

Equity &
Diversity
Collaborative

ANNUAL REPORT

2022



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MISSION

Accelerating Change

The Equity & Diversity Collaborative aims to achieve a 50% gender-parity ratio and a 30% representation of other under-represented groups, including racialized persons, people living with disabilities, and members of the LGBTQ2+ community at all levels of organizations and on Canadian board(s).

In alignment with Innovation, Science and Economic Development Canada's (ISED) 50 - 30 Challenge



EXECUTIVE SUMMARY

The Equity & Diversity Collaborative (EDC) is a first-of-its-kind initiative in Canada. It launched in February of 2021 and brings together health care and life sciences companies dedicated to advancing gender equity and diversity in the workplace.

Together, these organizations work towards achieving a 50% gender-parity ratio and a 30% representation of other under-represented groups, including racialized persons, people living with disabilities, and members of the LGBTQ2+ community at all levels of organizations and on Canadian board(s).

Building on the foundation set in 2021, the EDC prioritized driving sustainable equity, diversity, and inclusion (EDI) strategic planning within member companies.

This included efforts to strengthen company competency in demographic data collection and analysis in order to better understand and augment diversity and inclusion in the workplace.

Some key highlights from this year included welcoming four new company members, expanding the diversity of perspectives and expertise within the EDC, and hosting the EDC's first-ever in-person meeting, allowing members to collaborate more effectively.

Overall, the EDC made strong progress in 2022 and is well-positioned to continue driving meaningful changes in the coming years.

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2022 PROGRESS

The Equity & Diversity Collaborative supports companies to achieve their equity, diversity and inclusion goals by facilitating opportunities for its members to connect, share best practices and learn from one another.



“As an innovation-based biopharmaceutical company, we believe inclusion and diversity are fundamental to delivering our purpose – because innovation requires breakthrough ideas that only come from a diverse workforce empowered to challenge conventional thinking and find new ways to solve challenges. We are proud to partner with other life sciences companies to share best practices and learn how we can continue to accelerate diversity, equity and inclusion across our teams and continue to create safe-spaces where everyone feels valued, heard and empowered.”

Gena Restivo

VP Corporate Affairs & Sustainability, AstraZeneca Canada

Mississauga Life Sciences Consortium Meeting

In March 2022, the Equity & Diversity Collaborative hosted a meeting with Mississauga Mayor, Bonnie Crombie and Collaborative executive sponsors to share progress, reaffirm commitment for the year ahead and align on annual priorities.

Key Outcomes

- Celebrated positive strides towards workplace gender equity and diversity with the release of the [2021 Annual Report](#)
- Welcomed 4 new company members: BD Canada, Alcon Canada, Abbott Diabetes Care, Lundbeck Canada
- Confirmed focus for 2022
 - Development and refinement of organizations' equity, diversity and inclusion (EDI) strategies
 - Improvement of organizations' assessment and measurement of EDI within the workplace

In 2022, the Equity & Diversity Collaborative experienced a **20%+ growth in its workforce representation,**

with the addition of four new members, bringing the total number of employees to

5,000+



Cross-company learning and collaboration was identified as the top value driver

Solutions Summits

The Equity & Diversity Collaborative Solutions Summits deliver educational content on equity, diversity and inclusion (EDI) topics and allow members to define and work through organizational goals.

In 2022, the EDC worked with EDI expert, [Ana Sofia Barrows](#), to align the Collaborative around a common framework for building strategic EDI operations in member organizations.

Key Outcomes

- Introduced new assessment resources (see page 4) that enabled member companies to both apply a standardized ranking system against their EDI strategy and to benchmark their EDI practices against other Collaborative members and account for differences in organizational size, structure and EDI resourcing
- Exchanged insights on the current state of EDI operations both across the industry and within member organizations
- Identified and challenged the biggest barriers to implementing an EDI strategy
- Shared best practices for effective implementation of organizational EDI strategies

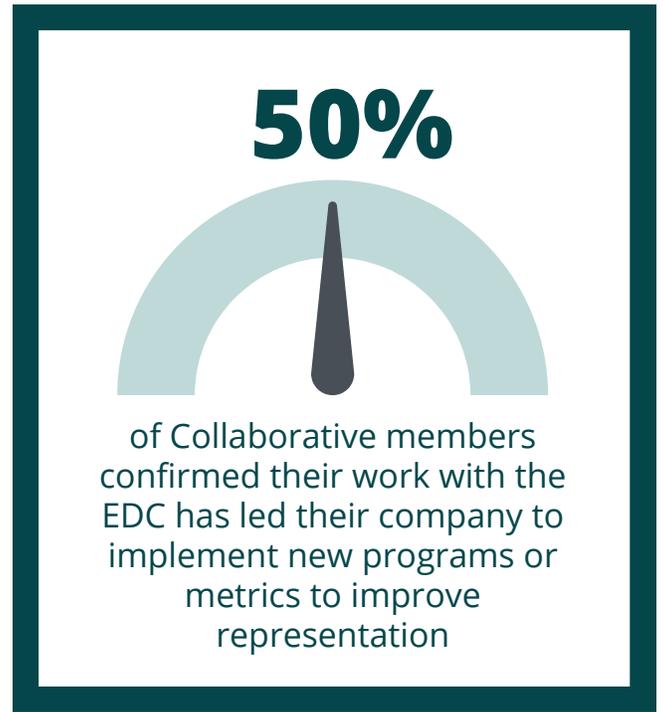
Agile Sessions

The Equity & Diversity Collaborative organizes additional events and workshops on an as-needed basis, called agile sessions, that focus on addressing feedback from the group and closing gaps that arise throughout the year.

