

Title: IDEA Policy

Date of issue: December 2024

Category: Board, HR, Programs

Date of last revision: N/A

Approver: Board

Date of last review: N/A

Review frequency: Every three years

Inclusion, Diversity, Equity and Accessibility (IDEA) Policy

1. POLICY STATEMENT

Genome Canada is committed to cultivating an inclusive, diverse, equitable and accessible environment which includes enabling and reflecting IDEA values across our workforce, governance structures, programs and policies.

Genome Canada also acknowledges that truth, reconciliation and engagement with First Nations, Inuit and Métis Peoples are essential to redressing the historic and ongoing inequities in our society. We acknowledge our responsibility to advance genomics in a manner that respects the traditional lands on which we work and to incorporate Indigenous knowledge systems in the research and ecosystem.

2. PURPOSE

This policy outlines Genome Canada's commitment to promoting inclusion, diversity, equity, and accessibility values and promoting these principles in all aspects of our operations.

3. SCOPE

This policy applies to board directors and members, officers, employees, contractors, and all other representatives of Genome Canada.

4. DEFINITIONS

Inclusion. Encompasses norms, practices and intentional actions to promote participation, engagement, empowerment and a sense of belonging for all individuals including members of historically underrepresented and disadvantaged groups.

Diversity. The practice of including or involving people from a range of different backgrounds, genders, ethnicities, socioeconomic positions, orientations, ages, abilities and anything else that makes a person unique. A diversity of perspectives and lived experiences is fundamental to achieving governance, operational, research and training excellence.

Equity. The removal of systemic barriers and biases, to enact the practice of inclusion so that all individuals have equal access to and can benefit from programs and services. Equity does not always mean equal and often means giving more to some to repair historic or ongoing inequities.

Accessibility. Designing products, devices, services or environments, whether physical or virtual that are easily approached, reached, entered, exited, interacted with, understood or otherwise used by persons of varying physical and cognitive disabilities. This also includes the removal of physical and systemic barriers to enable equitable participation and access to opportunities and resources.

5. IMPLEMENTATION

Genome Canada is deeply committed to IDEA because we believe that these principles are essential to fostering innovation, excellence, and a sense of belonging within our organization. This can be achieved by integrating IDEA principles into our operations, policies, and practices. While the specific content may evolve over time, the general framework considers three key elements:

What – IDEA commitment: Genome Canada strives to create an inclusive environment by:

- Supporting historically underrepresented and disadvantaged groups in genomics research.
- Promoting equitable access to research funding, career opportunities and resources.

Who – Key stakeholders: Genome Canada engages with ecosystem stakeholders and partners to:

- Encourage diversity among applicants and researchers to reflect Canada's demographic makeup.
- Ensure equitable representation of diverse groups within the research environment, collaborating with institutional partners to foster inclusive practices.
- Prioritize diversity in decision-making roles to ensure inclusive perspectives in policy development.

How – Implementing IDEA: Genome Canada integrates IDEA by:

- Embedding criteria in funding processes that encourages research proposals that address the needs of diverse populations.
- Collecting diversity data on applicants and awardees to assess progress.
- Offering training and workshops to promote IDEA .
- Partnering with marginalized communities, including Indigenous peoples, to ensure research is culturally relevant and beneficial.
- Ensuring that IDEA is embedded in Genome Canada's governance, decision-making, and operational policies.

6. ROLES AND RESPONSIBILITIES

Board of Directors

- Ensure that IDEA principles are integrated into the strategic direction and governance of Genome Canada.
- Foster a board culture that embraces IDEA and an environment that is inclusive, diverse, equitable, accessible, and free of discrimination and harassment.

- Provide support or accommodation to board members as required, and act on recommendations and concerns.
- Create opportunities to ensure the ideas, talents, and opinions of all board members are heard and that proper credit is given for ideas and accomplishments.
- Participate in IDEA training and development opportunities.
- Report any IDEA-related issues or concerns to the board chair or through established reporting channels.
- Bring forward any ideas, suggestions, or issues to the board or management.

Management

- Champion IDEA values and demonstrate commitment through actions and decisions.
- Allocate resources and support necessary for the successful implementation of the IDEA Policy.
- Ensure that IDEA principles are embedded in all organizational practices, policies, and programs.
- Foster a culture that embraces IDEA and an environment that is inclusive, diverse, equitable, accessible, and free of discrimination and harassment.
- Examine the workforce and barriers to IDEA.
- Provide IDEA training and education.
- Provide support or accommodation to staff members as required, and act on recommendations and concerns.
- Create opportunities to ensure the ideas, talents, and opinions of all team members are heard and that proper credit is given for ideas and accomplishments.
- Actively work to find ways to bring people together to share ideas.

Employees and other representatives

- Adhere to the IDEA Policy and actively contribute to creating an inclusive, diverse, equitable, and accessible environment.
- Participate in IDEA training and development opportunities.
- Report any IDEA-related issues or concerns to their supervisors or through established reporting channels.
- Bring forward any ideas, suggestions, or issues to a member of management or human resources.
- Beyond compliance, employees are encouraged to participate in discretionary IDEA initiatives at Genome Canada or in the community and engage in their own personal development journey related to IDEA.

POLICY HISTORY

Action

Policy issued

Date

December 2024