



## COLLEGE of BIOLOGICAL SCIENCE

DEPARTMENT OF INTEGRATIVE BIOLOGY

### Equity, Diversity and Inclusion Statement

We **believe** equity, diversity and inclusion is about creating a departmental culture that embraces the uniqueness of individuals and is representative of the Canadian population<sup>1</sup>.

**Equity** means that people of all identities are treated fairly. Their individual rights, responsibilities and opportunities are not dependent upon identity.

**Diversity** consists of the conditions, expressions, and experiences of different individuals. It encompasses the unique qualities and characteristics that we all possess.

**Inclusion** is the cultivation of an environment in which all people are respected, where their differences are embraced, and where they all have access to the same opportunities.

We **value** equity, diversity, and inclusion because every person has a right to equal treatment, and we are strengthened by diverse backgrounds, perspectives, and experiences. Building an equitable, diverse, and inclusive department is collaborative and requires those in positions of privilege to be allies to those who are marginalized.

Our **goals** are to foster a diverse and inclusive environment by continuous and active engagement of all department members to remove barriers faced by equity-seeking groups. We will create, support and maintain a learning, research, and work environment that is free from discriminatory and intimidating behaviour. We will continuously address issues related to equity-seeking groups that include, but are not limited to, those represented by race, sex, age, physical disabilities, sexual orientation, gender identity, neurodiversity, and socioeconomic status. In the spirit of reconciliation, we will also strive to develop and enhance existing Indigenous relationships.

We **act** by maintaining an Equity, Diversity and Inclusion Committee that not only includes members of equity-seeking groups, but also their allies. We will actively work to recognize, develop and promote initiatives towards equity, diversity, and inclusion in our curriculum, hiring and promotion policies, and organized events. These efforts will be data driven and guided by evidence of successful approaches that act to remove barriers to inclusion. We will provide allyship, mentorship, and sponsorship to ensure that all members of our department are treated in a fair and ethical manner and are supported in their path to success.

<sup>1</sup>[https://www.statcan.gc.ca/eng/topics-start/gender\\_diversity\\_and\\_inclusion](https://www.statcan.gc.ca/eng/topics-start/gender_diversity_and_inclusion)