



Mitacs Diversity Policy

APPROVED BY BOARD OF DIRECTORS: JULY 2023



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Introduction

The Mitacs Board is committed to a culture of inclusiveness and values the benefits that diversity can bring to its Board of Directors. In order to promote the inclusion of different perspectives, opinions and ideas, foster innovative solutions to address complex organizational and ecosystem-level issues, mitigate against groupthink, and ensure that Mitacs can benefit from all available talent, the Mitacs Board of Directors is committed to the following:

- Maintaining a Board of talented and dedicated Directors with a diverse mix of expertise, skills, and backgrounds
- Guaranteeing that diverse perspectives are represented
- Preventing subtle discrimination through unconscious bias
- Ensuring transparency in Director selection process

Objective

The Mitacs Board, operating at the highest level of leadership, has a critical role creating an organization that prioritizes, supports, and invests in equity, diversity, and inclusion. Mitacs being an innovative organization, equity, diversity, and inclusion on its Board lead to a better understanding of opportunities, issues, and risks, enables stronger decision-making, and ultimately improves performance and the ability to provide strategic oversight.

For purposes of Board composition, diversity includes all areas of:

- Experience representing or understanding academia, business, government, and not-for-profit organizations
- Representation of Canada's landscape, such as gender, indigeneity, ethnicity, sexuality, ability, age, and geography

Purpose

The purpose of this policy is to promote and foster inclusivity and diversity of Board members. Organizations that embrace inclusion in their boards have an enhanced perspective for developing robust strategies, improving performance, and innovating continuously. The Mitacs Board is committed to building and maintaining a diverse and inclusive membership. Areas of diversity include, but are not limited to, race, national or ethnic origin, colour, indigeneity, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, and ability.

Scope

This policy applies to the Board of Mitacs Inc. It is not intended to apply to employee diversity, which is covered by a separate policy created for that purpose.

Policy

The Mitacs Board is committed to achieving diversity during the recruitment process of candidates for their nomination. The Board's Governance Committee considers a variety of factors to select candidates to the Board, including diversity of thought, decision-making ability, skills, geography, language, experience with business, government, or academia, as well as the interplay of a candidate's experience with the experience of other Board members, and the extent to which a candidate would be a desirable addition to the Board.

Recognizing the important role and significant aspects of diversity and inclusivity and acknowledging the increased participation and contribution of these varied perspectives, the Board aspires to have appropriate representation of women and gender-diverse persons, Indigenous Peoples, age, both official languages, ethnicity, diverse abilities, and sexual orientation so that it accurately represents the current and evolving population of Canada.

Compliance

To achieve Mitacs Board diversity, the Governance Committee will conduct a thorough recruitment process. The objective of this process is to:

- Adhere to Mitacs's corporate by-laws as related to Board composition
- Provide a clear, transparent approach to Board Director recruitment, renewal, and evaluation
- Ensure that Board composition reflects the needs of the organization and proper representation of stakeholders, by maintaining and reviewing the Board Skills Matrix to ensure the Board composition considers the balance of skills, experience, knowledge, perspectives, independence, and characteristics in alignment with the strategic needs of Mitacs Inc. and the environment in which it operates
- Review the internal performance of the Board itself and identify any possible areas of improvement
- Reflect on individual and shared Director responsibilities and determine areas of responsibility that require attention
- Demonstrate integrity as an organizational value
- Display credibility to funders and other external audiences and stakeholders
- Establish accessible channels to recruit and attract diversity into Mitacs's Board candidate pipeline
- Identify suitable candidates for appointment to the Board, based on objective criteria and merit, with due regard for the benefits of diversity in the Board
- Maintain an ongoing list of potential candidates

Thanks to our funding partners.  Merci à nos bailleurs de fonds.

Roles and Responsibilities

ROLES	RESPONSIBILITIES
Board Chair	<p>Review internal performance of the Board itself and identify any possible areas of improvement.</p> <p>Reflect on individual and shared Director responsibilities and determine areas of responsibility that require attention.</p>
CEO, Board Chair, and Governance Committee Chair	<p>Canvas academic and industry partners to recruit new members to the Board.</p> <p>Ensure that Board composition reflects the needs of the organization and proper representation of stakeholders, by considering a balance of skills, experience, knowledge, perspectives, independence, and characteristics that align with the strategic needs of Mitacs.</p>
Governance Committee	<p>Provide a clear, transparent approach to Board Director recruitment, renewal, and evaluation.</p> <p>Maintain an ongoing list of potential candidates.</p> <p>In consultation with the Board Chair and CEO:</p> <ul style="list-style-type: none"> ▪ Nominate potential Board members for Board approval ▪ Evaluate and monitor to ensure that the recruitment process is followed ▪ Ensure all areas of diversity are represented in the Board
Mitacs Board	Propose the slate of Directors to Mitacs members.
Mitacs Members	Nominate and approve the slate of Directors at the AGM.