



NDRIO

New Digital
Research Infrastructure
Organization

NOIRN

Nouvelle organisation
d'infrastructure de
recherche numérique

**Researcher Council
Applications / Nominations
Frequently Asked Questions
(FAQs)**

August 4, 2020

[EngageDRI.ca](https://engageDRI.ca)

About NDRIO

1. What is NDRIO?

The [New Digital Research Infrastructure Organization](#) (NDRIO) is a national not-for-profit membership-based organization playing a critical role helping to advance the establishment of a researcher-focused, accountable, agile, strategic and sustainable Digital Research Infrastructure (DRI) ecosystem for Canadian researchers.

Established in 2019, NDRIO will work with other DRI ecosystem partners and stakeholders across the country to help provide Canadian scholars and scientists with the digital tools, services and infrastructure they need to support leading-edge research, innovation and advancement across all disciplines.

NDRIO's mandate is critical to all of Canada's academic researchers, our country's ability to remain globally competitive, and our collective ability to benefit society as a whole.

2. How is NDRIO funded?

The Government of Canada, through Innovation, Science and Economic Development Canada (ISED), has set aside up to \$375M over five years to establish NDRIO. This is part of the federal government's broader five-year commitment of \$572.5M to develop a national Digital Research Infrastructure (DRI) strategy.

3. What is NDRIO's mandate?

The New Digital Research Infrastructure Organization (NDRIO) will coordinate and fund activities in advanced research computing (ARC), data management (DM) and research software (RS) components of the DRI strategy, working collaboratively with all stakeholders across Canada. Membership is not required to access the programs of NDRIO, which will be made available to eligible researchers and research institutions across Canada.

About the Researcher Council

4. What is the role of the Researcher Council?

The Researcher Council will make recommendations and provide strategic advice to the NDRIO Board of Directors and management **on researcher needs for DRI infrastructure and services**.

The Researcher Council will ensure that the diversity of researcher voices is represented to NDRIO. Members of the Researcher Council do not advocate for their own interests or respective disciplines, but rather represent the interests of all researchers.

The Researcher Council is a critical component of NDRIO's commitment to involve the research community as it designs a new service delivery model supporting Canada's new Digital Research Infrastructure (DRI) strategy. The Researcher Council will help assess the DRI landscape, summarize the research community's DRI needs, provide strategic vision, and serve as ambassadors for NDRIO's mandate.

5. What else can you tell me about the Researcher Council?

The Researcher Council will be composed of 15-20 members. It will make recommendations to the NDRIO Board of Directors on researcher DRI needs and work with NDRIO management at the operational level to develop a researcher needs assessment to ensure that researcher needs inform strategic plans, activities and work planning. The researcher needs assessment will not only indicate researcher needs, but also provide the current and future context for those identified needs.

The Researcher Council will choose its Chair from among its members. All other Researcher Council matters are determined by the NDRIO Board, including the approval of members.

6. How will the Researcher Council be supported?

The Researcher Council will be well supported by dedicated resources, including the NDRIO management team, sector experts, specialized sub-committees and working groups that will be established as necessary.

About Researcher Council Recruitment

7. How can I become a member of the Researcher Council?

All qualified candidates will be considered for the Researcher Council. Candidates can apply directly using the [application form](#) posted on NDRIO's website or they may be nominated by NDRIO's Primary Member institutions. Primary Members have the opportunity to nominate a range of potential candidates to help achieve NDRIO's diversity objectives. We welcome candidates from all sources who share the Researcher Council's vision and commitment to advancing Canada's digital research infrastructure. Applications and nominations for the inaugural Researcher Council are due **Sunday, August 23, 2020**.

8. What are the required skills and qualifications of Researcher Council members?

We are looking for candidates with Digital Research Infrastructure (DRI) experience who can address and negotiate competing DRI interests, demonstrate strategic thinking and vision, and communicate effectively. Only those applicants/nominees who have experience in any one of the DRI domains (ARC, RS or DM) need apply. Researchers should come from a post-secondary institution, research hospital and/or affiliated institute that is eligible for Tri-Council grants.

