



**iNeuron**

# **Demographic + EDI**

Survey Results (2025)

# INTRODUCTION

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## Background:

- The 2025 iNeuron Project Team Demographic + Equity, Diversity and Inclusion (EDI) survey launched on Monday, October 6<sup>th</sup>, 2025 and ended on Monday, November 3<sup>rd</sup>, 2025
- Of the 90 participants surveyed, **64 completed the survey, for a completion rate of 71%**

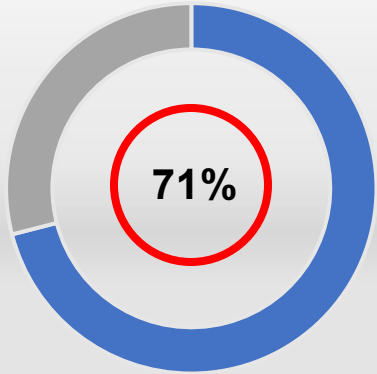
## Interpretations:

- 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.

# iNeuron Participant Dashboard (64)

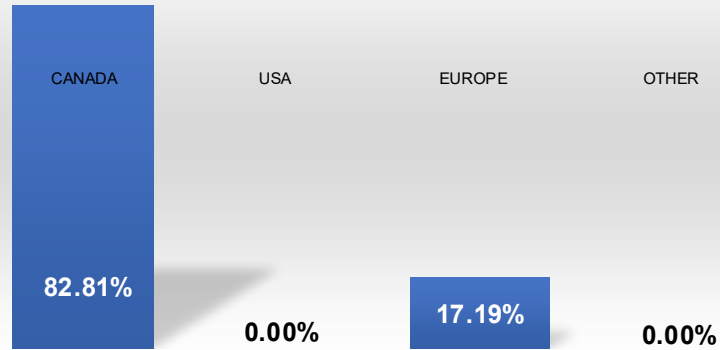


## Response Profile



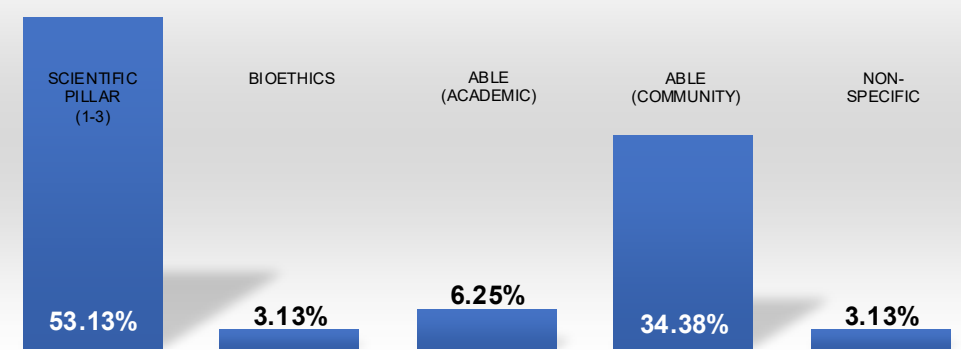
## Location

83% of respondents are located in Canada (53)

