NSERC Information Session
Scholarships and Fellowships
2018 Competition
Western University
Sarah Smith and Marcus Ward
September 13, 2017
Agenda

- Postgraduate Programs
- Postdoctoral Programs
- How to Apply
- Tips and Advice
- Diversity and Gender Equity Initiatives at NSERC
- Contact Information

Canada Graduate Scholarships – Master’s (CGS M)
Canada Graduate Scholarships-Master’s (CGS M)

<table>
<thead>
<tr>
<th>CGS M</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Value and duration?</strong></td>
</tr>
<tr>
<td><strong>Minimum Average?</strong></td>
</tr>
<tr>
<td><strong>Where to apply?</strong></td>
</tr>
<tr>
<td><strong>When and how to apply?</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>When are awards announced?</strong></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

* As determined by the host institution

In addition, you must:

- be a Canadian citizen or permanent resident of Canada
- intend to pursue a Master’s program with a significant research component
- have completed, as of December 31 of the year of application, between 0 - 12 months of studies in a Master’s/Doctoral program
  - Possibility of holding a CGS M for the first year of a doctoral program
- not have already held a CGS M
## Selection Criteria and Weightings

<table>
<thead>
<tr>
<th>Criterion</th>
<th>Weight (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Excellence</td>
<td>50</td>
</tr>
<tr>
<td>Research Potential</td>
<td>30</td>
</tr>
<tr>
<td>Personal Characteristics and Interpersonal Skills</td>
<td>20</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100</td>
</tr>
</tbody>
</table>

## Research Portal – Creating an Account

[Image of Research Portal with account creation interface]
Research Portal – Application Overview

Legend

Received by Administrator: The completed application has been successfully submitted to the institution by the applicant.
Offered: An offer has been made to the applicant by the institution.
Alternate: The application has been deemed meritorious in the institution’s competition; however, due to its ranking, falls below the allocation cut-off. The applicant is therefore on the alternate list. Should an award become available due to a decline, an applicant on the alternate list may receive an offer.
Not Offered: The application has been deemed not meritorious in the institution’s competition. Subsequent offers may not be made to the applicant.
Ineligible: The application has been deemed ineligible based on the eligibility criteria outlined in the funding opportunity description.
Accepted: The offer has been accepted by the applicant.
Declined: (a) the offer from the institution has been declined by the applicant, or (b) an offer from an institution has been accepted by the applicant; therefore, all other pending offers are automatically set to “Declined”, or (c) an offer that has not been accepted within 31 days from the date of offer.
Deferred: Before commencing an award, the applicant may defer an award for up to two years, for a maximum of one year at a time, but only for reasons of maternity, child rearing, illness, or health-related family responsibilities.

Research Portal – Completing the Modules
Research Portal – Identification

Research Portal – Proposed Host Organization
## Research Portal – Summary of Proposal

### Summary of Proposal

<table>
<thead>
<tr>
<th>Title</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canada Graduate Scholarships-Master’s Program</td>
<td></td>
</tr>
</tbody>
</table>

### Activity Details

### Certification Requirements

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the proposed research involve humans as research participants?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Does the proposed research involve human placental stem cells?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Does the proposed research involve animals?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Does the proposed research involve controlled drugs and/or substances?</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

### Soc. and Gender Based Analysis

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does this application propose research involving Aboriginal people?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Are sex (biological) considerations taken into account in this proposal?</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Are gender (socio-cultural) considerations taken into account in this proposal?</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

### Describe

#### Keywords

List up to 10 keywords that best describe the proposal.

1. 
2. 
3. 

#### Fields of Study

Indicate and rank up to three primary fields of study relevant to your proposal, with 1 being the most relevant and 3 the least relevant.