Only faculty may apply for a position on the Researcher Council. There will be many other opportunities for other non-faculty professionals, including technical staff, to participate in expert working groups that will support the work of the Researcher Council.

The Researcher Council will represent the diversity of the national research enterprise including research discipline; institution; geographic and linguistic diversity; and diversity between established and emerging researchers. The New Digital Research Infrastructure Organization is committed to the principles of Equity, Diversity, and Inclusion (EDI).

Researcher Council members will represent the diversity of the interests of all researchers, not only their respective disciplines.

9. Can you describe the Researcher Council recruitment process?

NDRIO's Board of Directors appointed an interim [Researcher Advisory Group](#) to advise it on the establishment of the permanent Researcher Council, including the development of a [draft governance model](#). The Researcher Advisory Group is working hard to establish the permanent Researcher Council by September 2020.

The Researcher Advisory Group launched the Researcher Council recruitment process on Tuesday, August 4, 2020 and it will remain open until **Sunday, August 23, 2020**. (This deadline may be extended, as appropriate).

The Researcher Advisory Group will undertake the review and evaluation process against selection criteria. Selection criteria include digital research infrastructure (DRI) experience, ability to address and negotiate competing DRI interests, demonstrated strategic thinking and vision, and effective communication skills. The Researcher Advisory Group will recommend a slate of Researcher Council candidates to the NDRIO Board of Directors, who will make the final decision on the Researcher Council membership.

NDRIO will announce the Researcher Council at the Annual General Meeting on September 24, 2020.

10. How do NDRIO Primary Members nominate candidates for the Researcher Council?

NDRIO Primary Member (Voting) institutions can nominate candidates to the Researcher Council as per NDRIO's [By-Laws](#). The list of Primary Members is provided [here](#). Given the strength of their research activities across the country, Primary Members are invited to nominate a range of Researcher Council candidates to help ensure that the diversity of researcher voices is represented to the NDRIO Board and management.

For nominations by Member universities, research hospitals and/or affiliated institutes, candidates are asked to complete the [application form](#) and also provide the name and contact details of the Vice President of Research. For nominations by Member colleges and other post-secondary institutions, candidates are asked to complete the application form and provide the contact details of the President and/or Vice President of their institution.

11. Why is there a Primary Member nomination process and also an open application process?

Our objective is to recruit the best candidates to the Researcher Council. NDRIO's By-Laws allow for Primary Member nominations to the Researcher Council. For reasons of diversity and inclusion, NDRIO welcomes applications from all potential candidates from all sources who share the Researcher Council's vision and commitment to advancing Canada's research infrastructure.

In addition to Primary Member nominations, the recruitment of the Researcher Council will take place through an open-posting process and targeted outreach to Member institutions, organizations and researchers.

The Researcher Council will include members who reflect the diversity of the Canadian research enterprise including diversity of research discipline; institution; geographic and linguistic

diversity; and diversity between established and emerging researchers. Researcher Council members will need to have experience in ARC, RS and/or DM domains.

12. Can Associate Members make nominations?

NDRIO's [By-Laws](#) provide the opportunity for Primary Members to make nominations to the Researcher Council. That being said, NDRIO encourages applications from all qualified candidates to ensure a diverse pool of candidates. The recruitment process will take place through an open-posting process and targeted outreach to Member institutions, organizations and researchers. There will be ample opportunity for Associate Member organizations and others in the DRI space to participate in NDRIO, including helping to shape Researcher Council findings and recommendations.

13. Can members of other large science organizations such as the Canadian Light Source (CLS), SNOLAB, TRIUMF, etc. make nominations to the Researcher Council?

NDRIO's [By-Laws](#) provide the opportunity for Primary Members to make nominations. However, individual researchers associated with large science organizations are encouraged to apply. There will also be ample opportunity for large science organizations, as noted above, to have an active role in shaping the Researcher Council findings and recommendations.

These organizations also have expertise that will be leveraged by NDRIO management in the development of the researcher needs assessment. Large science organizations can play a key role in making qualified researchers aware of NDRIO's Researcher Council recruitment. In addition, the Researcher Council may seek to establish specialized committees and/or working groups with expertise from these organizations to provide expert advice on specific technical areas.

