On September 30, 2019, the Gairdner Foundation and L’Oréal-UNESCO welcomed 100 members of the scientific community in Toronto to a Forum on Diversity and Excellence in Science. During the forum, participants discussed how and why the diversity in STEM undergrad programs across the country does not translate into the workplace. Here are the main takeaways from the discussion:

**Top Tools:**

- **Resources & Responsibilities:**
  - Take responsibility for your own implicit bias – don’t shy away from growth & the opportunity to learn from your mistakes.
  - Sponsorship & support is just as important as mentorship.

**Main Issues:**

- **Barriers, Gaps & Blindspots:**
  - Language can make a big difference.
  - Seek out ways to correct your language for greater diversity & inclusion by removing negativity.
  - Intersectionality is often not discussed with respect to ethnic background, sexual orientation & language.

**Community:**

- **Being an Ally:**
  - Be an ally not a savior – help to create a safe space for people to talk about and listen to other’s experiences.
  - Tokenism needs to be avoided, especially for pioneers in their fields and workplaces. When increasing diversity & inclusion, be aware if putting the responsibility to represent a whole group on one person.

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