

### 1. Members

Refer to [Appendix A: List of EDI Committee Members and Observers](#).

### 2. Introduction

GlycoNet believes in the importance of Equity, Diversity, and Inclusion (EDI) in part because it supports the short-term goals as well as the long-term strategic objectives of GlycoNet. Research clearly shows that deliberate incorporation of EDI strategies improves creativity, productivity, and financial outcomes, all of which will benefit GlycoNet and its members/stakeholders.

GlycoNet is committed to recognizing and reducing systemic barriers and mitigating biases of all kinds to develop an inclusive network of experts in glycomics research.

An Equity, Diversity, Inclusion Committee is an important vehicle of ensuring accountability and direction on an organization's commitment to addressing EDI (EDI definition in Appendix B). It is a basic building block toward developing a robust EDI Strategic Plan.

The EDI Committee can assist with identifying inequities, gaps in representation, and barriers to full participation within the various activities of the organization (EDI Committee mission in Appendix C). It will also ensure, whenever possible, that GlycoNet is an equal opportunity employer with a workplace that reflect the diversity of the Canadian population and provide equitable treatment to all members of the Network. The EDI Committee can assist in determining and implementing strategies to create a culture change, and welcoming, respectful, and inclusive working and learning environments.

The EDI Committee with appropriate authority/accountability, defined goals, monitoring and measurement tools will address internal challenges but also will position the organization to respond to external factors such as regulatory requirements, reputational issues.

The EDI Committee will ensure that the research programs in GlycoNet address problems that are of benefit to a diverse population and will help recognizing and eliminating bias in application.

### 3. Authority

The EDI Committee is constituted pursuant to the decision of the Board of Directors on November 2, 2018.

### 4. Membership

The EDI Committee is composed of a minimum of four (4) and a maximum of seven (7) members, including two Directors, two Network Investigators, and a GlycoNet Trainee. The EDI Committee Chair will be a Director. The Executive Director will participate as an observer.

### 5. Term

Members shall normally be appointed for a term of two (2) years renewable with staggered terms. For the inaugural EDI Committee, half of the members will be appointed to terms of one (1) year, which can be renewed for a subsequent two (2) year term.

### 6. Meetings

Meetings shall take place at least quarterly by teleconference, and/or in-person annually at the AGM, as determined by the Chair.

### 7. Quorum

Quorum shall be a majority of its members with a minimum of four present at the meeting, in person, by teleconference.

### 8. Mandate

The EDI Committee is tasked with proposing, evaluating, and recommending initiatives to support the GlycoNet EDI program. These activities will include:

- Develop education and awareness programs
  - Make use of organizations like the Canadian Centre for Diversity and Inclusion
  - Develop the framework for EDI within GlycoNet
- Set EDI policies and goals for GlycoNet and its members
- Monitor and report to the Board of Directors on the successes and limitations in EDI within the network
  - Develop an assessment tool for the training we implement

### 9. Reporting

The EDI Committee will forward its recommendations to the Board of Directors for approval.

### 10. Travel and Reimbursement

Travel and Reimbursement will be performed according to the GlycoNet Travel and Reimbursement Policy.

### 11. History

- Initially adopted by the EDI Committee on May 8, 2020
- Approved by the Board of Directors on July 8, 2020

## Appendix A: List of Members and Observers

**Dr. Nils Petersen (Board of Directors Representative, Chair)**

Professor Emeritus  
University of Alberta

**Ms. Akay Akohwari (HQP)**

Technician (Chemistry)  
University of Saskatchewan

**Dr. Joerg Bohlmann (Network Investigator)**

Professor  
Michael Smith Laboratories  
University of British Columbia

**Dr. Elizabeth Nanak (Observer)**

Chief Executive Officer  
Canadian Glycomics Network

**Ms. Norma Sebestyen (Board of Directors Representative)**

Consultant

**Dr. Warren Wakarchuk (Associate Scientific Director)**

Assistant Professor (Biological Sciences)  
University of Alberta

**Dr. Lisa Willis (Network Investigator)**

Assistant Professor (Biological Sciences)  
University of Alberta

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## Appendix B: EDI Definitions

