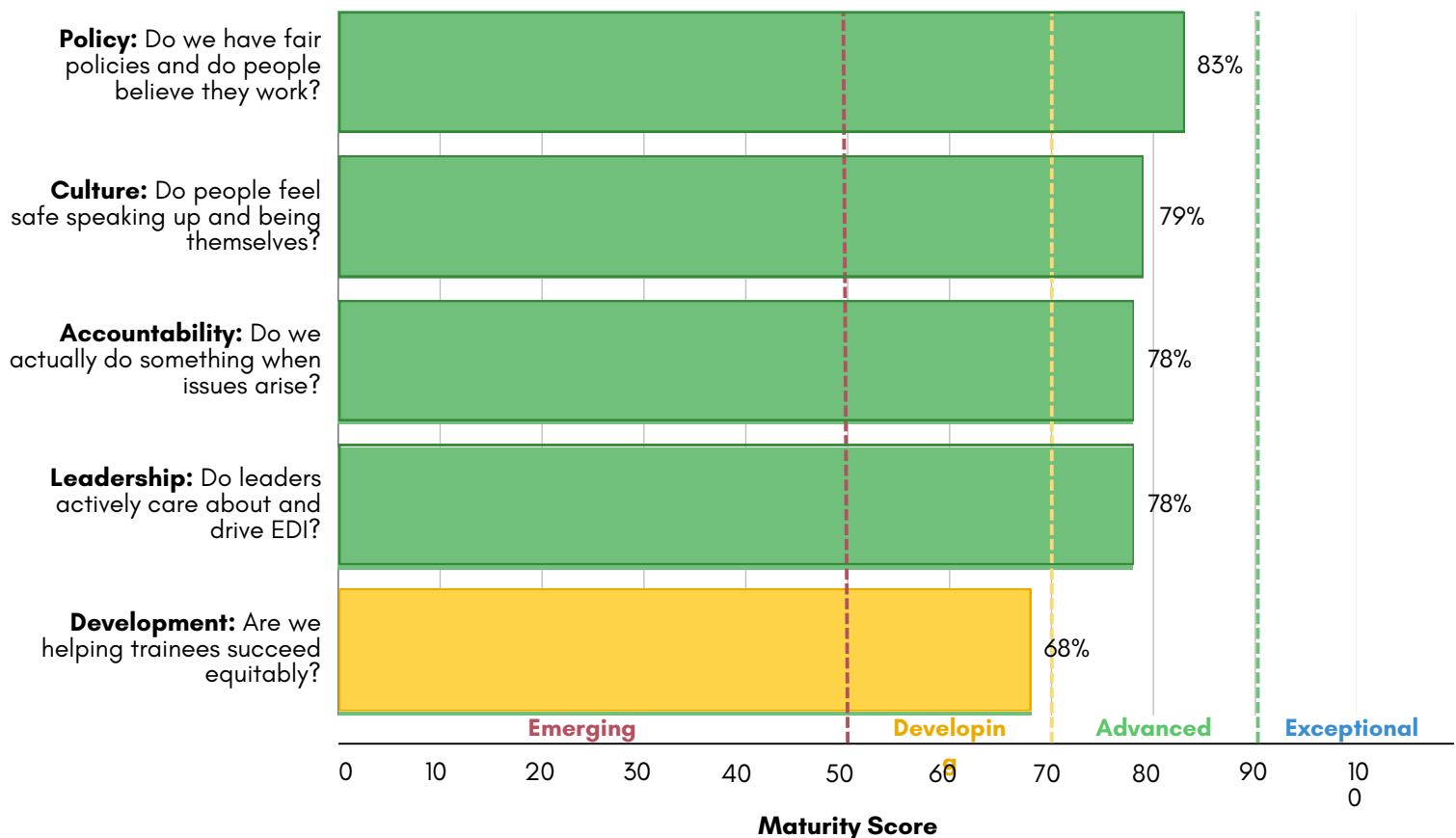
On a scale from “Strongly Disagree” to “Strongly Agree”, the INSPIRE Network does the following:



Perceptions of equity within the INSPIRE Network were generally positive, though lower ratings related to systemic barriers highlight areas for improvement.

# ORGANIZATIONAL MATURITY

An organizational maturity assessment represents where members believe the organization stands, mapped onto a 0-100 scale. The following dimensions reflect how mature INSPIRE is across the five key pillars of EDI based on perception data.



Our EDI-INSPIRE maturity framework suggests that INSPIRE is perceived as performing strongest in areas related to policy, leadership, and organizational culture, with participants generally reporting positive perceptions of inclusion, fairness, and accountability. At the same time, comparatively lower scores in development-related areas (e.g., career progression) indicate opportunities to further strengthen equitable career advancement, mentorship, and supports across the network.