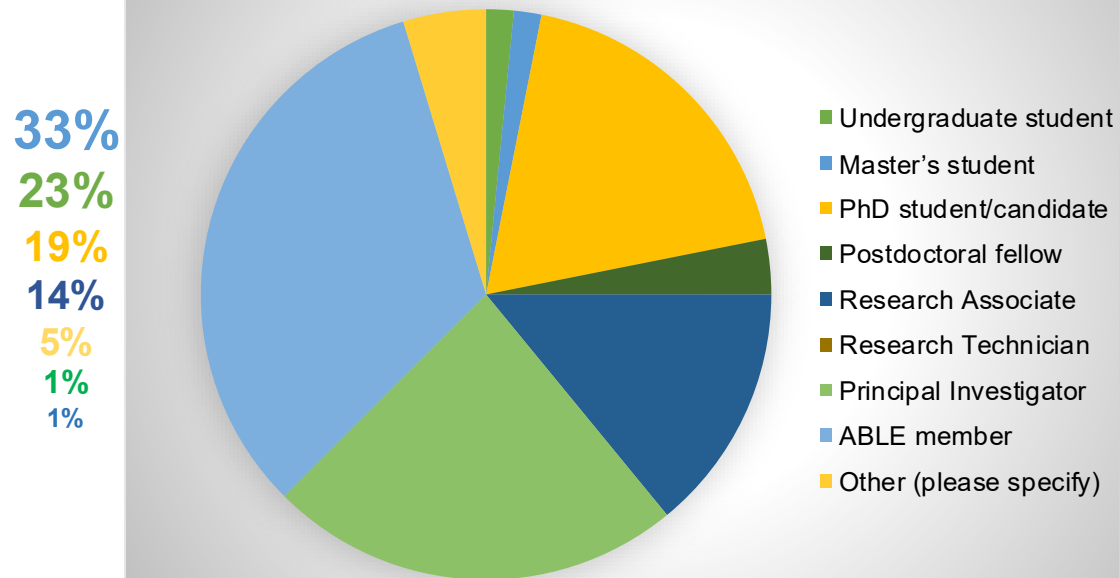


## Pillar

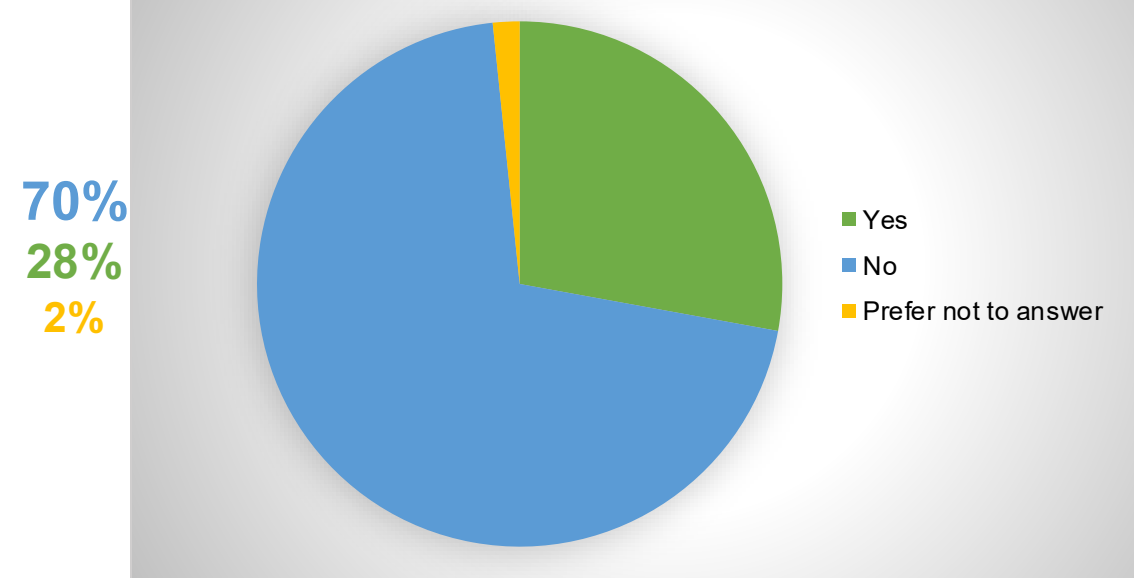
53% of respondents are from the Scientific Pillar (34)



## Career Stage



## Member of a Marginalized Community

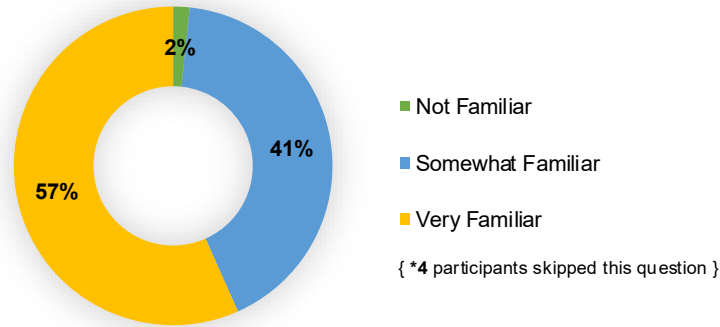




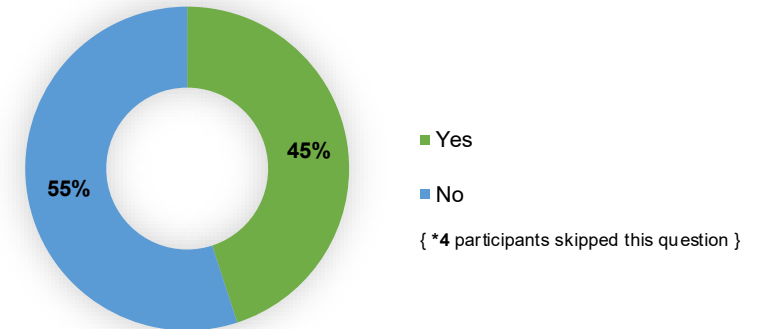
# **General EDI Awareness**

# General EDI Awareness

5. How familiar are you with the concept with equity, diversity, and inclusion (EDI)?

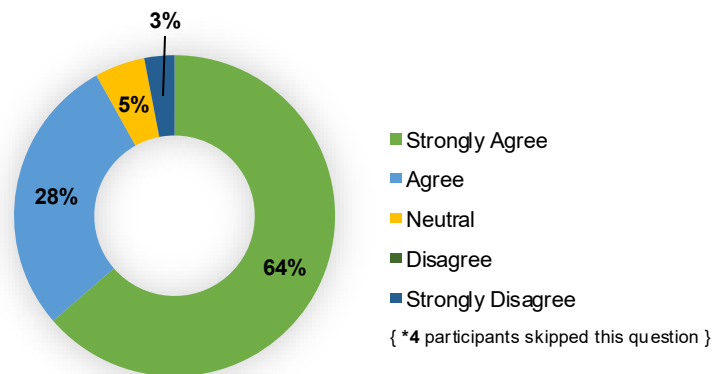


7. Have you received any formal training on EDI (i.e. workshops, courses? If yes, please specify:

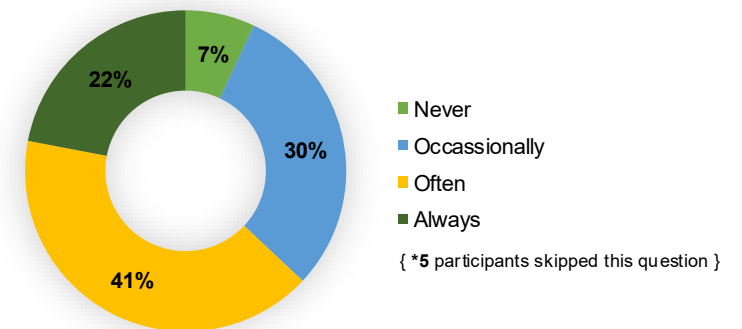


\* see Appendix for responses

6. What is your level of agreement with the statement "I believe that representation and creating a sense of belonging is important in my work environment in Team iNeuron":

