

# Creating Inclusive Excellence Through Inclusive Leadership

This workshop will help those in leadership positions (whether small group or large organizational divisions) develop core competencies in the creation of inclusive cultures in research environments using data-driven, evidence informed approaches. Through interactive sessions, participants will learn about systemic barriers in science and how they limit innovation, creativity and diverse approaches to complex problems. In addition, participants will learn tools and strategies for identifying and removing barriers to inclusion, creating cultures of care that attract, retain and promote diverse talent and enhancing impact and rigour in all their research activities.

## Agenda:

1 p.m. - 2 p.m.

*Awareness to Education*

2 p.m. - 2:15 p.m.

Coffee break

2:15 p.m. - 3:30 p.m.

*Actions to Outcomes and Solutions*

3:30 p.m. - 4 p.m.

Final thoughts

## Facilitators



### **Imogen Coe, Professor, Toronto Metropolitan University, Affiliate Scientist, St. Michael's Hospital**

Dr. Imogen R. Coe is a professor of Chemistry and Biology and former founding dean, in the Faculty of Science at Toronto Metropolitan University. She is also an affiliate scientist at St. Michael's Hospital, Toronto, where her research group studies drug transporters. In addition to being an academic scientist, Dr. Coe is one of Canada's leading advocates for organizational change towards inclusive excellence in research, particularly in science and medicine. She has advised federal and national funding agencies on how to integrate equity, diversity and inclusion principles into research cultures and has published on the topic of inclusive excellence in diverse venues such as *The Lancet* and the *Globe and Mail*. She is much in demand as a speaker and panelist and has received numerous awards for her advocacy work.



### **Ana Sofia Barrows, Senior Consultant, Diversity, Equity & Inclusion, Intact Financial Corporation**

Ana Sofia Barrows, CCIP (she/her) is a Senior Consultant, Diversity, Equity and Inclusion at Intact Financial Corporation. She holds a Canadian Certified Inclusion Professional (CCIP) designation, and has a multidisciplinary educational background in Medical Physics, Social Justice Education, and Leadership and Inclusion. She has led multiple initiatives focused on advancing Equity, Diversity and Inclusion, and has spoken about the importance of inclusion in multiple channels such as CBC's *On the Money*, CBC radio, and multiple conferences and panels.

Ana Sofia is the co-author of the article, *So, you want to host an inclusive and accessible conference?* published in *FACETS Journal*, and she has written for publications such as the Canadian Science Policy Centre, and *Latinos Magazine*.

In addition to this work, Ana Sofia is an instructor at the Rotman School of Management's executive program *Inclusion by Design*, where she teaches *Human-centred Design Thinking*.