

## Equity, Diversity, & Inclusion

### Past Highlight:

- TRIUMF is explicitly weaving equity, diversity, and inclusion (EDI) into its culture -- through its written values, the first Committee on the Diversity and Inclusion, and the first EDI Taskforce -- and thereby creates a directed, top-down, bottom-up program. Examples include:
  - Creation of EDI-oriented outreach material
  - Participation in the first LGBT+ STEM day, Girls + STEAM, the University of Victoria's Indigenous career fair (the sole and an exclusive one for Indigenous undergrads)
  - Assessment of the recruitment, retention, and promotion by an external EDI expert led to recommendations, which are being implemented including implicit bias training

### Expected Highlights for the Next Five-Year Plan:

- An EDI program driven by the TRIUMF employees themselves as much by the Leadership team and external agencies. Potential examples include:
  - Co-op program reaching 40% female participation
  - Dedicated internships for students from under-represented population in technology, engineering, and the sciences
  - EDI-relevant training courses and workshops
  - A code of conduct
  - A robust, community-generated and -executed program of EDI event