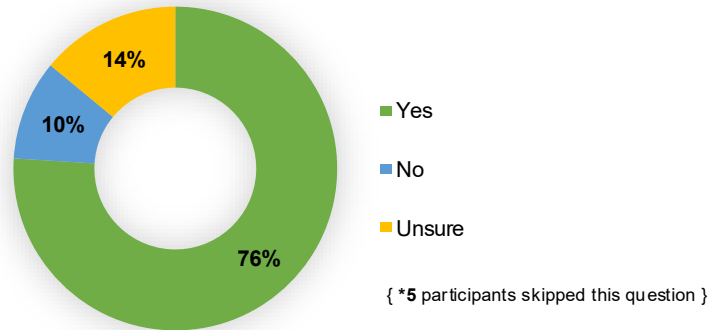


8. Do you consider EDI practices when conducting research?

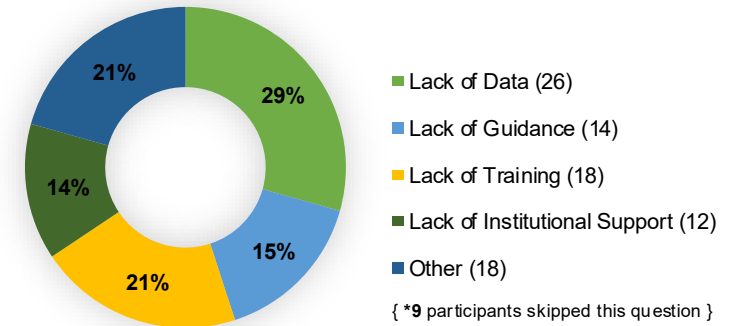


# General EDI Awareness

9. Are you aware of how EDI considerations can strengthen scientific rigor and impact?

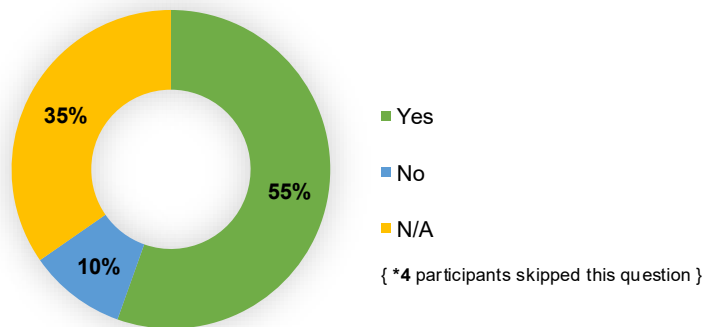


11. What barriers do you face when applying EDI to research?

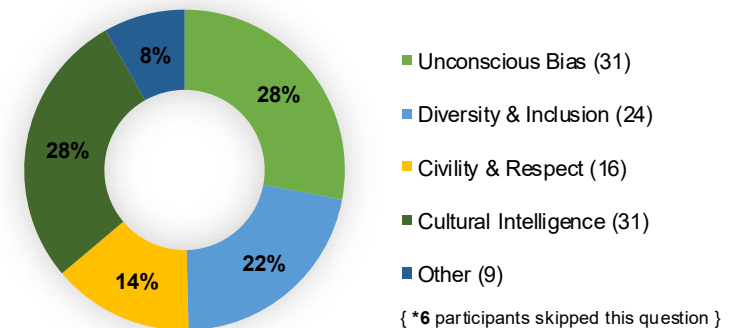


\* see Appendix for responses

10. Have you ever included sex, gender, race, or other identity variables in your research design or analysis?



12. What training or resources would be most helpful in improving EDI in your research?



\* see Appendix for responses



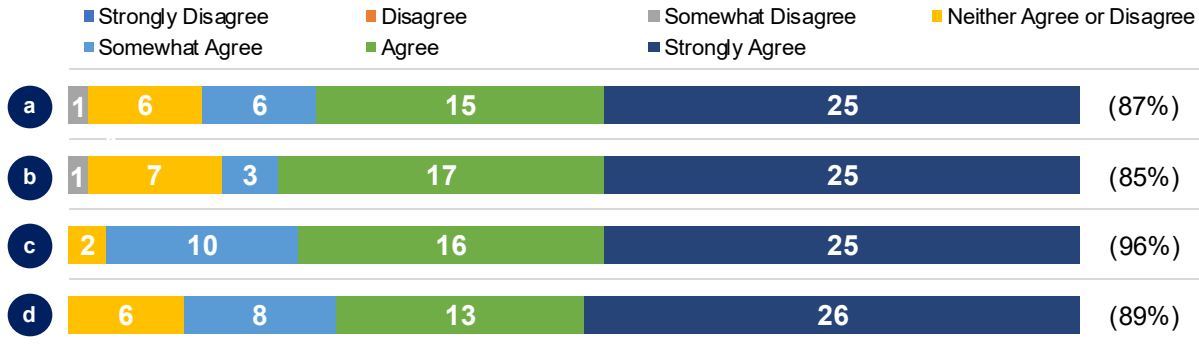
# Support for EDI

## Context Setting:

- i. The percentages (%) represent the total number of participants who [**somewhat agree + agree + strongly agree**]
- ii. The percentages (%) **marked in red** ... present as a suggested opportunity for improvement