1. 
2. 
3. 
Outline of Proposed Research

- Consists of two separate sections:
  - Outline of proposed research (maximum one page)
  - Bibliography/citations (maximum one page)

- Provide detailed description of your proposed research project for the period during which you will hold the award
  - Describe the objectives, hypothesis, experimental or theoretical approach, methods and procedures to be used
  - Position your proposed research within the context of current knowledge in the field
  - Describe the significance of the research project to the field of research, as appropriate

- If you have not yet decided on a specific project, you must still provide a detailed description of a research project that interests you

Outline of Proposed Research – Cont’d

- If your degree program does not involve a thesis, clearly indicate the research component of your proposed work

- Only one outline of proposed research can be attached, even if you apply to more than one institution

- Your application may be reviewed by a broad audience not necessarily in your direct area of research

- Use clear, plain language and avoid jargon

- Follow the directives provided in the instructions for completing an application
Research Portal – Attachments

Research Portal – Attaching a Canadian Common CVs (CCV)
Research Portal – CCV Confirmation Number

Research Portal – Invitations
Research Portal – Notification of Results

CGS M – Important Reminders

- Plan ahead
- Read the program documentation
- Allow enough time for your references to complete their assessments
  - We recommend sending invitations by November 1
- Application deadline: December 1, before 8:00 p.m. (ET)
- Results will be posted on the Research Portal as of April 1
CGS M Contact Information

- CIHR
  Email: cgsma@cihr-irsc.gc.ca
- NSERC
  Email: schol@nserc-crsng.gc.ca
- SSHRC
  Email: fellowships@sshrc-crsh.gc.ca

Postgraduate Scholarships
# Canada Graduate Scholarships-Doctoral / NSERC Postgraduate Scholarships-Doctoral (CGS/PGS D)

<table>
<thead>
<tr>
<th></th>
<th>CGS D</th>
<th>PGS D</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Value and duration</strong></td>
<td>$35,000 per year for 2 or 3 years</td>
<td>$21,000 per year for 2 or 3 years</td>
</tr>
<tr>
<td><strong>Who can apply?</strong></td>
<td>• Canadian citizen</td>
<td>• Canadian university</td>
</tr>
<tr>
<td></td>
<td>• Permanent resident of Canada</td>
<td>• Foreign university ONLY if you already have at least one Canadian NSE degree</td>
</tr>
<tr>
<td><strong>Where can you hold the award?</strong></td>
<td>• Canadian university</td>
<td>• Canadian university</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Foreign university ONLY if you already have at least one Canadian NSE degree</td>
</tr>
</tbody>
</table>

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### CGS/PDS D

<table>
<thead>
<tr>
<th></th>
<th>CGS/PDS D</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Eligibility</strong></td>
<td>Master’s to PhD</td>
</tr>
<tr>
<td><strong>As of December 31 of the year you apply</strong></td>
<td>Bachelor’s to PhD (direct-entry)</td>
</tr>
<tr>
<td>0-24 months in PhD</td>
<td>4-36 months in PhD</td>
</tr>
<tr>
<td><strong>Minimum Average</strong></td>
<td>First-class in each of the last two years of completed study (full-time equivalent) as determined by your university</td>
</tr>
</tbody>
</table>
### Selection Criteria and Weightings

<table>
<thead>
<tr>
<th>Criterion</th>
<th>Weight (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Excellence</td>
<td>30</td>
</tr>
<tr>
<td>Research Ability or Potential</td>
<td>50</td>
</tr>
<tr>
<td>Communication, Interpersonal, and Leadership Abilities</td>
<td>20</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

### Where do you apply and when?

- **Apply through your current university if:**
  - You are currently registered at, or are on an approved leave of absence from, a Canadian university in a degree program

- **Apply through the university where you were registered if:**
  - You are not currently registered at a university or are registered, but not in a degree program, and you graduated from a degree program from a Canadian university during the calendar year in which you are applying

**Deadline:** verify with your university!
Where do you apply and when?

Apply **directly** to NSERC ONLY if:

- You are currently registered at a foreign university
- You are not currently registered at a university or are registered, but not in a degree program, and you graduated from a degree program prior to January of the year of application
- **Deadline:** Applications must be received electronically by 8 PM (ET) on October 16

What happens to your PGS D application at the university?

