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Equity, Diversity and Inclusion Policy Statement

The Board of Directors of Neutrons Canada is committed to foster equity, diversity and inclusion (EDI) throughout our organization, aligning with policies and practices of our Members. The Board believes that a genuine commitment to EDI and consistent practices will foster excellence in our organization, establish a spirit of belonging throughout our national community, and strengthen our capacity to serve the interests of Canada and the global community most effectively.

This Policy Statement manifests the commitment of the Board to embrace diversity, equality, human dignity, belonging and reconciliation. In doing so, we strive for Board membership that is balanced, diverse and inclusive, and that incorporates a broad-based combination of skills, experiences and perspectives that will advance the purpose of Neutrons Canada. The Board is committed to promote equity, diversity and inclusion in the performance of its duties and responsibilities in the oversight of Neutrons Canada, relying on Management to implement this commitment in the day-to-day work of the organization. The Board joins in the journey of Canada towards Truth and Reconciliation.

To give effect to this Policy Statement, the Governance, Nominations & Human Resources Committee, in recruiting potential Board members or officers, will strive for a balance of relevant competencies and perspectives, while being mindful of the diversity of Canadian society and considering underrepresented groups, including but not limited to those represented by race, Indigeneity, disability, gender identity, gender expression, and sexual orientation. The Board will also apply an EDI perspective in periodically reviewing its bylaws, committee terms of reference, policies, procurement practices and procedures to evaluate user proposals for access to Neutrons Canada programs.

Definitions

Equity: taking the range of human attributes and qualities into account and providing each individual with what they need to be successful.

Diversity: the range of human differences, including diverse talents, perspectives, backgrounds, worldviews, indigeneity, ways of knowing, skills, and abilities.

Inclusion: ongoing practice of embracing equity, diversity, and a commitment to reconciliation, taking action to create a supportive and welcoming environment.

Reconciliation: the process of “establishing and maintaining a mutually respectful relationship between Aboriginal and non-Aboriginal people in this country” (Truth and Reconciliation Commission of Canada).

Belonging: when each individual is supported, respected, and valued for their identity and unique traits that make them different from each other. Belonging is feeling part of a collective that is co-created by diverse individuals in the community.