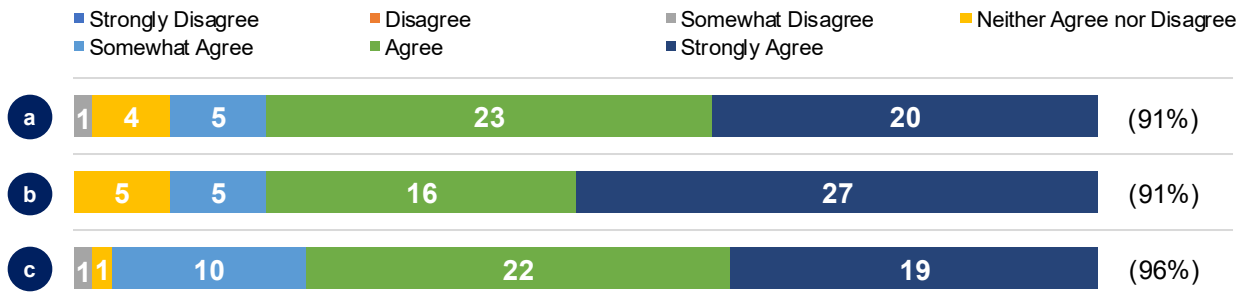
# Support for EDI

## 13. Support for Diverse Groups and Individuals ... :



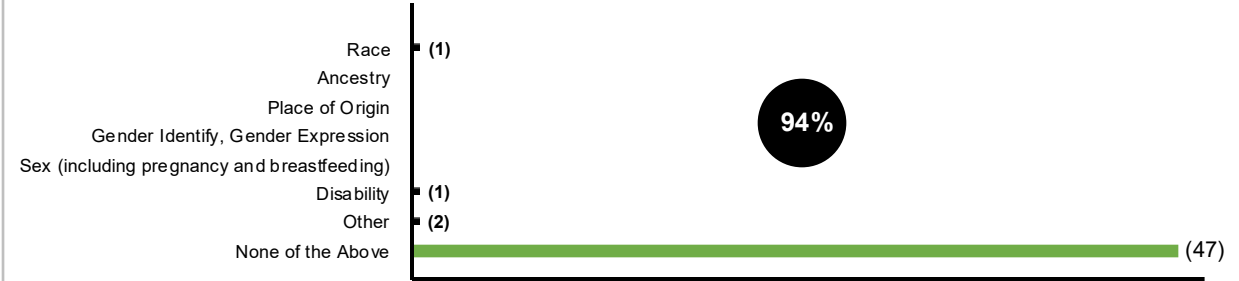
- a Overall, diversity and inclusion is supported in my work environment.
- b Team iNeuron leadership works to advance fairness and equity within our team.
- c People of diverse groups are respected and valued for their contribution within Team iNeuron.
- d Team iNeuron values, promotes and celebrates our diverse environment.

## 15. The Working Environment:



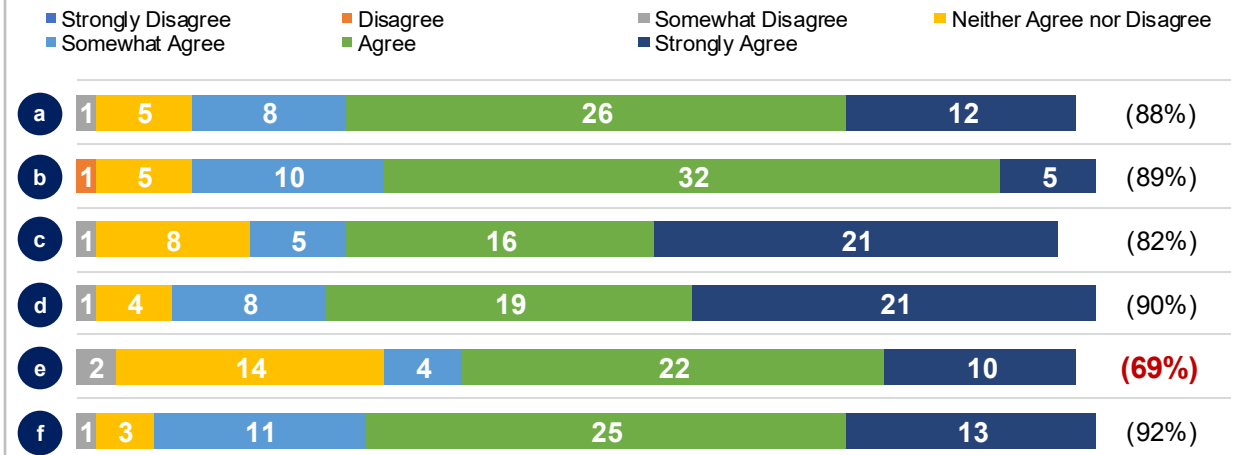
- a Overall, I feel engaged in my work ...
- b My team makes a real effort to treat everyone with dignity & respect ...
- c Overall, I feel that morale is generally good ...

## 14. Do you feel any of the following negatively impacts ... :



\* see Appendix for responses

## 16. Information and Communication:

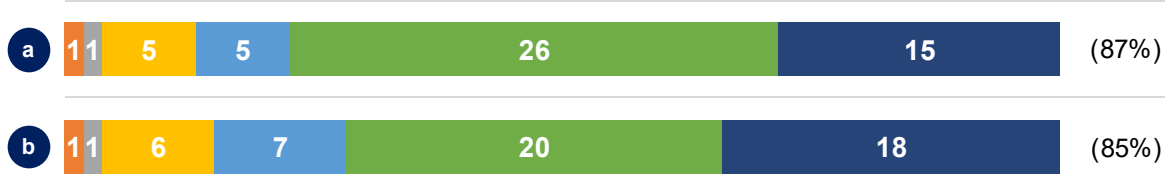


- a Team iNeuron does a good job of communicating in a variety of methods ...
- b I feel I receive enough input and feedback on my contributions ...
- c In my pillar meetings, team members are engaged.
- d I have opportunities to provide input on how things are done in my team.
- e I feel I have enough information to meet my KPIs.
- f Overall, I am satisfied with communication in my team.

# Support for EDI

## 17. Leadership

Strongly Disagree Disagree Somewhat Disagree Neither Disagree nor Agree  
Somewhat Agree Agree Strongly Agree

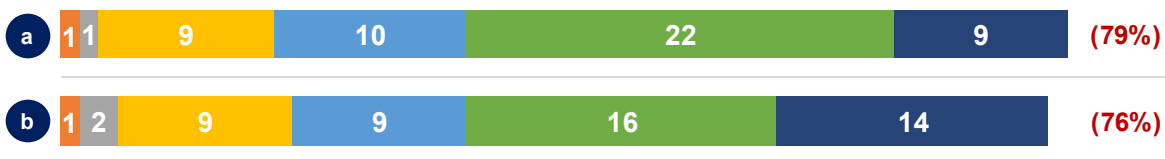


**a** The project lead and project managers responsible for Team iNeuron and my pillar provide clear direction and support.

