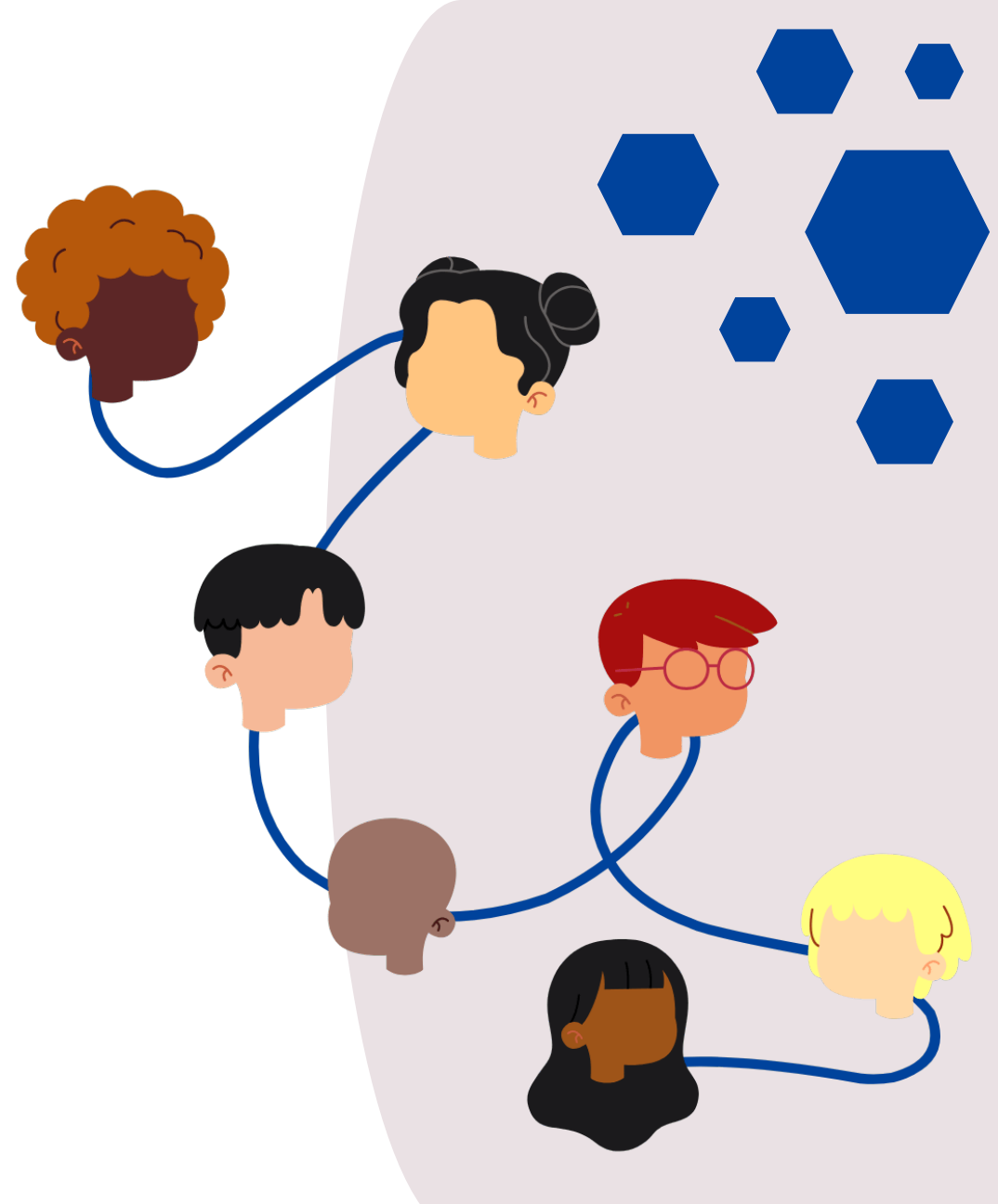


# EDI Moment

Equity, Diversity and  
**Inclusion**



# What is Inclusion?<sup>1</sup>

- **Inclusion is about making everyone feel welcomed and valued**
- It is an ongoing process enacted by organizations, teams, and people to foster a sense of belonging and ensure that every person has equitable opportunities to contribute and thrive
- **Examples of inclusivity:**
  - Honoring schedules for breaks and allowing individuals to keep and use their medical devices as needed.
  - Ensuring accessible spaces and providing appropriate workplace accommodations for individuals with different abilities.
  - Implementing policies that allow time off for culturally or religiously significant holidays.

<sup>1</sup> University of Toronto. Equity, diversity & inclusion [Internet]. 2019. Available from: <https://research.utoronto.ca/equity-diversity-inclusion/equity-diversity-inclusion>

# Key Aspects of Inclusion<sup>2</sup>

- **Respect for Individual Differences:** Acknowledging and valuing diverse perspectives, experiences, and identities, including but not limited to health, race, ethnicity, gender, age, ability, sexual orientation, religion, and socio-economic status.
- **Equity in Opportunities:** Providing fair access to resources, opportunities, and decision-making, and addressing systemic barriers that might exclude certain groups.
- **Active Engagement:** Actively inviting and encouraging people from diverse backgrounds to participate in activities or meetings, making sure everyone feels valued and heard.
- **Belonging:** Creating a sense of community and mutual support where everyone feels they are an integral part of the group, organization or team.
- **Intentional Practices:** Implementing policies, behaviors, and actions that proactively promote inclusion, rather than assuming it will happen automatically.

<sup>2</sup> Romansky L, Garrod M, Brown K, Deo K. How to measure inclusion in the workplace [Internet]. Harvard Business Review. 2021 May 27. Available from: <https://hbr.org/2021/05/how-to-measure-inclusion-in-the-workplace>

# Inclusion in the CanScreen T1D Research Consortium

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

- ✓ Involving individuals from varied backgrounds (e.g., race, ethnicity, gender, ability, socioeconomic status) in the planning, design, and review of research studies to ensure relevance and inclusivity.
- ✓ Removing barriers to participation (e.g., language, transportation, technology access) and provide accommodations so that underrepresented communities can engage fully in research.
- ✓ Establishing formal channels for ongoing input and dialogue with members, ensuring every voice is actively heard, considered, and reflected in decision-making.
- ✓ Using culturally sensitive, accessible, and inclusive language and visuals in all communications, both internal and public-facing.
- ✓ Collecting and analyzing data on participation, access, and outcomes across diverse groups to continuously assess and improve inclusion efforts.



# Resources and Additional Learning

- Video (2 min 17 sec): [What is inclusion at work and why is it important?](#)
- [Equity, Diversity and Inclusion in the Workplace](#) (Canadian Centre for Occupational Health and Safety)

