mentorship approaches, and initiatives aimed at ensuring an inclusive research and training environment and trainee growth (if applicable)."

- o Trainee demographic data is not requested or required to assess impacts resulting from consideration of equity, diversity and inclusion in the research and training environment.

Note: We used green font to highlight key action items, and bold to emphasize direct Merit Indicator linkages.

Part 2: Suggestions for content to consider

A. Most Significant Contributions to Research = Merit Indicator "Excellence of the Researcher":
As evidence of stature in your field, has your work promoted the inclusion and advancement of under-represented

Measures to ensure that there is a large diversity in your candidate pool:

Ensure that postings are disseminated broadly, such as through: professional organizations (e.g., scientific societies), targeted job listservs for equity deserving groups, resources for trainees such as the Queen's Women in Science & Engineering group and external organizations, e.g., the National Educational Association of Disabled Students.

Use non-gendered, inclusive and unbiased language in the job posting, and on your website:

Be aware of and promote various stakeholder organizations/units that support underrepresented groups and share appropriate resources with all team members.