**b** Overall, I am satisfied with the interactions I have with my pillar lead (to whom I directly report)

## 19. Training and Development

Strongly Disagree Disagree Somewhat Disagree Neither Agree nor Disagree  
Somewhat Agree Agree Strongly Agree



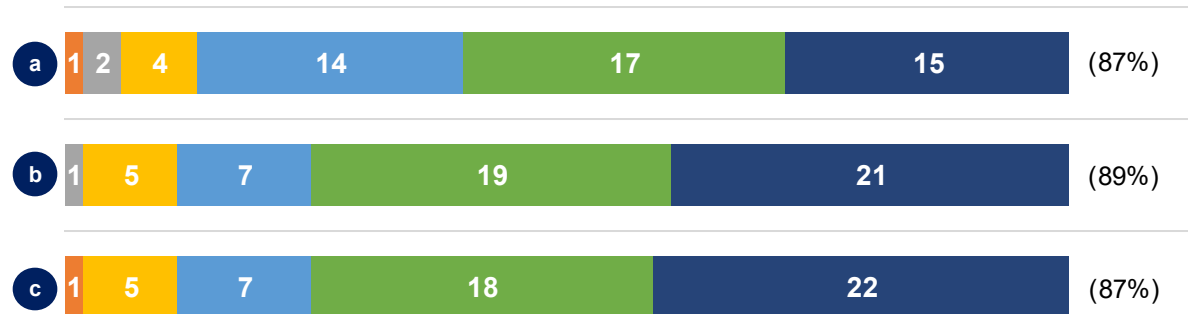
**a** I receive adequate, formal and/or informal feedback on my performance ...

**b** Team iNeuron workshops have provided opportunities to improve my skills and capabilities in my work.

The percentages (%) represent the total number of participants who [somewhat agree + agree + strongly agree]. (%) marked in red ... present as a suggested opportunity for improvement.

## 18. Teamwork

Strongly Disagree Disagree Somewhat Disagree Neither Agree nor Disagree  
Somewhat Agree Agree Strongly Agree



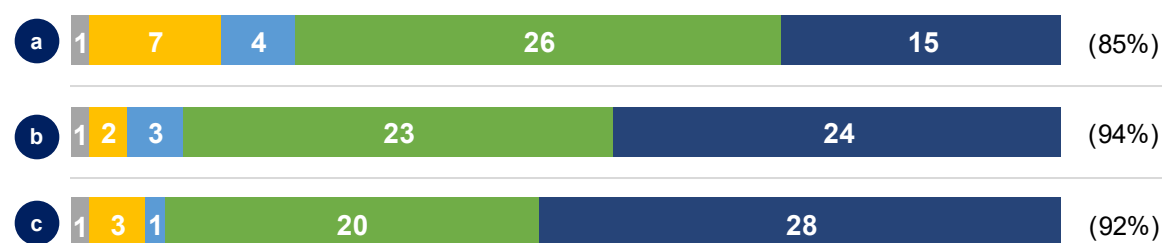
**a** I feel a strong sense of belonging to my team.

**b** Team iNeuron enables me to work with interdisciplinary.

**c** I feel I can count on my colleagues / team members.

## 20. Culture and Sense of Pride:

Strongly Disagree Disagree Somewhat Disagree Neither Agree nor Disagree  
Somewhat Agree Agree Strongly Agree



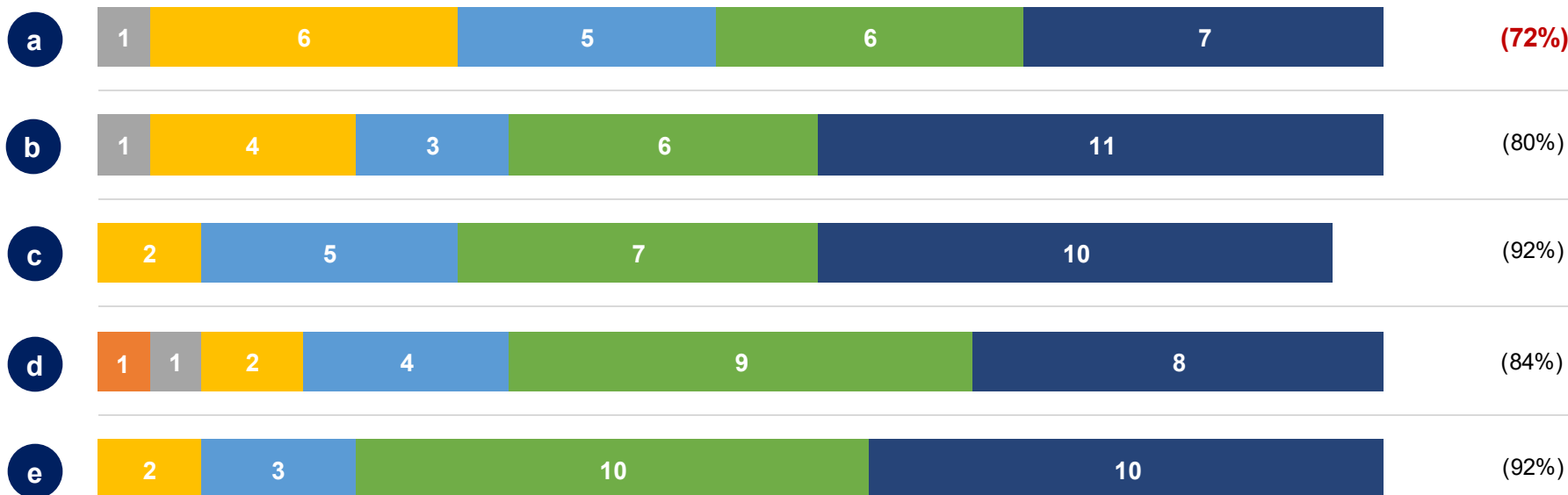
**a** I feel that my work and contributions are recognized and appreciated.

**b** I am willing to go above and beyond to help my team succeed.

**c** I am proud of the work we do and proud to tell others I am a part of Team iNeuron.

## 21. Advisory Board with Lived Experience of Stroke, Epilepsy, and Dementia (To be completed by ABLE members only)

■ Strongly Disagree
■ Disagree
■ Somewhat Disagree
■ Neither Agree nor Disagree
■ Somewhat Agree
■ Agree
■ Strongly Agree



**a** ABLE members themselves feel valued and integrated.

**b** Team leaders take action to address concerns raised by the ABLE team.

**c** The actions of team leadership demonstrate that meaningful engagement with people with lived experience is a priority.