1. Your application is submitted electronically by the university deadline
2. SLO gives read access to department/internal selection committee for their recommendation
3. Internal selection committee select applicants to fill NSERC quota
4. University sends quota of applications electronically to NSERC
5. University informs students of their results in the internal selection process
What happens to your PGS D application at NSERC?

- NSERC staff verify eligibility of applicant and proposed research
- Selection Committee members review applications
- Final ranked list is produced
- Top-ranked applicants are offered CGS D
- PGS D offered to next group of meritorious applicants
- Results are announced by email by the end of March

Scholarships and Fellowships Selection Committees

<table>
<thead>
<tr>
<th>Earth Sciences</th>
<th>Evolution and Ecology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mathematical Sciences</td>
<td>Physics and Astronomy</td>
</tr>
<tr>
<td>Chemistry</td>
<td>Cellular and Molecular Biology</td>
</tr>
<tr>
<td>Civil, Industrial and Systems Engineering</td>
<td>Chemical, Biomedical and Materials Science Engineering</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>Psychology</td>
</tr>
<tr>
<td>Plant and Animal Biology</td>
<td>Computing Sciences</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td></td>
</tr>
</tbody>
</table>

IMPORTANT: The research subject code you select in your application will determine your Selection Committee
Vanier Canada Graduate Scholarships (Vanier CGS)

<table>
<thead>
<tr>
<th>Vanier CGS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Value</strong></td>
</tr>
</tbody>
</table>
| **Open to:** | • Canadian citizens  
• Permanent residents of Canada  
• Foreign citizens |
| **Minimum Average** | First-class in each of the last two years of completed study (full-time equivalent) as determined by your institution |
| **How and when do I apply?** | You must be nominated by a Canadian Institution with a Vanier CGS quota; Institutional nomination by November 1, 2017 at 8:00 p.m. (ET)* |
| **When are awards announced?** | By the end of March |

* Contact your Office of Graduate Studies for the university-specific deadline
# Canada Graduate Scholarships – Michael Smith Foreign Study Supplements (CGS-MSFSS)

<table>
<thead>
<tr>
<th>CGS-MSFSS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Value</strong></td>
</tr>
</tbody>
</table>
| **Open to:** | • Canadian Citizens or Permanent Residents of Canada  
• registered at an eligible Canadian institution  
• have accepted or hold a CGS (Master’s or Doctoral) or Vanier CGS (if eligible)  
• must not have accepted a previous CGS-MSFSS |
| **How to apply:** | Applications are submitted through the University, within their assigned allocation |
| **Duration:** | 3 to 6 months |

*Contact your Office of Graduate Studies for the university-specific deadline*

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# Foreign Study Supplements in Taiwan

<table>
<thead>
<tr>
<th>Foreign Study Supplement in Taiwan</th>
</tr>
</thead>
</table>
| **Value** | CAD $2,500 Contribution from NSERC  
TWD 41,000 from Ministry of Science and Technology in Taiwan |
| **Open to:** | • you must hold an active NSERC postgraduate scholarship (PGS), Canada Graduate Scholarship (CGS) or Vanier CGS; or  
• your academic supervisor must hold an active NSERC Discovery Grant, Collaborative Research and Training Experience (CREATE) Grant or Strategic Partnership Grant; and  
• you must be pursuing studies in natural sciences or engineering or both. |
| **How to apply:** | Apply directly to NSERC. Contact scho@nserc-crsng.gc.ca for application form and instructions. Applications must be received at NSERC by February 1 each year. |
| **Duration:** | 8 weeks (set dates) |
Aboriginal Ambassadors in the Natural Sciences and Engineering Award (AANSE)

<table>
<thead>
<tr>
<th>AANSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
</tr>
<tr>
<td>To be eligible, you must:</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>How to apply:</td>
</tr>
<tr>
<td>Minimum average for students:</td>
</tr>
</tbody>
</table>

* NSERC uses the Canadian Constitution Act, 1982 definition of Aboriginal peoples as including the Indian, Inuit, and Métis peoples of Canada.