**Tri-council Definitions:** (<https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx#1c>)

- **Equity** is defined as the removal of systemic barriers and biases enabling all individuals to have equal opportunity to access and benefit from the program
  - To achieve this, all individuals who participate in the research ecosystem must develop a strong understanding of the systemic barriers faced by individuals from underrepresented groups (e.g., women, persons with disabilities, Indigenous peoples, racialized minorities, individuals from the LGBTQ2+ community) and put in place impactful measures to address these barriers
- **Diversity** is defined as differences in race, colour, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression and age
  - A diversity of perspectives and lived experiences is fundamental to achieving research and training excellence
- **Inclusion** is defined as the practice of ensuring that all individuals are valued and respected for their contributions and equally supported
  - Ensuring that all team members are integrated and supported is fundamental to achieving research and training excellence

## Appendix C: GlycoNet EDI Committee Vision, Mission, and Goals

### Vision Statement

Our vision is for GlycoNet to be an environment where all its diverse members can optimally contribute to research and professional activities to strengthen the research and innovation community and impact of GlycoNet research.

### Mission Statement

Use data and literature-driven approaches to improve the participation and lived experiences of diverse GlycoNet members.

### Values Statements and Guiding Principles

- Use Equity, Diversity and Inclusion (EDI) to drive innovation and excellence
- Take a scientific approach and integrate equity, diversity and inclusion into all processes of the Network
- Create an environment where all members feel valued and are open to others viewpoints
- Integrate, Equity, Diversity and Inclusion into the daily practices of the Network (Practice inclusivity daily)
- Recognition and reduction of system barriers and mitigation of any biases

### SWOT Analysis

<b>Internal Origin</b>	<b>Strengths</b> Committed leadership Expertise in EDI area Diverse trainees	<b>Weaknesses</b> Resistance Lack of diversity in PIs/Committees Lack of education and communication
<b>External Origin</b>	<b>Opportunities</b> Ahead of curve (NCE and glycomics) Government initiatives	<b>Threats</b> Pandemics

### Competitive Advantage/Benefits to the Organization

- Diversity drives innovation
- Valued members are more engaged and productive
- Inclusive employers attract more talent
- Potential for increased access to marginalized groups (e.g. Indigenous communities)

### Long-Term Strategic Objectives

- Increase diversity at PI level
- Continue evolving educational activities
- Develop toolkit for incorporating EDI principles into daily lab environments

### Short-Term Goals/Priorities

- Increase diversity at Committee level
- Make reporting mandatory to obtain funding and reimbursement for AGM/Symposium
- Workshop engagement strategies
- Deliver educational activities to PIs (with a focus on why EDI is important/beneficial)
- Revisit code of conduct/ harassment policy

- Develop a framework that includes EDI considerations in research and training evaluation – such as support for research programs or training opportunities that address problems within the designated communities

### **Recommended Strategies to Obtain EDI Vision**

- Develop an educational plan for the GlycoNet staff, Committee members and Board so that there is a clear understanding of Equity, Diversity and Inclusion among all levels and participants of the GlycoNet community
- Initiate a strategy for Hiring/Recruiting of candidates and appointments to ensure that EDI is considered
- Determine communication strategies and ways to share results and the impact of EDI across the GlycoNet network
- Determine measurement strategies and framework to demonstrate the impact of EDI
- Determine roles and responsibilities of parties within the GlycoNet framework related to EDI including BoD, Committees, Networks and Scientific Leaders, Researchers, Trainees and Administration

### **Action Items/Plans**

- Communicate strategy to GlycoNet Board and subsequently to the GlycoNet community
- Identify strategies from similar organizations
- Start brainstorming educational activities
- Determine whether previous survey needs repeating for increased participation/additional information (see Scorecard/measurement framework)

### **Scorecard/Measurement Framework**

- Started with the quantitative survey in 2018. Total response rate was 32.4%. Response rate was 41%, 24%, and 54% among PIs, trainees, and others (Board and Committee members and staff) respectively
- Evaluated gender, race, disability, indigeneity, and status in Canada
- Track diversity on Committees, in applicants/funded grants, in meeting speakers/participants
- Repeat survey as necessary; include questions on lived experiences as well as demographics

### **Critical Success Factors and Dependencies**

- Adoption from network investigators
- Adoption from board and executive teams