



Grand Challenges Canada®
Grands Défis Canada

Inclusion, Diversity, Equity and Accessibility (IDEA) Policy

Grand Challenges Canada (GCC) is an organization that focuses on saving and improving lives by supporting innovation in low- and middle-income countries, populations affected by conflict, and Indigenous communities. To do this, the innovators we support must confront inequalities every day. We believe that Grand Challenges Canada is in a unique position to act against discrimination within our individual areas of influence, and enable inclusion, diversity, equity and accessibility; doing so will enable us to better achieve the ultimate outcomes of saving and improving lives that we seek.

As an organization, Grand Challenges Canada follows the University Health Network (UHN) Fostering Respect in the Workplace policy, Ontario Human Rights Code, and the GCC Code of Conduct Policy. Any individual associated with GCC found to have engaged in behaviour that is not in accordance with these policies will be subject to remedial action, such as training or disciplinary action, up to and including dismissal from role, duties or employment, suspension with or without pay, or project termination. These policies help ensure that GCC is an inclusive and safe space for all who engage with it.

This Inclusion, Diversity, Equity and Accessibility (IDEA) Policy, in contrast, sets out that GCC as an organization is making an *active* and ongoing commitment to *enabling* inclusion, diversity, equity and accessibility.

GENERAL PRINCIPLES

At GCC, we believe that inclusion, diversity, equity and accessibility drive innovation and impactful change by better enabling new ideas and innovations to be tested and scaled for equitable impact. These are the definitions we use:

Inclusion: The practice of providing access to opportunities and resources for people who might otherwise be excluded.

Diversity: The practice of including or involving people from a range of different backgrounds, genders, ethnicities, socioeconomic positions, orientations, ages, abilities and anything else that makes a person unique.

Equity: The quality of being fair and impartial; equity does not always mean equal and often means giving more to some to repair historic or ongoing inequities.

Accessibility: The design of products, devices, services or environments for people who experience disabilities or disadvantage.

GCC is committed to treating all people with dignity and providing an environment that *values our differences*, including but not limited to age, ancestry, disability, gender expression, gender identity, race, religion, economic and social status, body type and sexual orientation. GCC is committed to having an inclusive work culture.

GCC is committed to the recognition of rights, respect, trust, co-operation and partnership with First Nations, Inuit and Métis peoples, as outlined in the Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples.

GCC recognizes that there is systemically rooted power and privilege assigned to dominant groups in our societies, which has shaped international development, humanitarian assistance, and engagement with Indigenous peoples. We also understand that any resulting sense of superiority, conscious or not, by dominant groups serves as a foundation for oppressive behaviours, such as ableism, ageism, classism, heterosexism, homophobia, racism, sexism, transphobia and xenophobia. We strive to actively work against these oppressive behaviours we may come across and to question and, when possible, seek to change, systems that may perpetuate these behaviours within our areas of influence.

Each person associated with GCC's workplace is personally responsible to hold themselves and each other accountable.

COMMITMENT TO ONGOING ACTION

To provide informed, authentic leadership for inclusion, diversity, equity and accessibility, GCC strives to see diversity, inclusion, equity and accessibility as connected to our mission, and critical to ensure the wellbeing of GCC staff, innovators supported by GCC and partners with whom we collaborate.

We work to create a space that allows all of us to engage in meaningful and sometimes difficult conversations with each other in a respectful and safe way. These types of conversations are encouraged and need to be practiced.

We explore potential underlying, unquestioned assumptions that interfere with inclusiveness.

We support reflection at all levels of the organization, including within management and the Board, and to acknowledge and dismantle inequities that exist within our policies, systems, programs, communications and services, and to regularly update and report progress. We work to strengthen cultural competency, cultural humility and cultural intelligence throughout the organization by creating substantive training and learning opportunities and formal, transparent policies.

We challenge assumptions about what it takes to be a strong leader at our organization, who is well-positioned to provide leadership, and what form it should take. We expect GCC's leaders to lead with civility, respect and inclusion. We expect everyone at GCC to embrace this notion and to express it in workplace interactions and through everyday practices. We seek to continually work to improve our leadership pipeline by creating and supporting programs and policies, including fostering the advancement and recruitment of a diversity of leaders.

We commit time and resources to enable diverse leadership within our Board, staff, committee, advisory bodies and innovators with whom we work. This includes systems that recognize the existence of and counteract conscious and unconscious bias during hiring, promotion and performance review processes, and training hiring teams on equitable practices.

Finally, we advocate for diversity, inclusion and equity within our areas of work. We will discover and enable the dismantling of barriers to inclusion, diversity, equity and accessibility within our sphere of influence, recognizing that the context will vary for each innovator we support. We challenge systems and policies that create and perpetuate inequity, oppression and disparity. We enable, generate and aggregate quantitative and qualitative research to make measurable progress toward inclusion, diversity, equity and accessibility efforts in our areas of focus.

GCC's leadership commits to:

1. Draft and seek input and feedback from the GCC team on the content of an Annual Inclusion, Diversity, Equity and Accessibility Action Plan ("**Annual IDEA Action Plan**").
2. Present the Annual IDEA Action Plan to the GCC Board of Directors for feedback and approval each year and, in each subsequent year, report on whether the previous year's Action Plan was achieved.
3. Review with the GCC team the progress on the Annual IDEA Action Plan at least quarterly, including a report on progress against key performance indicators or commitments.

This leadership commitment is the primary way this Policy will inform an active and ongoing commitment to action to increase inclusion, diversity, equity and accessibility in the various facets of Grand Challenges Canada's work.

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