**d** Our team is informed about changes or decisions made based on feedback from the ABLE team.

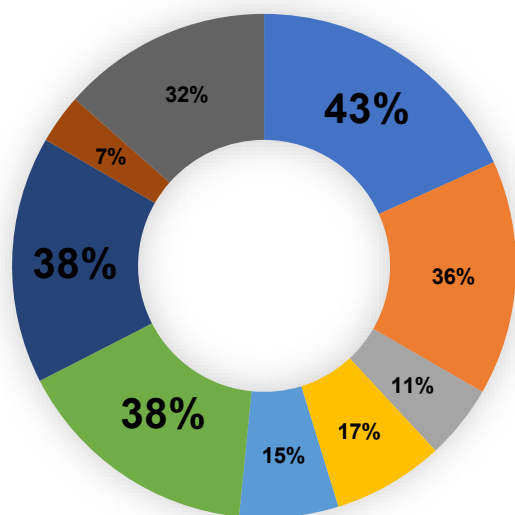
**e** When the ABLE team raise concerns, the leaders are receptive and open to their input.



# **Strengths & Improvements**

# Strengths & Improvements

## 22. Select the TWO Best Things about being a part of Team iNeuron:



**1** Team iNeuron values and respects different perspectives, backgrounds, and experiences

Team members feel comfortable contributing ideas and questions in meetings

Communication across Team iNeuron is inclusive and accessible

Opportunities to participate in authorship, presentations, and collaborations are fairly distributed

Team iNeuron promotes and supports mentorship and peer support within the team

**2** Diverse approaches and expertise are seen as an asset to our research

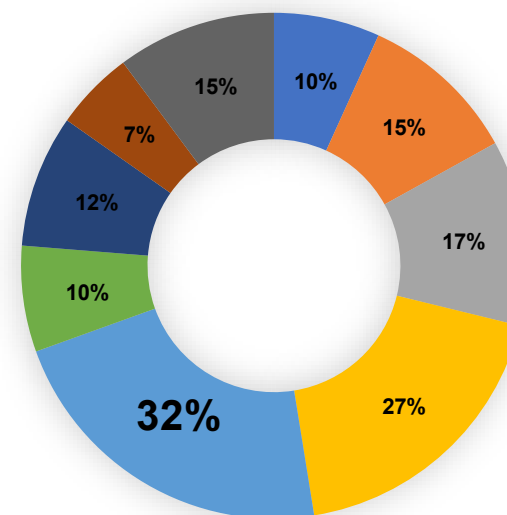
**Efforts are made to ensure meetings, materials, and events are accessible to all team members**

Team iNeuron awards and recognizes achievements made

Team iNeuron has a strong community and approachable colleagues

\* see Appendix for responses

## 23. Recommend ONE Thing to make Team iNeuron a better place to work ... :



Team iNeuron values and respects different perspectives, backgrounds, and experiences

Team members feel comfortable contributing ideas and questions in meetings

Communication across Team iNeuron is inclusive and accessible

Opportunities to participate in authorship, presentations, and collaborations are fairly distributed

**1** Team iNeuron promotes and supports mentorship and peer support within the team

Diverse approaches and expertise are seen as an asset to our research

Efforts are made to ensure meetings, materials, and events are accessible to all team members

Team iNeuron awards and recognizes achievements made

Team iNeuron has a strong community and approachable colleagues

\* see Appendix for responses

# Strengths & Improvements

## 24. What is one thing you feel is working well and should be maintained within team iNeuron's work environment?

- Involvement of people with lived experience
- Communication, structure
- Inclusion of ABLE and integrating them fully into the iNeuron meetings.
- Team meetings and engagement
- There are a few prominent voices within the ABLE meetings that tend to dominate discussion and they're not well managed. It's led to me not prioritizing participation.
- I like the inclusive communication within all pillars during the annual meeting and the supportive environment for the trainees
- Small group discussions at the iNeuron symposium as well as virtual learning workshops are great for sharing ideas and getting to know people.
- The inter-mingling of ABLE members, trainees and researchers.
- N/A **x2**
- Our ABLE mgts are well supported, and the leads are fantastic.
- The team commitment to attending and meaningfully participate in both in-person annual symposiums and scheduled sessions (workshops, presentations, etc.)
- The strong collaborative environment within the team. **x2**
- Pillar meetings provide a useful for scientific discussion, as does the annual meeting.
- **1.** Carol's commitment to the work and her desire to improve. **2.** The engagement of ABLE.
- The scientific approach seems to be working well.
- The annual meeting
- Strong collaborative environment.
- Annual meetings are important for group interactions
- Cross disciplinary collaborations
- Communication from the leadership
- The collaborative atmosphere, the diversity of expertise
- Good communication! Continue to have regular meetings, emails, and other communications.
- Passion and genuine care for colleagues (from the majority)
- Bringing different pillars of research together to collectively work on the same goal is really wonderful. I feel like it is the best way to work. I also think bringing people with lived experiences together with researchers at meetings is incredibly motivating for the research team, and empowering for people with lived experiences.

- The multidisciplinary research across the three pillars.
- The science is good.
- I really enjoy having the researchers explain their work to us during our meetings on the web.
- The collaborative nature across the pillars
- Approachability of research presentations.
- Relatively frequent meetings with team members, even informal chats
- The inclusive, supportive warm atmosphere of everyone.
- The diversity of perspectives makes iNeuron's work environment dynamic and engaging.
- There are many opportunities to collaborate among team members to advance projects, both directly and indirectly related to the iNeuron core projects.
- Engagement
- Communicating with ABLE members.
- The accessibility of team members and their openness to collaboration across disciplines.
- The team's collegial environment
- Collaborations / Meetings
- EDI and training are a strong focus within the program.

