

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:



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.

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.

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.

