

Engagement and Equity, Diversity & Inclusion (EDI) Report



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BACKGROUND

Team iNeuron's Equity, Diversity and Inclusion (EDI) Leadership Team, in partnership with Sunnybrook Health Sciences Centre's, Organizational Development & Leadership department, launched the 2025 iNeuron's Project Team Demographic + Equity, Diversity and Inclusion survey on Monday, October 6th 2025 and ended on Monday, November 3rd, 2025.

Survey was administered in the Canada, USA, Europe and across all Pillars. For a complete review of the areas represented, see attached; 'iNeuron Participant Dashboard'.

Of the 90 participants surveyed, **64 completed the survey, for a completion rate of 71%**

Interpretations:

- It is important to note, that in the absence of ability to perform random sampling methodologies, and with an overall response rate of 71%, **the results in this report should not be considered fully conclusive**, or representative of overall diversity within iNeuron
- The results do, however, provide a strong baseline of demographic data about diversity within iNeuron
- The inclusion questions are based on personal perception and can be further generalized.

EXECUTIVE SUMMARY

Team iNeuron demonstrates a strong foundational awareness of equity, diversity, and inclusion (EDI). Nearly all respondents reported at least some familiarity with EDI, with a majority (**57%**) being very familiar. There is also strong attitudinal alignment with EDI principles: (**92%**) of respondents agreed or strongly agreed that representation and a sense of belonging are important in the team environment. This suggests a positive cultural baseline and openness to further EDI learning and integration.

The survey results indicate a highly positive and inclusive team environment, with strong perceptions of respect, engagement, morale, and support for diversity, equity, and inclusion (EDI). Most indicators score above **85%** [**somewhat agree + agree + strongly agree**], demonstrating that team members feel valued, engaged, and proud to be part of Team iNeuron.

Despite high awareness and positive attitudes, and factoring location of team members, formal EDI training is inconsistent across the team. More than half of the respondents (**55%**) have not received any formal training. This gap is reflected in reported barriers, particularly:

- **Lack of Data (29%)**
- **Lack of training (21%)**
- **Lack of guidance (15%)**
- **Lack of institutional support (14%)**

This indicates that while individuals value EDI in research, many lack the tools and structures needed to apply it consistently in practice.

While **63%** report considering EDI often or always, a substantial proportion do so only occasionally (**30%**) or never (**7%**). Encouragingly, **76%** recognize that EDI can strengthen scientific rigor and impact, suggesting strong potential for growth if practical support, training and resources are provided.

More than half of respondents (**55%**) have included sex, gender, race, or other identity variables in research design or analysis, though a significant portion indicated this was not applicable (**35%**). This suggests that there are opportunities to clarify when and how EDI variables are relevant across different research contexts.

A lack of funding was also shared as a barrier to EDI research.

Respondents expressed interest in the following training and resources to strengthen EDI in their research:

- **Unconscious Bias (28%)**
- **Cultural Intelligence (28%)**
- **Diversity & Inclusion fundamentals (22%)**
- **Civility & Respect (14%)**

This suggests a need for both foundational and applied learning opportunities that connect EDI concepts to and in research.

SUMMARY & INSIGHT

Support for Diverse Groups & Individuals

Strong alignment with Team iNeuron's values around EDI:

- Respects and values the contribution of diverse groups (96%)
- Values, promotes and celebrates diversity (89%)
- Leadership works to advance fairness and equity (85%)
- Overall D&I support in the work environment (87%)

Insight: EDI is a clear team strength and is widely experienced in day-to-day work.

Working Environment

High engagement and morale:

- Engagement in work (91%)
- Dignity and respect within the team (91%)
- Positive morale and team spirit (96%)

Insight: Team iNeuron's culture is healthy, respectful, and motivating.

Information & Communication

- Overall satisfaction with communication is strong (92%)
- Most communication indicators score high (82–90%)
- **Lower score:** Having enough information to meet KPIs (69%)

Insight: While communication is generally effective, clarity and consistency around performance expectations and KPIs need improvement.

Leadership

- Clear direction and support from Team iNeuron leadership and managers (87%)
- Satisfaction with leader interactions within specific pillar (85%)

Insight: Leadership is viewed positively, though there is room to strengthen consistency, feedback, and visibility.

The percentages (%) represent the total number of participants who [somewhat agree + agree + strongly agree]

SUMMARY & INSIGHTS (cont'd)

Teamwork

- Strong sense of belonging (87%)
- Effective interdisciplinary collaboration (89%)
- High trust among colleagues (87%)

Insight: Collaboration and team cohesion are well established.