# Strengths & Improvements

## 25. What one specific action would you recommend to make Team iNeuron a better team to work with?

- More collaborations
- Help in integrating the different strengths of team members into the project more globally for transformative results.
- While I think iNeuron is doing a great job of DEI in its practices and program operations, the DEI sessions at the annual meetings feel more like a box-ticking exercise than something substantive. I suggest either removing them altogether, or beefing them up so they are more impactful and engage specifically with the PIs.
- More training and meetings and touch bases
- Train meeting coordinators, or provide additional supports through facilitator training or some equivalent, in managing discussions and engagement.
- I wish there were more activities and mentorships for trainees
- More learning and team building opportunities.
- N/A **x3**
- Recognizing the experience of trainees, and the power of lead researchers.
- Communication currently occurs mainly between the PIs. I think it would be beneficial to include the trainees and establish a dedicated channel of communication with them as well. **x2**
- Increased emphasis and attention to EDI. We had a session at our last meeting but it was not well done and, in fact, was very frustrating to many individuals. The topic was primarily related to gender (not other aspects of EDI) and one of the presenters portrayed a sense of indifference & lack of seriousness. This may just have been the way this person presents, or perhaps it was a bad day. Regardless, it was very off-putting and likely made things worse instead of better.
- Better communication/collaboration between pillars.
- When a pillar meeting is organized and we cannot attend, there is no communication on what was discussed at the meeting.
- More communication across teams, as someone from an European lab I do not really communicate with other labs except during in person events or rarely in zoom meeting, though that is to be expected due to distance.
- More financial support for critical projects
- Better inter-pillar communication
- Connection between the pillars

- Supervise and train the supervisors: check that PhD candidates get enough support, useful feedback, reasonable expectations etc. (Not an iNeuron-only issue)
- More actionable items at the end of team meetings—what should each member do before the next meeting?
- To discourage racism
- Overall, I think Team iNeuron is great.
- Better collaborations between members of different pillars and providing opportunities to students to train or intern in different research pillars to foster collaboration and widen the student's skillset.
- I would like more stress on inclusiveness. We are for the most part a 'white' group. It would be helpful if we could include in some of the research presentations that the work is valid for all persons regardless of colour, creed, or sexual orientation.
- None
- More regular/organized pillar meetings.
- Good communication on the part of my project where my work is involved, but I know relatively little about the rest of the work, even within my own pillar, aside from the annual meeting
- More researchers info on their projects.
- Having more opportunities for trainees (e.g., networking, presentations, activities, social) to support their career growth
- More time to interact / more time for round table discussion
- Providing members with a list of new areas or Frontiers leadership is interested and allowing members to vote on vs presenting area
- It's great for me.
- More regular meetings

# Strengths & Improvements

## 26. What does EDI mean to you in the context of your scientific work and/or research?

- To me, EDI mean creating research environments where everyone—regardless of background, gender, culture, or career stage—has equal access to opportunities, recognition, and mentorship.
- To me, EDI in scientific research spans every stage of the process from how experiments are designed to ensure inclusivity and reduce bias, to how team members collaborate, communicate, and create a respectful, supportive environment. It also extends beyond the lab and team members to how research outcomes are shared and whom they benefit.
- In our research environment, EDI means ensuring that everyone is welcome, has equal opportunity/access to, and is encouraged to contribute in our research research, removing barriers to entry and retention within academia. It means sharing credit for work equitably. It also means making sure that we engage with stakeholders during the research process to make sure that we are conducting research that addresses the needs of the patient community and ensuring that the end product is accessible to the patients. It also means conducting our studies in ways to removes systemic bias so that we do not build therapeutics that are only fit for certain aspects of the population.
- N/A **x3**
- Not really applicable to an ABLE participant.
- To create an unbiased, inclusive, and diverse community for research, and to conduct research based on this
- Considering differences of diverse groups when designing research project and goals (ex. incorporating sex and, where possible, gender, race, and other biological and cultural differences)
- All of our opinions matter.
- Since I work with mouse models, ensuring that my work considers incorporates data from both sexes, as it may bring light to unknown sex based effects in my outcome.
- I don't know. I do know that EDI is not an add on, it's the core of how the team needs to organize, gather and dialogue.
- Active effort to give opportunities to all trainees.
- For me, EDI in the context of my research means providing equal opportunities to anyone who demonstrates the same level of skill and professionalism, regardless of their background, race, or minority status. **x2**
- It mostly means good practices at the time of hiring and supervising more junior researchers.

- EDI is relevant to the make up of the research team and the research itself. In establishing a team, it is important to consider who is and is not represented - and to work towards ensuring that more voices are included. In terms of the research - it is important to have diversity in who is participating in research and to increase knowledge/expertise in knowing how to broaden participation in research.
- Being part of a large project where everyone contribute his own specialty
- In terms of team diversity and inclusivity, as part of a minority myself, it is good that i do not feel discriminated, but no so much on my research itself, as it is non-applicable
- Ensuring equal opportunity
- Inclusive practices and equitable systems
- In my opinion, work towards equity is the most valuable
- I want to know how to create a supportive/EDI environment in my lab in the future.
- To me, EDI in health research involves prioritizing the needs of minority populations by engaging diverse individuals throughout all stages of the research process (e.g., co-design) and ensuring that the outcomes are accessible and beneficial to those communities.
- Maintaining a diverse goup of scientists on my team who feel safe and appreciated and respected for their contributions.
- It means, 'People are just people.' No one should be excluded and all should be respected.
- It means diversity and inclusivity are considered at all levels
- As a preclinical researcher, it is difficult to incorporate EDI in day to day activities per se. The best things we can do are ensuring we include male and female mice in our studies, and considering how different genetic polymorphisms (which can predispose people to disease) can be more prevalent in people with certain ethnic backgrounds. Stepping back from the day to day, I think including diverse team members is important. I also thing outreach is important. It doesn't have to be organised or grand, it can be talking to our friends and neighbours in our own communities. These informal conversions will build trust in communities which may have a distrust in medical research, and will inspire the next generation of researchers by showing them that a scientist can and does look like them, too!
- It means that members from diverse backgrounds are encouraged and able to participate in the team, and that the research is designed with awareness of its applicability to diverse populations

