

I am pleased to report on the most recent activities on the Equity, Diversity, Inclusion agenda for the GlycoNet community.

**First**, we have three new members of the EDI Committee. We are very happy to welcome

- Dr. Catalina Lopez-Correa as a representative from the Board of Directors
- Dr. Simonetta Sipione as a representative from the network investigator group
- Ms. Jaime Van Loon as a representative from the HQP group

These new members join the existing committee members:

- Dr. Norma Sebestyen, representing the Board of Directors
- Dr. Nils Petersen, representing the Board of Directors
- Dr. Joerg Bohlmann, representing the network investigator group
- Dr. Warren Wakarchuk, representing GlycoNet Management

**Second**, we are in the process of launching a new EDI Survey. The last survey conducted in 2018 provided a useful baseline of the diversity within the GlycoNet community and exposed some weaknesses. This new survey will aim to capture the current diversity but will also try to capture elements of the network's inclusiveness. We urge you to respond to the survey so that we can get as representative a picture as possible.

**Third**, the Board and Management are making EDI a focal point of GlycoNet. Consequently, funding from the Network is now contingent on successful completion of the "Diversity and Inclusion Bootcamp" module offered by GlycoNet. It is imperative that funding recipients and their entire team have taken this introductory module. We are pleased to see that to date about one third of the GlycoNet members have taken this module.

**Fourth**, the Board is planning its first in-person meeting in two years, and this will be the first opportunity for the Board to receive an in-person EDI training session from Dr. Lisa Willis, an advisor to the EDI Committee.

**Fifth**, in addition to the previously published documentation on EDI, the EDI Committee has approved an EDI Policy as well as a Meeting Code of Conduct. The former is an important document since it sets the overall expectations of EDI within the GlycoNet community, and the latter is intended to provide a framework for behaviour in all meetings within the network. We urge you to get familiar with both documents that are listed on the website in the section of [Corporate Policies](#).

**Finally**, we welcome any and all feedback from you on our progress and would like to hear from you if you have any suggestions for improvement with respect to EDI issues in the network. You can provide feedback at [edi@glyconet.ca](mailto:edi@glyconet.ca).

I thank you for your continued attention to GlycoNet's EDI program.

Sincerely,

Nils O. Petersen, Chair, EDI Committee