EDI Moment

Equity, **Diversity** and Inclusion

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What is Diversity?[1]

Understanding Diversity:

- Diversity means involving people with a range of identities.

- It brings different perspectives, sparks new ideas, and helps make fair and inclusive decisions.

- It means recognizing that accepting differences is key to creating spaces where everyone feels respected, valued, and encouraged to participate.

[1] Servaes S, Choudhury P, Parikh AK. What is diversity? Pediatr Radiol. 2022, Mar 29;52(9):1708-1710. https://doi.org/10.1007/s00247-022-05356-0

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Examples of Diversity

Diversity can be visible or invisible and take many forms [2] :

- **Demographic:** Age, culture, gender, language, sexual orientation, religious or spiritual beliefs

- **Experiential:** Education, lived experience, professional experience, hobbies, socioeconomic background, health

- **Cognitive:** Ways of thinking and problem-solving, perspectives, neurodiversity, values, personality type, learning preferences
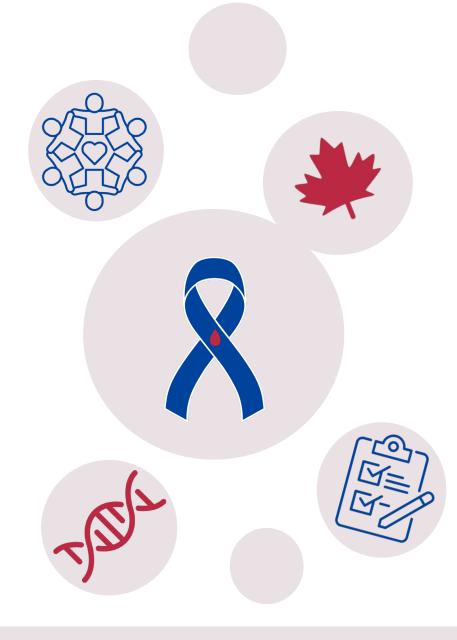
[2] Culture Ally. Dimensions of Diversity [Internet]. 2024. Available from: https://www.cultureally.com/blog/dimensionsofdiversity

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Diversity in the CanScreen T1D Research Consortium

How the CanScreen T1D team is, and can continue, promoting diversity:

- ✓ Hiring consortium members and engaging community partners with diverse identities, experiences and backgrounds

- ✓ Acknowledging and honouring multicultural days of significance and other events that celebrate diversity

- ✓ Actively seeking out and incorporating input from individuals with varied viewpoints and lived experiences

- ✓ Anticipating and allocating the necessary resources to ensure equitable access and support for diverse communities

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Resources and Additional Learning

- YouTube Video (6 min 30 sec): [The Power of Diversity](#)

- [3 Benefits to Diversity in the Workplace](#) (Forbes)

- [Canadian Multiculturalism Day - Highlighting Canada's Diversity](#) (DIVERSEcity)