

Diversity and Inclusion Policy

1. Purpose

The purpose of this policy is to express Vector Institute's ("the Corporation's") commitment to a diverse and inclusive workplace. This Policy sets out that commitment and outlines a high-level strategy for implementation.

2. Commitment to Diversity and Inclusion

Vector recognizes that having a diverse and inclusive organization is essential to the Corporation's ability to further its vision to drive excellence and leadership in Canada's knowledge, creation, and use of artificial intelligence aimed at improving the lives of Canadians. It is also essential to enable the Corporation to attract the best global talent, focussed on research excellence and innovation.

The Corporation is committed to maintaining a working environment, which actively promotes and supports human rights. The Corporation's support for diversity is grounded in a commitment to achieving a working environment that is free of discrimination and harassment as defined in the Ontario *Human Rights Code* and where all individuals are treated with respect and dignity. The Corporation continually strives to foster and maintain a diverse and inclusive work environment in which diversity is embraced, and everyone has equal opportunity to succeed.

3. Scope

This policy applies to all employees (permanent, temporary, part-time, and full time), faculty, secondees, graduate researchers, volunteers and students/interns. The Policy also applies to the Board.

4. Our Plan

The Corporation is taking proactive steps to ensure the inclusion of diverse populations in all areas of the organization. The Corporation is committed to ensuring that individuals feel valued, respected, and supported. The Corporation's strategy with respect to recruitment, retention, and advancement to enhance diversity may include:

- Consider diversity and inclusion when assessing organizational needs, goals, and risks;
- Communicate diversity and inclusion objectives to all employees, faculty, secondees, students, and trainees; and
- Review of current policies, practices, and procedures through a diversity lens, to ensure elimination of barriers and support for inclusion.

5. Responsibilities

The creation of an inclusive workplace requires the work of every member of the Vector community, including all employees, faculty, secondees, students, and trainees. The commitment to diversity and inclusion must start with management and permeate throughout the Corporation.

Responsibility for spreading the values expressed in this statement rests with the President and CEO, the COO/CFO, and the Director, Human Resources & Corporate Services, and is within the scope of each person's role in the organization.

6. Human Rights Policies

The Corporation has policies in place to prevent violence, harassment and discrimination and to promote inclusion. This statement is to be read in conjunction with these policies (i.e., Workplace Violence, Workplace Harassment, Accessibility, Workplace Health and Safety).

7. Amendment

This Policy will be reviewed as often as is necessary, but at least annually. This Policy may be amended by the Board.