

March 5, 2019

Hon. Kirsty Duncan  
Minister of Science and Sport  
House of Commons  
Ottawa, Ontario  
K1A 0A6

Dear Minister Duncan,

On behalf of Research Canada: *An Alliance for Health Discovery*, we would like to express our support, in principle, of the made-in-Canada Athena SWAN program's draft Charter and applaud the Government of Canada for its commitment to advancing equity, diversity and inclusion in the research community. This draft Charter represents an important step forward towards a robust and inclusive research system in Canada.

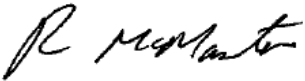
Research Canada thanks the Government of Canada, in particular, for recognizing the importance of engaging in meaningful, respectful and continuous dialogue and collaboration with Indigenous peoples. Research Canada also thanks the Government of Canada for seeking to take a focus that goes beyond Science, Technology, Engineering and Mathematics (STEM) to include the entire research ecosystem and culture, across all disciplines and fields of study.

As we take steps towards improving equity, diversity and inclusion in our academic institutions, which are often research institutions, we should also harness these institutions as places of research and learning about equity, diversity and inclusion. Research can help us to determine root causes of discrimination that embed individual biases and ultimately are institutionalized in our systems and structures. Through research we can better determine what policies and practices actually work in academic institutions rather than rely on static notions of what constitutes good EDI practice.

As a national, broad-based alliance dedicated to advancing health research and health innovation through collaborative advocacy, we understand the critical importance of ensuring that all stakeholders are empowered and represented in the research and innovation ecosystem. Our mission is to improve the health and prosperity of all Canadians by championing Canada's global leadership in health research and innovation, and we can only do so if our institutions work towards advancing equity, diversity and inclusion in the research community.

We look forward to continuing to work with the Government of Canada to build a robust health research and innovation enterprise that is committed to advancing equity, diversity and inclusion in our community.

Sincerely,



Dr. Robert McMaster  
Chair



Dr. Ryan Wiley  
Policy Advisor and Chair,  
Policy Engagement Committee



Ms. Deborah Gordon-El-Bihbey  
President and CEO