Postdoctoral Fellowships
NSERC Postdoctoral Fellowships (PDF)

<table>
<thead>
<tr>
<th></th>
<th>PDF</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Value and duration?</strong></td>
<td>• $45,000 per year for two years</td>
</tr>
<tr>
<td><strong>When and how to apply?</strong></td>
<td>• By 8 PM (ET) on October 16, 2017</td>
</tr>
<tr>
<td></td>
<td>• NSERC Online System</td>
</tr>
<tr>
<td><strong>Who can apply?</strong></td>
<td>• Canadian citizens</td>
</tr>
<tr>
<td></td>
<td>• Permanent residents of Canada</td>
</tr>
<tr>
<td><strong>Where can you hold the award?</strong></td>
<td>• Canadian universities</td>
</tr>
<tr>
<td></td>
<td>• Provincial research institutions in Canada</td>
</tr>
<tr>
<td></td>
<td>• Other appropriate research laboratory in Canada</td>
</tr>
<tr>
<td></td>
<td>• Universities and research centres abroad (PhD must be from Canadian university)</td>
</tr>
<tr>
<td><strong>What is the eligibility window?</strong></td>
<td>• PhD must have been completed after October 16, 2015 (some exceptions)</td>
</tr>
<tr>
<td><strong>When are awards announced?</strong></td>
<td>• Mid-January 2018</td>
</tr>
</tbody>
</table>

Selection Criteria and Weightings

<table>
<thead>
<tr>
<th>Criterion</th>
<th>Weight (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Excellence</td>
<td>n/a</td>
</tr>
<tr>
<td>Research Ability or Potential</td>
<td>70</td>
</tr>
<tr>
<td>Communication, Interpersonal, and Leadership Abilities</td>
<td>30</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

NOTE: You can only apply once to the PDF program
What happens to your PDF application at NSERC?

NSERC staff verify eligibility of applicant and proposed research → Selection Committee members review applications → Top-ranked applicants are discussed at competition meeting (larger committees may pre-award some applications)

Final ranked list is produced → Results are announced in January

PDF Application Statistics

<table>
<thead>
<tr>
<th>Competition Year</th>
<th>Applications Received</th>
<th>Awards Offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>600</td>
<td>100</td>
</tr>
<tr>
<td>2015</td>
<td>600</td>
<td>100</td>
</tr>
<tr>
<td>2016</td>
<td>600</td>
<td>100</td>
</tr>
<tr>
<td>2017</td>
<td>600</td>
<td>100</td>
</tr>
</tbody>
</table>

Success Rate:
- 2014: 20.7%
- 2015: 30.8%
- 2016: 31.1%
- 2017: 33.5%
Should you apply during or after your PhD?

![Graph showing success rate over competition years]

\[ \chi^2 = 0.0858, \ p = .77 \]

Banting Postdoctoral Fellowships

<table>
<thead>
<tr>
<th>Value and duration?</th>
<th>$70,000 per year for two years</th>
</tr>
</thead>
<tbody>
<tr>
<td>When and how to apply?</td>
<td>By 8 PM (ET) on September 20, 2017</td>
</tr>
<tr>
<td></td>
<td>ResearchNet</td>
</tr>
<tr>
<td>Who can apply?</td>
<td>Canadian citizens</td>
</tr>
<tr>
<td></td>
<td>Permanent residents of Canada</td>
</tr>
<tr>
<td></td>
<td>Foreign citizens</td>
</tr>
<tr>
<td>Where can you hold the award?</td>
<td>Canadian universities</td>
</tr>
<tr>
<td></td>
<td>Foreign universities</td>
</tr>
<tr>
<td></td>
<td>Affiliated research hospitals, colleges and not-for-profit organizations with a strong research mandate and capacity</td>
</tr>
<tr>
<td>Selection Criteria? (weighted equally)</td>
<td>Research excellence and leadership in the research domain</td>
</tr>
<tr>
<td></td>
<td>Quality of applicant's proposed research program</td>
</tr>
<tr>
<td></td>
<td>Institutional commitment and demonstrated synergy between applicant and institutional strategic priorities</td>
</tr>
</tbody>
</table>
How to Apply

Completing Form 201 – Application for a Postgraduate Scholarship or a Postdoctoral Fellowship
Form 201 – Academic Background

Form 201 - Academic Background

Include only current and past degree programs. Please use the section "Other" for any additional degree.