# QUALITATIVE FEEDBACK

The survey concluded with open-ended questions for respondents to add any additional feedback they had for the EDI Team and the larger INSPIRE Network. The following questions were asked:

1

***What are the biggest challenges to EDI initiatives within the training network?***

“for a collaborative network as large as this, I find myself working closest with people I have already met in other collaborations”

“unconscious biases can persist even in well-intentioned environments, which requires ongoing training and dialogue”

“as much as we talk about mental health being important, when someone is actually struggling, it is not accepted”

2

***How could the EDI committee support you in terms of research, education, and/or training?***

“providing regular training sessions, creating mentorship programs for underrepresented groups, establishing anonymous feedback channels”

“provide mentorship and leadership pathways for underrepresented groups”

“encouraging open forums for discussion”

“include how...EDI initiatives are measured and sustained over time”

3

***What do you think is the most important thing the training network has done or could do to promote EDI initiatives?***

“the network...is creating an open dialogue about EDI and offering resources for inclusive practices”

“increasing everyone’s ability to relate to and have empathy for others’ situations”

“increasing comfort in voicing concerns”

“current training content and participation opportunities reflect diverse backgrounds, voices, and perspectives”



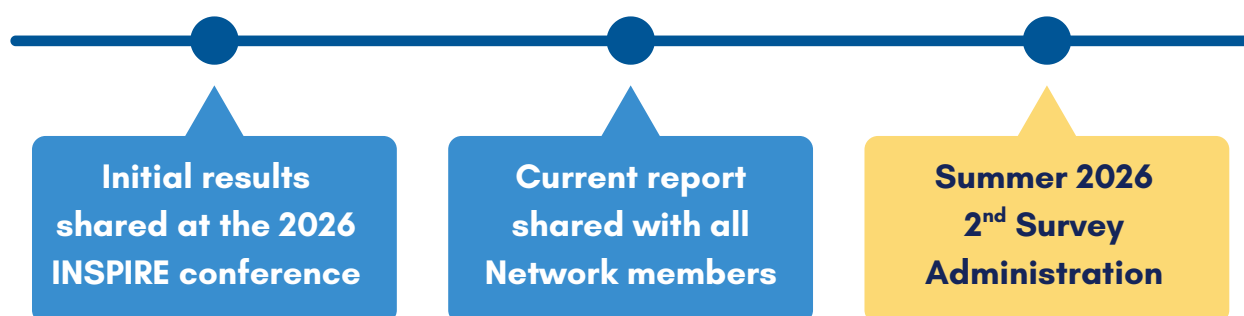
# NEXT STEPS

## #1 REPORTING AND TRACKING METRICS



The 2025 survey, although showing us valuable insights into INSPIRE Network members' perceptions, failed to represent the large majority of all members. We have to ask "who is missing"? We can gather more accurate data by encouraging supervisors and PIs to facilitate participation.

### 2026 TIMELINE:



## #2 MORE EDI TRAINING & EDUCATION



Our EDI living document hosted on the INSPIRE Network SharePoint will continue to be updated with resources and training modules.

### | Equity, Diversity, Inclusion and Decolonization

Complete these courses to earn some INSPIRE swag!

Merch Bags Include:

[TCPS 2: CORE 2022 \(Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans\)](#)- 4 hours

[Bias in Peer Review](#)- 45 minutes

[Confronting Anti-Black Racism](#)- If you are located at the University of Windsor and would like to borrow the books for the readings, please contact [bridgeth@uwindsor.ca](mailto:bridgeth@uwindsor.ca).

[Sex and Gender in Biomedical Research](#)- 45 minutes

[Sex and Gender in Primary Data Collection with Human Participants](#) -30 minutes

[Sex and Gender in the Analysis of Secondary Data from Human Participants](#)- 45 Minutes

[Introduction to Anti-Black Racism](#)- 45 minutes

- An INSPIRE cotton tote
- One of two INSPIRE'd stickers
- An INSPIRE'd pin
- An INSPIRE notebook
- An INSPIRE pen
- An INSPIRE sticker

As you complete each module or course, please fill out this [form](#) with your proof of completion and you will receive your flower's next stage of evolution. Once you've completed four hours worth of modules you will receive an INSPIRE merch bag and get to discover your flower's final form!



The EDI Team will also offer personalized “Lunch and Learns” on topics of interests and invite local EDI speakers to speak at partner sites. Workshop topics can include:



## #3 INCREASING VISIBILITY & PRESENCE

Including the SharePoint living document, we have a regular EDI column in the ITN Newsletter where we promote EDI events on campus, key dates, and insights on various EDI topics. We hope to invite more speakers to share their knowledge with us and the network as a whole. EDI will continue to be a regular agenda item at INSPIRE Network steering meetings.



For a great example of our work, check out issue #5 of the ITN Newsletter where Mahshid Soleimani put together an informative look into microaggressions in the workplace.

# DEFINITIONS

**Anti-racism:** Anti-racism is an active and ongoing process of identifying, challenging, and dismantling racism through changes to attitudes, policies, practices, systems, and organizational structures that perpetuate inequity and discrimination (Dent et al., 2021; Kyere et al., 2022).

**Belonging:** Belonging refers to the experience of feeling accepted, valued, respected, and connected as a meaningful member of a group, organization, or community (Blau et al., 2023; Thissen et al., 2023).

**Inclusion:** Inclusion is the creation of environments in which individuals feel respected, supported, and able to fully participate while maintaining their unique identities and perspectives within a group or organization (Butler et al., 2025; Shore et al., 2011).

**Diversity:** Diversity encompasses the range of visible and invisible characteristics, identities, backgrounds, experiences, and perspectives that contribute to differences among individuals and groups (Platania et al., 2025; Wang et al., 2024).

**Equity:** Equity refers to the fair distribution of opportunities, resources, support, and advancement by recognizing and addressing systemic barriers and historical disadvantages that affect different individuals and groups (Platania et al., 2025; Wang et al., 2024).

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**SharePoint Page:** <https://uwin365.sharepoint.com/:u:/r/sites/DBS-INSPIRETrainingNetwork/SitePages/EDID.aspx?csf=1&web=1&e=XWUujF>