# Strengths & Improvements

## 26. What does EDI mean to you in the context of your scientific work and/or research? (cont'd)

- As a PWLE it has opened my eyes to the research being done and the future possibilities.
- Broaden the perspective and consider more variables in my current research.
- Having an environment where all individuals can contribute to the progress of the project; providing opportunities to underrepresented groups and encouraging their contribution; considering sex factors in experimental design and data interpretation.
- EDI is the only way/mandate that gets my community include in these spaces. History and last week are prof not all lives are valued the same. Some get drug trial opportunities and others are used to experiment on. BIG DIFFERENCE.
- Everyone should be judged by the content of their character and their work regardless of other attributes.
- Should be applied at the level of the research human samples, of the people conducting the research, and of who the research is disseminated to
- Important
- EDI is important on a variety of levels. It helps us to make sure that we create training environments that foster people to go forward under the understanding that they can realize their potential without barriers. It also informs the science that we do, by pushing us to engage in research that takes into account all of the various stakeholders, rather than just focusing on the perspective of the researcher.

# Strengths & Improvements

## 27. Any suggestions for cross-pillar collaboration and engagement?

- Enhanced cross-pillar training initiatives and structured opportunities for sharing specialized techniques and knowledge would significantly strengthen collaboration and engagement. Such efforts would promote alignment toward shared objectives, optimize resource use, and foster meaningful synergies across teams. It is exciting and encouraging to hear that our leads are already planning to further develop these initiatives. This is an impressive demonstration of team leadership for such an ambitious project to manage and guide, with potential for impactful outcomes across multiple levels. I would like to express my sincere appreciation to our outstanding leadership team for its vision and dedication.
- Some of this needs to be formalized more, as it feels that between the iNeuron meetings, I'm not hearing from or engaging with most of the members of other pillars.
- n/a x4
- I don't think it's well thought out just how the ABLE group's participation is expected to influence research outcomes. And perhaps that's expected with the novelty in the context of iNeuron of these forms of engagement.
- I think the collaboration is awesome and it should be maintained.
- Journal clubs, learning workshops (led by anyone, even trainees)
- Building opportunities for relationship building.
- More scheduled meetings.
- I don't have any suggestion.
- I don't know.
- Maybe dedicate a time slot within the annual meeting to foster such interactions.
- Hearing more from the pillars about how they would like to engage with ABLE would be very helpful. How can ABLE contribute to their research?
- Cross pillar meetings at the annual symposium?
- Distance between groups does not facilitate this, but maybe more (virtual) events, especially as a trainee I have very little contact with other team iNeuron persons outside my lab group.
- More opportunities to meet
- More frequent and structured communication
- No suggestions

- A short 30-minute to 1-hour virtual coffee chat to get to know members across the different pillars, which would particularly benefit new members! This could occur 2-3 times a year.
- Providing short-term (3 months) internship opportunities to students to learn a new skill from a lab belonging to a different pillar.
- The annual symposium facilitated collaboration. Specific reporting of collaborative efforts might encourage people to stay on track.
- More presentations, please.
- I appreciate those who post their accomplishments on Slack and hope to see more if it.
- Continue with showing us the research being done.
- Focusing on unearned privilege and opportunities that come from them.
- No, although cross-pillar interaction is somewhat limited.
- More frequent meetings involving all pillars
- These have to naturally occur



# Appendix

# Responses to Survey Questions



## Q7. Have you received any formal training on EDI (i.e., workshops, courses)?

- ABLE Get to know us workshop
- Unconscious bias, inclusive practices, non-violent communication, allyship
- iNeuron EDI training at the first symposium
- EDI workshop (my institution, university, online training, lecture) **x9**
- Online module for teaching assistant job
- University information
- EDI-AR training for schools, gov, community and justice.
- General executive leadership training courses.
- In the military we did EDI training yearly.
- University, professional training

## Q11. What barriers do you face when applying EDI to research?

- Funding support to include larger animal cohorts
- N/A **x5**
- Mostly funding related. Difficult to integrate EDI in research design
- Our lab consists of members from all over the world, all of whom bring unique contributions to the team. However, with respect to our daily activities, we work with animal models of disease only, so understanding how we can incorporate EDI into the fabric of our daily work is difficult (apart from including both male and female animals).
- funding
- Lack of funding for additional experiments required
- Don't do research, am PWLE
- I am not a researcher, so this does not apply other than I think all research should be done using EDI principles.
- Lack of decision making power
- I am not a researcher
- History of not having value
- None
- Lack of available samples
- Lack of resources - money and time.

## Q12. What training or resources would be most helpful in improving EDI in your research?

- Education the common sense of what EDI can bring (especially in the current cultural climate of anti-EDI movements)
- How to apply EDI to basic science research (and when it is needed)
- There needs to be training on even how to have these conversations while in the training.
- Inclusive collaborations
- N/A I'm not a researcher
- Inclusive research practices
- I have the resources
- I think most people at my career stage are aware of the problem, maybe it would help to train people with how to address these problems. Examples of practical measures
- Cannot answer as I am not a researcher

## Q14. Do you feel any of the following negatively impacts the fair treatment you receive from your Team iNeuron colleagues? (Select all that apply):

- None of the above and all of the above at the same time - meaning that I don't have enough experience and relationships to pinpoint one or the other but felt discomfort at times
- As an ABLE member we all seem to be a cohesive unit and all members are valued.

## Q22. (Strengths) Select the two best things about being a part of Team iNeuron:

- Being involved in a collaborative research project with potential to advance science and impact healthcare.

## Q23. (Improvements) If you could recommend one thing to make Team iNeuron a better place to work, what would it be:

- The DEI section of the iNeuron meetings feels more pointed at trainees than the PIs that can effect change
- Opportunities to learn and discuss our research topic (journal clubs, informal lab meeting style meetings)
- One member of the ABLE team sometimes feels awkward and we need to make her feel more at home with us.
- None