



IMC DIVERSITY, EQUITY & INCLUSION PRINCIPLES FRAMEWORK

TALENT

Grow the industry talent pool and create employment pathways to increase workforce diversity.

Invest in talent of the future for those most impacted by inequities.

Enable and foster an internal culture of diversity, equity, and inclusion for all.

HEALTH EQUITY

Use industry platform to identify and advance ways to reduce health inequities and healthcare disparities.

Acknowledge our patient diversity, build trust, and address issues to ensure our clinical trials reflect Canada's diverse population.

Advocate for positive and long-term systemic change to better meet the needs of all patients as developers of innovative medicines and vaccines.

EDUCATION & TRAINING

Support professional development to employees that addresses unconscious bias, develops cultural competencies, and supports an inclusive workplace.

Contribute to diversity and inclusion education to positively impact society and our communities.

PARTNERSHIPS

Partner with purpose with organizations and government to advance diversity, equity and inclusion initiatives for education and systemic change.

IMC DIVERSITY, EQUITY & INCLUSION COMMITMENT STATEMENT

Diversity, equity, and inclusion is essential to a robust and innovative life sciences ecosystem that can develop new medicines and vaccines for those who need them. Canada's biopharmaceutical companies are committed to necessary, positive and long-term change to better meet the needs of all Canadians.

Innovative Medicines Canada (IMC) and its member companies are committed to:

- Increasing diversity and representation within our organizations so that we reflect the patients and communities we serve.
- Expanding pathways and opportunities to work and succeed in our industry for people most impacted by inequities.
- Advancing policy solutions to better address health and healthcare disparities that have been further highlighted by COVID-19 and encouraging clinical trial diversity that reflects Canada's diverse population.
- Implementing measures to support structural inclusion and elevating our educational, development and leadership programs to increase representation and advancement of under-represented groups, including visible minorities, gender equality, people who identify as LGBTQ2, people living with disabilities, as well as First Nations, Inuit and Métis.
- Broadening and leveraging partnerships to work together to enhance diversity and inclusion educational efforts and to advance equity and health disparity solutions.