



Inclusivity Code of Conduct

July 2020

Introduction

This Code of Conduct articulates the values and principles of the Raw Talk Podcast team. Articulating our values is meant to reinforce the already exceptional level of respect among the team, to highlight our accountability to our audience, and to provide clear avenues to correct our culture should it ever stray from that course.

The contents of this Code of Conduct apply to our interactions within the Raw Talk team, with our guests, audience, and sponsors, including during meetings, on social media and Slack, at live events, interviews, conferences, and other events where we are representing Raw Talk.

Values

Raw Talk is dedicated to creating an inclusive environment for everyone, regardless of race, ethnicity, religion, color, nationality, age, ability, sexual orientation, gender identity, gender expression, mental illness, socioeconomic status or background, or physical appearance. In our mission to foster a research community at the University of Toronto and to engage the public in medical science, we are committed to highlighting issues of equity, diversity, and inclusion in STEM, and to changing perceptions and challenging stereotypes within the medical science field.

Code Provisions

- Create a safe, inclusive and supportive environment for all members and guests of Raw Talk
 - Members of Raw Talk are expected to be proactively and reactively supportive of each other, to be collaborative, and to be generous and kind in both giving and receiving feedback
 - Every year, all members of Raw Talk will participate in Equity & Diversity training as part of on-boarding
- Commitment to including diverse voices on our team and on our show
 - Prioritize episode guests from under-represented groups in the field of medical science, including people of marginalized genders and sexes, people of colour, Indigenous peoples, and people with disabilities
 - No all-male or all-white panels at our events
 - Including at least 5 student and trainee voices in our episodes per season



- Using our platform to advocate for diversity, equity and inclusion in the field of medical science
 - Featuring voices and perspectives of individuals with lived experience in our episodes whenever possible, and a guarantee for them to be included for episodes on topics related to inequities in health and medical sciences for marginalized/vulnerable groups
 - Approach all episode topics with a health equity and inclusion lens, and aim to ask all guests questions on this topic
 - Include a minimum of 2 episodes per season dedicated to equity, diversity, and inclusion in medical science
 - Promoting representative voices and engaging in dialogue around issues of diversity and inclusion, both in person and through our social media accounts
- Commitment to continued improvement
 - Be open to feedback and critique
 - Regularly document and re-evaluate our fulfillment of the Code of Conduct provisions to promote equity, diversity, and inclusion with our episode, general, and leadership teams
 - Acknowledge, accept, and learn from missteps and mistakes
 - Recognize the courage it takes to call out an individual or a group and have the courage to acknowledge, accept, and learn from mis-steps and mistakes

Feedback

If Raw Talk or any of our members are not compliant with the Code of Conduct provisions outlined above, we encourage you to engage with the leadership team, in person or in writing, in a discussion of how we can do better. If you would prefer to raise your concerns anonymously, please provide this feedback to our Ombudsperson, who will share these concerns to the leadership team anonymously, or in our annual team survey, which is sent out mid-way through the season. You can email us or contact our Ombudsperson anonymously at www.rawtalkpodcast.com/contact. We take our commitment to our values and our continued improvement seriously, and want to ensure that Raw Talk is a community that is open and responsive to positive and constructive feedback.

Contributing to the Code

Members of the Raw Talk team are invited to contribute to this Code of Conduct. If you have a question or suggestion for evolving the provisions; if you've spotted a typo, discriminatory language, or any other change please let the leadership team know. All proposed changes to the Code will be reviewed by the leadership team and discussed with the broader Raw Talk team, as necessary.