



training a new generation of researchers
in gastroenterology and liver

former une nouvelle génération de
chercheurs en gastro-entérologie et foie

TERMS OF REFERENCE EDI Committee



Guiding Principles

All of TRIANGLE's work is guided by these principles:

- Grounded in justice, equity, diversity, and inclusion best practices.
- National representation
- Interdisciplinarity
- Awardee representation and leadership
- Patient and family engagement
- Embracing Indigenous ways of knowing, doing, and promoting health and well being
- Representation across the four CIHR pillars of research and the GI and liver research communities

1 Purpose

The EDI Committee supports the TRIANGLE program, which aims to help awardees:

- Make significant contributions to advancing knowledge about the role of the gut and/or liver in health and disease.
- Gain proficiency in a range of cutting-edge research methods and scientific inquiry techniques.
- Receive comprehensive, value-added training that equips them with transferable professional skills necessary to succeed in diverse gastroenterology and hepatology careers, such as in academia, medicine, communications, industry, policy, and management.
- Build an inclusive, diverse, and engaged TRIANGLE community that promotes the success of awardees, offering support, mentorship, access to research and professional networks, and opportunities for community building.

The purpose of the EDI Committee is to ensure that all TRIANGLE policies, processes, and programs promote the equity, diversity, and inclusiveness of the TRIANGLE community and, more broadly, of the community of researchers and clinicians in gastroenterology and hepatology across Canada by:

- Defining, regularly evaluating, and continuously improving TRIANGLE's EDI priorities and practices
- Ensuring that TRIANGLE committees are embedding EDI best practices into TRIANGLE training and wellness programs, awardee selection criteria and practices, mentorship, experiential learning experiences, patient engagement, and any other programs, policies, and processes
- Collaboratively designing and delivering, with the Curriculum Committee, EDI-focused training for TRIANGLE members and/or awardees
- Responsibly making use of funding provided by TRIANGLE and/or our partner organizations



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- Grounding EDI work in patient perspectives and best practices of equity, diversity, indigeneity, inclusion, and accessibility

2 Membership

The EDI Committee shall consist of, at minimum, 5 members. Members should include the following, and one person may fill more than one of these roles simultaneously:

- one or more faculty Chairs/Co-Chairs
- the previous committee Chair (during the first year of a new Chair's term)
- a TRIANGLE awardee at the PhD, fellowship or ECR stage of their career
- a patient representative*
- Program Manager
- A diversity of lived experiences, which may include but is not limited to:
 - Race and/or ethnicity (with a particular emphasis on including Black and Indigenous TRIANGLE members on the committee)
 - Sex, gender, and/or orientation
 - Disability
 - Socioeconomic status
 - First generation student status
 - Career and/or training stage
 - Age
 - Geography
- Representation across:
 - GI and liver
 - Clinicians and scientists
 - Fundamental and clinical research

* Should a patient representative not be available to serve on the committee, the committee can instead coordinate regular consultation with the Patient Advisory Group.

3 Length of Tenure

Co - Chairs: 3 years, with 2 years serving as Chair and 1 year serving as Past Chair to support the new Chair.

Members: Appointed members of the committee will remain on this committee for a term of two (2) years. All members will be eligible for reappointment for the term immediately following their tenure.

Membership Approval: Chairs are free to choose their own committee members and can request help with recruitment from the Program Manager and the Program Co-Leads. The TRIANGLE steering committee will review committee composition annually to ensure that they meet, as much as possible, the membership guidelines above.



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As TRIANGLE is a volunteer network, there are no honoraria or stipends associated with this position. TRIANGLE will however reimburse any travel expenses for TRIANGLE events.

4 Function of the Committee

Chair/Co-Chairs:

- Lead and oversee, with the support of the Program Manager and other committee members, the development and evaluation of TRIANGLE's EDI priorities, policies, and processes
- Lead and oversee, with the with the support of the Program Manager and other committee members, the planning and delivery of EDI assessments and training to the TRIANGLE community
- Act as an EDI resource and champion to other TRIANGLE committees as they are developing their programs, or delegate other members of the committee to do so
- Work with the chair of the Evaluation Committee and the Program Manager to design and implement an effective evaluation strategy for TRIANGLE's EDI strategy
- Create and submit an annual EDI plan and budget to the TRIANGLE co-leads for approval (generally within four weeks of the TRIANGLE Annual Summit)
- Contribute, as required, to grants, publications, or reports authored by TRIANGLE members for the purposes of securing additional funding, reputation, reach, or support for the program

Members (including the Chair)

- Participate in virtual meetings to move forward on the above goals and keep the TRIANGLE co-leads informed about the committee's goals and accomplishments
- Attend the Annual Summit each year, at which members of the committee must hold an in-person planning meeting, consult with the TRIANGLE community about our EDI needs and priorities, and participate in the TRIANGLE Annual General Meeting
- Ensure that their information remains updated on the listing of all TRIANGLE committees and their members

5 Meetings

The following meetings shall take place on an annual basis.

- Quarterly (at minimum) virtual meetings
- Ad hoc meetings as needed
- In-person review and planning meeting at the TRIANGLE Annual Summit (February/March)

6 Process for Amendment

An amendment to this document requires a notice of motion by the TRIANGLE Steering Committee. The amendment will be voted on and will require support from the majority of members in attendance.