Type of degree Bachelor's

Institution

Use the 'List...' button

List...

Name if not available

Department

Use the 'List...' button

Name if not available

Country

Period of study

Started

YY

mm

Awarded/Expected

YY

mm

Name of discipline

(50 chars)

Type of degree Master's

Institution

Use the 'List...' button

List...

Name if not available

Department

Use the 'List...' button

Name if not available

Country

Period of study

Started

YY

mm

Transferred to Ph.D. without

presentation/master's

Previous occupation 2 of 6

Period of employment from

YY

mm

Type of appointment

Position held

Organization

Department

Supervisor

Nature of work

(100 chars)

Previous occupation 1 of 6

Period of employment from

YY

mm

Type of appointment

Position held

Organization

Department

Nature of work

(100 chars)

Current occupation 1 of 6

Period of employment from

YY

mm

Type of appointment

Position held

Organization

Department

Nature of work

(100 chars)

Form 201 – Work Experience

Form 201 - Work Experience

Beginning with the most recent, list your academic, research and other relevant work experience. In the nature of work field, indicate if you gained the experience during a program of study.

Current occupation 1 of 6

Period of employment from

YY

mm

Type of appointment

Position held

Organization

Department

Nature of work

(100 chars)
Form 201 – Scholarships and Other Awards Offered

Form 201 – Location of Tenure
Form 201 – Thesis Information

Form 201 - Thesis Information
Information on theses completed or in progress. For completed degrees, indicate the date by which you completed all degree requirements (not the convocation date). This includes your thesis defence, corrections, and deposition of thesis.

- **Degree**
  - (60 chars)
- **Supervisor**
  - (60 chars)
- **Date degree requirements completed**
  - (mm dd yyyy)
- **Title of the thesis**
  - (200 chars)

Form 201 – Keywords / Research Subject Code

Form 201 - Key Words / Research Subject Code
The Research Subject Code entered on the application will determine the selection committee in which the application will be evaluated. Consult the List of Research Subject Codes for Scholarships and Fellowships before making your selection.

- **Research subject code**
  - Enter the 'List' button

- **Key words**
  - List up to ten (10) key words that describe your proposed research (for example, nuclear physics, geochemistry, etc.)

- (Enter)
Advice and Tips on Completing Form 201

Tips on applying for an NSERC scholarship or fellowship
Selection Committee Member Presentation
and/or Video

https://www.youtube.com/watch?v=GvUsRO9ZB8E
General (but important!) tips

- Read the Program Guide
- Read the Application Instructions
- Read the Selection Committee Guide

What makes a good research proposal?

- Write the proposal yourself
- Be as clear as possible
- Describe the objectives, hypothesis, experimental approach, methods, significance, etc.
- Clearly explain the significance to the NSE
- Make your proposal understandable for the whole committee whose members will have a broad range of expertise
- Do not repeat info from the Thesis section (you can refer to it)
- Focus on what you will be working on during the tenure of the award
- Maximum of one page in length (including references)
Making sure your research and your program are eligible at NSERC

- NSERC supports research whose major challenges lie in the natural sciences and engineering (NSE), other than the health sciences
- Applications containing research proposals that are not eligible under these guidelines may be rejected
- Consult NSERC’s Eligibility Criteria for Students and Fellows (Guidelines and Addendum)
- You can only apply to one agency per academic year
- For doctoral and postdoctoral awards, NSERC does not support programs that include a professional component (i.e., MD/PhD)

Justifying the eligibility of your research

- Complete the Justification for Eligibility of Proposed Research section if your research has any potential overlap with health or social sciences
- This section is used by NSERC staff to determine the eligibility of your proposed research; it is not seen by the selection committees
- Use plain language to explain why you believe that your research is eligible at NSERC
- It should not be another description of your research project
- It should be a short explanation (a paragraph is fine, you do not need to use the whole page)
Contributions and applicant’s statement

