

Made-in-Canada Athena SWAN

Preamble

The made-in-Canada Athena SWAN pilot program is being launched to encourage and recognize commitments made by post-secondary institutions towards advancing equity, diversity and inclusion in the research community.

Post-secondary institutions are invited to sign on to the made-in-Canada Athena SWAN Charter and to commit to adopting the following principles focused on promoting and supporting equity, diversity and inclusion.

In response to the Calls for Action from the Truth and Reconciliation Commission, a guiding principle of the Charter is to engage in meaningful, respectful and continuous dialogue and collaboration with Indigenous peoples at all stages of the made-in-Canada Athena SWAN program.

Recognizing that understanding lived experiences is fundamental to cultural change, we encourage institutions to undertake meaningful engagement as an integral part of drafting and implementing actions to increase equity, diversity and inclusion in their institution.

DRAFT CHARTER

Participating in the made-in-Canada Athena SWAN program is voluntary. By choosing to sign on to the Charter, institutions are indicating their commitment to striving to adopt and embed these principles within their policies, practices, action plans and culture.

1. We recognize that academia and research cannot reach their full potential unless individuals from a diversity of backgrounds and experiences can participate and benefit equitably.
2. We commit to embracing equity, diversity and inclusion as integral to excellence across the entire research ecosystem and culture, and across all disciplines and fields of study.
3. We commit to advancing equity, diversity and inclusion in our institution and across the research ecosystem by recognizing and addressing the underrepresentation, specific circumstances, and inequalities experienced by underrepresented groups.
4. We commit to implementing specific, measurable initiatives using research and evidence-informed practices that address systemic and other roots of inequity in our society.
5. We recognize that the barriers, inequities and lived experiences of individuals are not the same and as such commit to identifying and dismantling barriers, addressing biases (including unconscious biases) and making and embedding effective and sustainable systemic changes to increase equity, diversity and inclusion at our institution, using an intersectional lens as a best practice.
6. We commit to removing the systemic and structural barriers and obstacles faced by underrepresented groups including obstacles and inequities faced in admissions, recruitment, career development, retention and progression.
7. In developing solutions, we commit to implementing meaningful actions that will achieve institutional and cultural changes. We acknowledge that institutional change requires measurable actions aimed at embedding equity, diversity and inclusion in institutional governance and accountability structures.
8. We commit to evaluate, monitor and publicly report on specific changes and progress towards equity, diversity, and inclusion made over time that demonstrate the implementation of these principles and guide our future actions.
9. Advancing equity, diversity and inclusion requires dedication, commitment, resources and action from all levels of an organization and in particular engagement from those in senior leadership roles. We commit to demonstrate active leadership and engagement in our institution's made-in-Canada Athena SWAN action plan and to take action to inspire and foster commitment of others across the institution.

This is a draft Charter. It will evolve in response to feedback we receive during consultations in February and March. These consultations are open to all Canadians, and everyone is invited to share their ideas.