In 2022, these sessions strengthened companies' knowledge and competencies in organization-wide demographic data collection.

Key Outcomes

- Presented a case study on EDC member Sanofi's "All In" Campaign
- Benchmarked and assessed the maturity of members' EDI data collection, measurement and analysis using the GDEIB
- Provided a framework for successful data collection & sample surveys
- Demonstrated how innovative technology platforms can help organizations identify and address EDI issues in the workplace



SPOTLIGHT

BUILDING RECONCILIATION WITH INDIGENOUS PEOPLES AS PART OF AN ORGANIZATIONAL STRATEGY

As organizations develop their equity, diversity and inclusion strategies, local entities and affiliates need to tailor their approach to account for unique market conditions, such as those in Canada. This is particularly important given the ongoing efforts to address the Truth & Reconciliation calls to action.

In 2022, the National Day for Truth & Reconciliation was marked by many organizations through intentional programs, such as raising flags, sharing educational resources, and giving employees time for reflection.

While member companies of the Equity & Diversity Collaborative have made progress, the Collaborative recognizes that more help is needed for Indigenous relations and is striving to continue to meet the calls to action.



LOOKING AHEAD TO 2023

At the end of every year, the Collaborative discusses adjustments to drive continued value and identifies what key areas to prioritize in the year ahead.

Key Outcomes

- Prioritized talent retention, inclusion and belonging as a core focus in 2023
- Committed to adjust meeting delivery to improve interactions (e.g., with in-person Summits) and deliver outputs
- Agreed to explore the opportunity for future 1:1 company coaching with an EDI expert

GLOBAL DIVERSITY, EQUITY & INCLUSION BENCHMARKS

The Global Diversity Equity & Inclusion Benchmarks (GDEIB) provide organizations with standards and metrics to measure and improve their diversity, equity and inclusion efforts in areas such as workplace culture, recruitment and hiring, leadership development, and community engagement. The goal is to create more inclusive and equitable workplaces. Over the past two years, the Equity & Diversity Collaborative has made progress across many of the GDEIB's 15 categories.

FOUNDATION

Drive the Strategy

- 1. Vision, Strategy, and Business Impact ✓ 2022
- 2. Leadership and Accountability ✓ 2022
- 3. DEI Structure and Implementation ✓ 2022

BRIDGING

Align & Connect

- 8. Assessment, Measurement, and Research ✓ 2022
- 9. DEI Communications
- 10. DEI Learning and Development
- 11. Connecting DEI and Sustainability

INTERNAL

Attract & Retain People

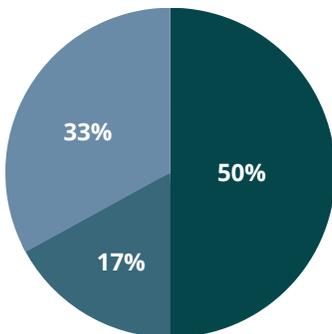
- 4. Recruitment ✓ 2021
- 5. Advancement and Retention ✓ 2021
- 6. Job Design, Classification, and Compensation ✓ 2021
- 7. Work-Life Integration, Flexibility and Benefits

EXTERNAL

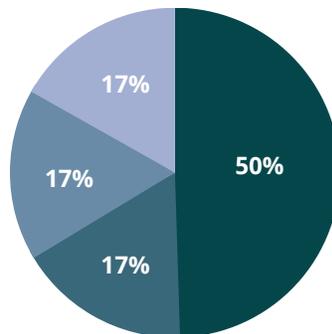
Listen to & Service Society

- 12. Community, Government Relations, and Philanthropy
- 13. Services and Product Development
- 14. Marketing and Customer Service
- 15. Responsible Sourcing

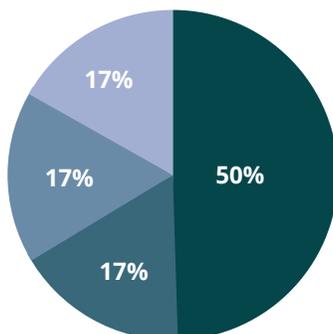
Category 1: Vision, Strategy and Business Impact