- Part 1: Articles published, accepted, submitted
- Part 2: Most significant contributions to R&D
- Part 3: Applicant’s statement:
  - research experience
  - relevant activities
  - special circumstances

Page limits: PGS D – 2 pages / PDF – 4 pages

No updates accepted once application is submitted

Common mistakes when writing proposal / contributions / statement

- Lack of focus or coherence
- Repetitiveness
- Failure to cite important work in the area
- Failure to cite recent relevant work
- Citing too many irrelevant articles
- Relying too much on secondary sources (lack of understanding)
- Too much detail on minor issues; too little detail on major issues
- Research contributions not properly highlighted
- Impact / importance of research not explained
Transcripts

- Follow the transcript guidelines in the Form 201 Instructions; your application will be rejected if you have not followed these instructions.

- Transcripts must be:
  - up-to-date
    - dated or issued in the current fall session or after the last term during which you were registered (even if there are no grades or updates)
  - Official
    - issued by the Registrar’s Office (not web transcripts)
  - included for each program listed under your Academic Background

- You are responsible for ensuring all transcripts have been uploaded according to the guidelines (even if your university does the uploading).

Reports on the Applicant

- Who should you ask to write your reports?
  - Your thesis supervisor
  - Another person familiar with your research and other abilities
  - Not your proposed supervisor (unless they are currently or have been your supervisor)

- How do you invite your referees to complete the reports?
  - Enter their names and email addresses in the online system; the system will send them an email with instructions
  - Invite them well in advance of the deadline; your application cannot be submitted without these reports
Where to get additional information?

- Resource videos on NSERC website:
  - Tips on applying for an NSERC scholarship or fellowship
  - Demystifying the review process for NSERC scholarships and fellowships
  - Program guides and application tutorials
    

- See NSERC website for other opportunities and supplements

Diversity and Gender Equity Initiatives at NSERC
**What is gender equity?**

- Fair process of allocating resources and decision making
- Measures necessary to eliminate discrimination and inequalities between women, men and gender diverse people
- Equal opportunities
- *Equity* is a means. *Equality* is the result we are striving for

**Diversity and gender equity as components of research excellence**

- Studies have shown that research quality is improved when:
  - sex, gender, and diversity are taken into account in the experimental design
  - research teams are diverse

- “The goals of excellence and equity are both compatible and mutually supporting. Sound equity practices ensure that the largest pool of qualified candidates is accessed….“
  (Canada Research Chairs Peer Review Guidelines)
Commonly experienced barriers

- Multiple factors contribute to low % of women and under-represented populations in NSE
  - Few role models
  - Unconscious biases
  - Microaggressions
  - Stereotype threat
  - Gendered language
  - Assumed linearity of scientific career paths

**WWEST's Gender Diversity in STEM**, co-authored by CWSE past chair Elizabeth Croft

Barriers – unconscious bias

NSERC initiatives that affect students and postdoctoral fellows

- Selection committees must have at least 20% women (30% by 2020)
- Members must complete gender equity training modules and references are encouraged to do so
- List of examples of activities demonstrating communication, interpersonal, and leadership skills expanded to include recognition for science promotion, outreach, volunteer work, coaching, clubs, civic engagement, etc.
- Parental leave policies
  - 6 month paid parental leave available (regardless of your eligibility for other paid parental leave)
  - part-time options available for parental and family responsibilities
  - extension of PDF eligibility window for parental leave
- Applicants are evaluated on their active period, excluding leaves
- Equity data of applicants will be collected to better inform policy and program decisions
- Applications from qualified Indigenous doctoral applicants may be submitted in addition to university quotas

Gender Summit 11

The Gender Summit links hundreds of delegates active in research and initiatives related to gender equity from around the globe. These action-based events aim to make gender equality the norm and to embed it as a primary dimension of quality in research and innovation.

EMBRACING PLURALISM AND THRIVING THROUGH DIVERSITY – SHAPING SCIENCE AND INNOVATION
November 6-8, 2017 – Montreal, Canada
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