

April 27, 2021

## Open letter on Diversity, Equity and Inclusion

Our country's innovative pharmaceutical sector works hard to develop life-saving medicines for all Canadians. In doing so, we recognize that advancing our work is not only about the next cure or vaccine. We also need to recognize and advance diversity, equity, and inclusion in everything we do along the way.

Across Canada, important conversations about systemic barriers to inclusion and equity are happening. That's a good thing. Recognizing and understanding the experiences of Black, Indigenous, and racialized people in Canada is a step toward ending systemic racism. Acknowledging the ongoing inequities faced by women and the LGBTQ2S+ community is another step forward, as is ensuring full participation by persons with disabilities.

But we need to take more than steps to advance something that is long overdue. We need to commit and be purposeful in our stride toward positive and long-term change.

Innovative Medicines Canada and its member companies have formalized diversity, equity, and inclusion principles across four key areas of Talent, Health Equity, Education & Training, and Partnerships.

Specifically, 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.

How we do business matters. By ensuring a diverse workforce, we gain perspective and ingenuity. By earning the trust, and addressing the systemic issues faced by racialized people in the lifecycle of medicine R&D, we enable full participation in that process. And by reflecting all Canadians in our work, we ensure better health outcomes for everyone.

We know that diversity, equity, and inclusion are essential to a robust and innovative life sciences ecosystem. Innovative Medicines Canada and our members are proud to integrate this vital lens into everything we do.

Sincerely,



Pamela C. Fralick  
President