



Equity & Diversity Collaborative

STRATEGIC CHARTER

Powered By City of Mississauga & Healthcare Businesswomen's Association (HBA) Canada Region



MISSION

Accelerating Change

The Equity & Diversity Collaborative aims to achieve a 50% gender-parity ratio and a 30% representation of other under-represented groups, including racialized persons, people living with disabilities, and members of the LGBTQ2+ community at all levels of organizations and on Canadian board(s).

In alignment with Innovation, Science and Economic Development Canada's (ISED) 50 - 30 Challenge.



OVERVIEW

Gender equity and diversity have been increasing priorities for most companies over the past few decades. Research shows that greater gender balance and diversity drive better business results, more innovation and higher employee retention. A diverse workforce also has broader positive societal impacts by leading to economic growth.

The Equity & Diversity Collaborative is a consortium of healthcare and life sciences companies dedicated to driving gender equity and diversity.

Together, Collaborative members commit to taking an active role in defining strategies, measuring performance, creating change and inspiring others.

CITY OF MISSISSAUGA

The City of Mississauga is the second-largest life sciences hub in Canada with, more than 500 life sciences companies employing over 26,000 people. The City was the first Canadian municipality to have a Life Sciences Cluster Strategy focused on establishing it as a leading, world-class life sciences hub. Mississauga successfully achieves this goal through strong advocacy for the sector, promotional campaigns to increase awareness of the City's strengths, and facilitation of connections that lead to better business opportunities and results for its companies.

HBA CANADA REGION

As part of the global nonprofit organization, HBA Canada was established in 2019 to elevate women into leadership positions and impact the future of healthcare in Canada. HBA Canada accomplishes its mission through strong business networks, education and leadership development and global recognition of outstanding individuals and companies.

Gender and ethnic diverse organizations are 25% and 36% more likely to outperform on profitability.

McKinsey and Company. Diversity Wins Report (May 2020)

COLLABORATIVE MEMBERS



Equity & Diversity Collaborative