



GenomeCanada

# Genome Canada Research Applicant Demographics Tracking Initiative

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Genome Canada is committed to removing systemic barriers for equity-deserving groups in the genomics research ecosystem and to increasing the talent pipeline. As part of a larger, ongoing effort to advance our work in this area, we use research applicant demographic tracking for project leads and receptors for all of our funding opportunities. We use tracking data results to establish a baseline against which to measure our progress in supporting a more diverse group of lead investigators. Over time, the information tells us how well Genome Canada is supporting inclusion, diversity, equity, and accessibility.

## How and when we collect data

We use a five-minute **Research Applicant Demographics Questionnaire** to collect personal information that helps us understand the multiple intersecting identities that make up our research ecosystem. The questionnaire is sent by Genome Canada directly to Project Lead and Receptor applicants at the outset of any application cycle. All questions in our questionnaire are optional.

## How we manage access to data

The personal information collected is anonymous and is kept confidential. Authorized personnel within Genome Canada have access to raw questionnaire data. No other personnel have access to the data. Data is only accessed for the purposes of aggregation and is not linked to any other data or information.

## How we disaggregate data adjudication

No individual responses are made available to reviewers or to the regional Genome Centres. The information collected does not influence the adjudication of any applications. However, aggregate data is provided to the regional Genome Centres to retrospectively characterize the overall applicant pool, but only within strict privacy guidelines that do not identify any individual.

## How we store and manage data

The **Research Applicant Demographics Questionnaire** is hosted using a cloud-based survey provider, with data stored only on servers located in Canada. Following collection of data, this questionnaire is expunged, and the data will be internally stored and secured according to Genome Canada's [Corporate Privacy Policy](#) guidelines. Data is aggregated on at least an annual basis and all raw data is deleted at that time.

## For more information

All questions about the **Genome Canada Research Applicant Demographics Tracking Initiative** or our **Research Applicant Demographics Questionnaire** can be addressed to Wesley Oakes, Director, Equity and Indigenous Engagement, Genome Canada, via email at [woakes@genomecanada.ca](mailto:woakes@genomecanada.ca).