Training & Development

- **Lower score:** Feedback on performance (79%)
- **Lower score:** Capability and skill-building through workshops (76%)

Insight: These are comparatively lower-scoring areas, suggesting a need for more structured development opportunities and feedback mechanisms.

Culture & Sense of Pride

- Recognition and appreciation (85%)
- Willingness to go above and beyond (94%)
- Pride in Team iNeuron and its work (92%)

Insight: Strong emotional commitment and pride of Team iNeuron.

Advisory Board with Lived Experience of Stroke, Epilepsy, and Dementia (ABLE members only)

- **Lower score:** Sense of being valued and integrated (72%).
- Strong receptiveness and action by leadership (80–92%).
- Good communication of decisions influenced by the Advisory Board (84%).

Insight: Engagement is meaningful, but integration and visibility of the Advisory Board experience can be strengthened.

The percentages (%) represent the total number of participants who [somewhat agree + agree + strongly agree]

STRENGTHS & IMPROVEMENT

Strengths Identified by Team Members

- Respect for diverse perspectives, backgrounds, and experiences.
- Recognition of diverse expertise as an asset.
- Intentional efforts to ensure accessibility in meetings, materials, and events.

Key Area for Improvement

- Promoting and supporting mentorship and peer support within the team was the top recommendation.

TEAM INEURON RECOMMENDATIONS

Recommendations primarily relate to:

- **Information Flow**
 - **Performance Feedback**
 - **Training and Development**
 - **Greater integration of the Advisory Board**
 - **Structured mentorship and Peer Support**
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1. Implement a Structured EDI Training Program

- Prioritize unconscious bias and cultural intelligence, aligned with team members interests.
- Embed training into onboarding and ongoing professional development.

2. Strengthen Training and Development Opportunities (*if applicable)

- Expand research workshops aligned to team needs.
- Encourage informal learning opportunities such as peer-led sessions.

3. Introduce a Structured Mentorship & Peer Support Program

- Pair new and existing team members across roles, disciplines and pillars.
- Include mentoring goals related to career development, inclusion, and knowledge sharing.

4. Improve Clarity around KPIs and Performance Expectations (*if applicable)

- Standardize how KPIs are communicated and reviewed.
- Ensure regular check-ins focused on priorities, progress, and expectations.

5. Enhance Advisory Board (ABLE) Integration

- Increase opportunities for ABLE members to engage with the broader team.
- Clearly highlight how ABLE input influences decisions and outcomes.

6. Maintain and Reinforce Inclusive Culture

- Continue celebrating diversity and accessibility best practices.
- Share success stories that reinforce inclusive behaviors and leadership actions.
- Establish or reinforce EDI leadership roles, committees, or champions.

OTHER RECOMMENDATIONS (if applicable)

Develop Clear EDI Research Guidance

- Create practical guidelines on when and how to incorporate EDI variables into research design, data collection, and analysis.
- Provide discipline-specific examples and case studies.

Improve Access to Data and Tools

- Support and our create access to disaggregated data where appropriate.
- Provide methodological support for analyzing identity-related variables ethically and rigorously.

Normalize EDI as part of Research Excellence

- Frame EDI as a driver of scientific rigor, innovation, and impact.
- Highlight successful projects that effectively integrated EDI principles.

NEXT STEPS

Short Term (0–3 months)

- Share survey results with the team
- Identify priority EDI training topics and delivery formats ... *(in-progress)*
- Develop a basic EDI research resource hub ... *(in-progress)*
- Clarify KPIs and performance feedback processes
- Design a mentorship framework

Medium Term (3–6 months)

- Launch initial training sessions ... *(in-progress)*
- Identify EDI champions or mentors ... *(in-progress)*
- Launch mentorship and peer support initiatives
- Expand training and skill-building workshops
- Implement regular leadership feedback check-ins

Longer Term (6–12 months)

- Repeat the survey to track progress and adjust strategy
- Reassess engagement, communication, and development metrics
- Evaluate the impact of mentorship and Advisory Board (ABLE) integration
- Use findings to inform future EDI and engagement strategies

CONCLUDING STATEMENT

Team iNeuron demonstrates a strong, inclusive, and high-performing team culture. By focusing on mentorship, development, and clearer performance communication, leadership can further enhance engagement, equity, and long-term sustainability. With targeted training, clearer guidance, and stronger leadership support, EDI can become a consistent and meaningful component of research excellence.