This talk will address the importance of embedding the principles of equity, diversity and inclusion into academic science in Canada, embracing uncomfortable and sometimes difficult conversations in order to get us to the real work of identifying and removing barriers that limit access and engagement for all. This work is critical for science to achieve its full potential as a sector.

The talk will include tips, tools and strategies that can help build the toolkit for change, and suggest actions that everyone can take within the academic environment. We, as individuals and institutions, should be focused on creating cultures of care that achieve inclusive excellence.

Dr. Imogen Coe is one of Canada's leading advocates for organizational change towards inclusive excellence in research, particularly in science and medicine. She has published on the creation of EDI-infused organizational cultures, inclusive leadership and misogyny in science, has advised federal and national funding agencies on how to integrate equity, diversity and inclusion principles into diverse research cultures, and has received numerous awards for her advocacy work.

Dr. Coe is a professor of Chemistry and Biology and former founding dean of the Faculty of Science at Ryerson University in Toronto. She is also an affiliate scientist at St. Michael’s Hospital, Toronto, where her research group studies drug transporters.