

Draft SSPC Diversity, Equality and Inclusion Council Charter

Introduction

At SSPC we believe that celebrating and supporting our diverse community provides a solid foundation for success. Cultivating an environment that enables the advancement of complex scientific challenges through the range of perspectives, ideas and experiences of our diverse community, is key to our individual and collective success. We believe that everyone should feel free to bring their whole self to work.

Vision & Value Statement:



'Together we are SSPC'

Diversity drives innovation in SSPC and we are committed to embedding a culture of diversity, equality and inclusion. We are building a sense of belonging to ensure everyone reaches their full potential. We are creating an organisation where everyone is welcome, because our differences are what make us strong.

The SSPC Diversity, Equality and Inclusion Council

SSPC is the Science Foundation Ireland (SFI) Research Centre for Pharmaceuticals. SSPC is a world-leading hub of Irish research expertise developing innovative technologies to address key challenges facing the pharmaceutical and biopharmaceutical industry. The SSPC is a unique collaboration between academia, industry and societal partners. This collaborative initiative offers the SSPC DC the opportunity to advise, influence, and drive diversity, equality & inclusion practices across the entire SSPC community, encouraging best practice among all partners

Recognising the focus, and achievements, of our partners/community in advancing diversity, equality and inclusion, we will work with and learn from our partners. We aim to develop SSPC processes and procedures that integrate with, and compliment, those of our partners, and support their further development.

The membership of our Council (see Appendix A) reflects and represents our stakeholder group. We welcome and encourage engagement from all members of our community.

Scope & Reach

Diversity, Equality & Inclusion (D, E & I)

“Diversity” for SSPC refers to all the ways in which we differ which includes, but is not limited to, visible & invisible differences such as, gender, ethnicity, cultural background, age, language, disabilities, mental and physical health, sexual orientation, religious belief, marital status, family and caring responsibilities, career history, learning style, social and academic background etc.

“Equality” is ensuring individuals or groups of individuals are not treated less favourably, on the basis of their differences. Equality seeks to advance equality of opportunity in access to employment or a programme of study, training, development, career opportunities etc. without any direct or indirect discrimination, or conscious or unconscious biases.

“Inclusion” refers to creating a work environment and culture where all differences are valued, respected and leveraged without negative conscious or unconscious bias. Everyone has opportunity to contribute, to feel that they belong, and to achieve success in SSPC.

Key Focus Areas:

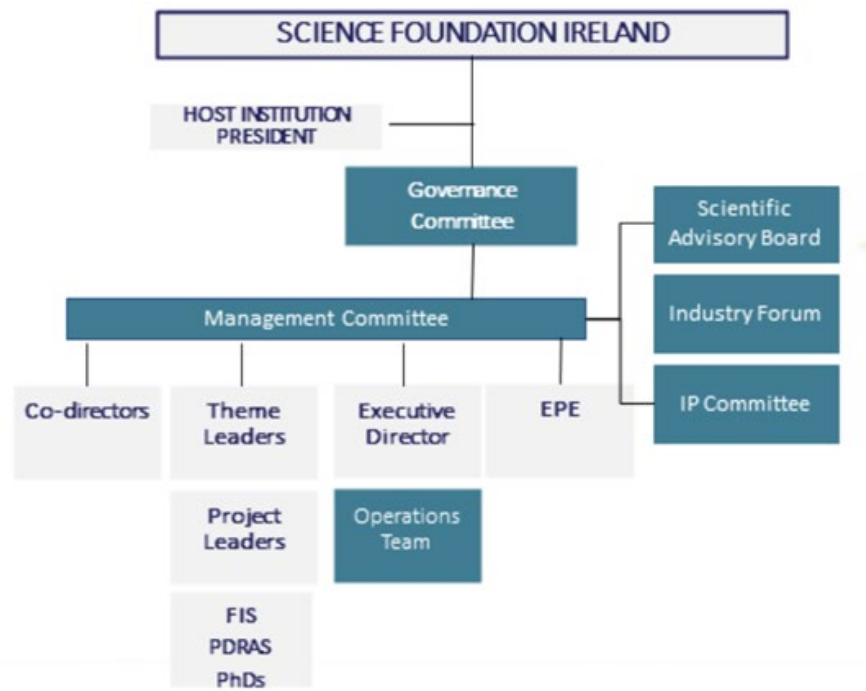
DATA: Understanding, Recording and Tracking Impact – understanding our current position on key D, E & I metrics, both qualitative and quantitative, establishing annual Key Performance Indicators (KPIs) and measuring and reporting on progress

ENGAGEMENT: Communication, Engagement and Awareness – Communicate internally and externally about Diversity, Equality & Inclusion objectives, activities and opportunities for engagement via all communication channels, events & programs at every level of the organization.

EDUCATION & TRAINING: Training and Education – providing education and training to deepen understanding, drive inclusive behaviours and foster diversity, inclusion and equality principles.

POLICY: Policy/Guidance & Leadership – developing policies and procedures to support D, E & I within SSPC, curating and collating policies existing within our communities and providing D, E & I guidance and leadership within our communities.

Governance



Appendices:

1. Membership of SSPCDC
2. Links to Academic Partner Diversity and Inclusion Policies and Procedures