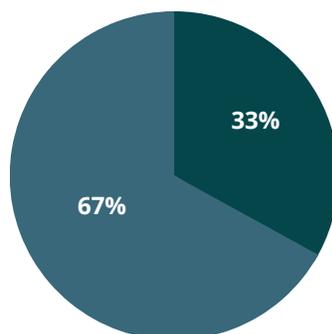
Category 3: DEI Structure and Implementation



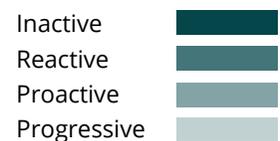
Category 2: Leadership and Accountability



Category 8: Assessment, Measurement and Research



The following is a snapshot of the members' benchmarks across the GDEIB categories covered by the Equity & Diversity Collaborative in 2022. These results showcase a focus on developing foundational EDI categories to improve EDI within organizations and the continued challenges organizations face as they determine how to appropriately manage data collection for assessment, measurement and research across the sector.

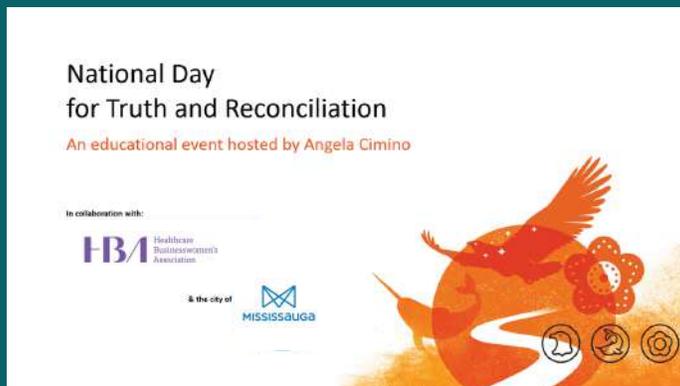


AWARENESS & ENGAGEMENT ACTIVITIES

Strengthened Ontario's Life Sciences Equity, Diversity & Inclusion Network

Hosted a successful networking reception in November 2022 with the Inclusive Life Sciences Collaboration (ILSC), delivering on the Collaborative's desire to broaden its impact to more life sciences stakeholders. The event attracted over 100 registrants and provided an opportunity for attendees to:

- Discuss shared challenges and opportunities related to IDEA (Inclusion, Diversity, Equity & Accessibility)
- Learn about ILSC members' work to advance IDEA in the life sciences sector



Promoted Member Equity, Diversity and Inclusion Awareness Activities

Helped promote events run by member companies to bolster awareness of critical EDI dates of significance and attendance within the broader Collaborative.

- AstraZeneca Canada hosted an event in February 2022 to celebrate Black History Month featuring Sean Mauricette as a speaker, who discussed the topic of "Dismantling Racial Bias in the Workplace: Empowering Your Team and Engaging the Future."
- Lundbeck Canada hosted an event in September 2022 for the Observance of the second National Day for Truth & Reconciliation in Canada, featuring HBA Canada's Angela Cimino, a First Nation woman, as a guest speaker.

Educated Broader Collaborative Workforce on Innovative Diversity, Equity & Inclusion Technology

Introduced the Equity & Diversity Collaborative to Diversio, a Canadian start-up with an AI-based platform that helps organizations build a more inclusive workplace by quantifying experiences, uncovering biases, identifying solutions, and tracking progress. It is an award-winning tool that helps organizations achieve diversity, equity and inclusion goals.



2022 COLLABORATIVE MEMBERS



Alcon



AMGEN®



Boston Scientific



ADVANZ PHARMA



Lilly



MIRAVO



sanofi

Santen
Imagine Your Happiness

About the City of Mississauga's Life Sciences Sector:

Mississauga is a connected ecosystem that cultivates and nurtures commercialization of life sciences innovations: a proven destination where diverse companies and exceptional talent grow, succeed and prosper. Mississauga is a leading Canadian life sciences hub with more than 470 life sciences companies employing over 25,000 people. Guided by the Mississauga Life Sciences Cluster Strategy and in collaboration with the industry, Mississauga champions the industry through strong advocacy for the sector, a focus on talent and workforce development, and facilitation of business connections that lead to better business opportunities and results for its companies. For more information, please visit [Mississauga Life Sciences](#).

About the Healthcare Businesswomen's Association (HBA) Canada:

The Healthcare Businesswomen's Association (HBA) Canada is affiliated with the global not-for-profit Healthcare Businesswomen's Association organization, dedicated to furthering the advancement and impact of women in the business of healthcare. With over 70 locations throughout the world, the HBA serves a community of more than 70,000 individuals and 175 corporate partners. The organization provides networking forums to build relationships; access to industry thought leaders to broaden perspective; and educational programs to develop leadership skills. In 2018, the HBA founded the Gender Parity Collaborative. This award-winning consortium of 15 global leading healthcare and life-sciences companies is accelerating gender equality and diversity by fostering and adopting systemic changes in the industry workplace. For more info, please visit [HBA](#).