14. How will the diversity objective be achieved?

The Researcher Advisory Group has developed a careful selection process that considers selection criteria including research discipline; institution; geographic and linguistic diversity; and diversity between established and early-career researchers. Final decisions on Researcher Council candidates will be made by the NDRIO Board of Directors.

The Researcher Advisory Group is composed of multi-disciplinary researchers who are committed to an open and transparent selection process. Equity, diversity and inclusion (EDI) considerations will be key in the review process and in their recommendations to the NDRIO Board.

15. What is meant by early-career researcher?

Early-career researchers (ECR) are applicants who have held an independent academic position for five years or less at a university. College early-career researchers have been employed for five years or less in a college and have been engaged in research projects in the applied research office and/or technology access centre.

An independent academic position in a university is a position that:

- is a university faculty appointment (tenured or non-tenured);

- requires that the researcher engages in research that is not under the direction of another individual;
- authorizes the researcher to supervise or co-supervise the research of students registered in an undergraduate or graduate degree program, or postdoctoral fellows.

About Researcher Council Recruitment Logistics

16. What is the time commitment expected for Researcher Council members?

We welcome candidates who are available for different term lengths, as staggered membership terms provide for terms of up to one, two and three years, providing continuity and smooth transition between members. The Researcher Council Chair, to be selected by Researcher Council members from within the group, will work with members to determine term lengths.

We expect the Researcher Council to meet monthly, with a significant time commitment at the outset given NDRIO is a start-up organization.

17. Do applications require references?

No, the application/nomination form provides a good insight into candidates' qualifications and skills. If further information is required, we will reach out to the respective candidate directly.

18. How much time should an applicant dedicate to the Researcher Council application form?

The time it will take to complete the [application form](#) will differ from one applicant to the next; however, we estimate it will take approximately 45 minutes.

About Section 4 of the Application Form: Self-Identification Section

The **optional** self-identification questionnaire is based on the federal Tri-Council questionnaire last updated on May 27, 2020 and is currently being used by the Canada Research Chairs Program. The questions are primarily based on the current standards used by Statistics Canada in census questionnaires, and wording from federal legislation, including the *Employment Equity Act* and *Accessible Canada Act*. The wording in the questions is based on research and analysis of current approaches to self-identification, as well as targeted engagement with stakeholders and experts. The terminology and approach to the questions seek to balance inclusion, respect for privacy and reportability.

19. Can I identify in more than one group?

Yes, individuals can self-identify in all groups that apply to them.

20. Why am I being asked to self-identify?

In accordance with privacy best practices and applicable privacy legislation, organizations such as NDRIO can collect personal information such as self-identification information directly from the individual. The organization must inform the individual of the specific purposes for collecting their personal information and how it can be used and disclosed and must obtain their consent for the collection.

21. Am I required to fill out the self-identification questionnaire to complete the Researcher Council application?

No, you are not required to complete any or all of Section 4 as part of your Application/Nomination. Your responses to Section 4 are completely voluntary and you will not be penalized for not completing Section 4. You may complete part or all of this survey, or, if you do not wish to complete this survey, you can skip it to complete your application/nomination.

22. Is my data collected and kept confidential?

Your data will be collected, used, disclosed and retained in accordance with privacy best practices and applicable privacy legislation.

23. Why are there eight identification categories?

The questionnaire covers eight dimensions: age, gender identity, sexual orientation, Indigenous identity, visible minority identity, population group, disability and language. While the questionnaire does not include every important diversity dimension, these eight dimensions cover aspects of identity that are generally recognized as being impacted by bias and discrimination in the post-secondary research sector.

24. Can you clarify what is being asked by gender identity?

The **gender identity question** prompts the respondent to indicate the identity (or term) that best describes them at the present time. The question does not ask about sex assigned at birth or sexual orientation.

“Gender identity” refers to a person’s internal sense of being a woman, man, both, neither or somewhere along the gender spectrum. It influences how people perceive themselves and each other, how they act and interact and the distribution of power and resources in society. The question recognizes that gender identity can change over time.

The gender identity categories offered as potential responses represent the considerable diversity in how individuals and groups understand, experience and express gender identity.

The response options for this question are defined as follows:

- **Gender fluid** refers to a person whose gender identity or expression changes or shifts along the gender spectrum.
- **Man** refers to a person whose current gender identity aligns with characteristics conventionally associated with males.
- **Nonbinary** refers to a person whose gender identity does not align with a binary understanding of gender such as man or woman.
- **Trans man** refers to a person whose sex assigned at birth is female, and who identifies as a man.

- **Trans woman** refers to a person whose sex assigned at birth is male, and who identifies as a woman.
- **Two-Spirit** is a term used by some North American Indigenous people to indicate a person who embodies both female and male spirits or whose gender identity, sexual orientation or spiritual identity is not limited by the male/female dichotomy.
- **Woman** refers to a person whose current gender identity aligns with characteristics conventionally associated with females.

25. Can you clarify what is being asked about sexual orientation?

The sexual orientation question asks the respondent to select how they currently identify. The response options for this question are defined as follows:

- **Asexual** refers to a person who identifies as feeling very little or no sexual desire.
- **Bisexual** refers to a person who identifies as being sexually attracted to people of their sex and/or gender and people of a different sex and/or gender.
- **Gay** refers to a person who identifies as being sexually attracted to people of their sex and/or gender.
- **Heterosexual** refers to a person who identifies as sexually attracted to people of a different sex and/or gender.
- **Lesbian** refers to a person who identifies as a woman and as being sexually attracted to women.
- **Pansexual** refers to a person who identifies as being sexually attracted to another person regardless of their sex or gender.
- **Queer** refers to a person whose sexual orientation differs from the normative binary vision of sexuality.
- **Two-Spirit** is a term used by some North American Indigenous people to indicate a person who identifies as embodying both female and male spirits or whose gender identity, sexual orientation or spiritual identity is not limited by the male/female dichotomy.

26. Can you clarify what is being asked by Indigenous identity?

The **Indigenous identity question** asks the respondent if they identify as an Indigenous person. This question is about personal identity, not legal status or registration.

27. Can you clarify what is being asked by population group?

The **population group** options listed are those used by Statistics Canada in the national census. Population group should not be confused with citizenship or nationality. Respondents may select all categories that apply.

If a nominee or chairholder has already identified as an Indigenous person and does not identify with any other population group, they are asked to select “population group not listed above” and specify Indigenous.

28. Disability – can you clarify what is being asked?

The **disability question** asks respondents to indicate whether they personally identify as having a disability, according to the definition provided by the *Accessible Canada Act*. According to the

Act, disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment—or a functional limitation—whether permanent, temporary or episodic in nature, or evident or not, that in interaction with a barrier, hinders a person’s full and equal participation in society. Respondents may select all categories that apply.

The question does not ask whether the respondent has ever qualified for a disability benefit under the Canada Pension Plan or other program. It also does not take into consideration whether a respondent has received accommodations.

29. Language – can you clarify what is being asked?

The **language question** asks respondents to identify which language they first learned and which language they use most often at home. Respondents may select all categories that apply.

The question does not ask which language the respondent prefers to use to communicate with the program or in which language the respondent submits an application/nomination to the program. This information is collected elsewhere in the application process.

30. I am not comfortable responding to the questions in section 4, Self-Identification Data Collection in Support of Equity, Diversity and Inclusion. What should I do?

This section is completely voluntary. If you do not want to self-identify, you simply don’t answer one or all of the questions. You may skip this section to complete your application/nomination.

31. How will my information be used? How will it be stored?

The self-identification information is collected, used, disclosed, retained and disposed of in accordance with privacy best practices and applicable privacy laws. It will be used for equity purposes only.

Appropriate privacy notices will be provided and consent obtained when self-identification information is collected.

32. Who will see my information?

Access to this data is strictly limited to the Researcher Advisory Group Selection Committee and limited staff with appropriate security clearance and on a need-to-know basis.