

CIMDRN / INFORM RARE Values Statement

The CIMDRN / INFORM RARE team are faculty members, employees, and trainees working together on research to improve health care and outcomes for children with inherited diseases and their families. Our team's foundation is built on respect for our work and for each individual as a human being. As a team, we aim to *thrive*: to see our work, and each other, flourish and succeed. Our core values characterize and guide our conduct individually, with each other, with our research collaborators (patients, families, clinicians, and researchers), and with other members of the University of Ottawa community:

We are human beings, and our relationships are important to us. Our shared humanity unites us and roots the way that we interact with each other. We are not simply “employees” or “trainees” or “bosses”.

Individually, we strive to maintain healthy boundaries between work and personal lives.

We champion physical and mental health and care as well as the prioritization of caring for loved ones and understand this to be a top priority for most individuals.

We offer appropriate empathy, flexibility, support, and resources to others for their personal and professional challenges.

We consciously develop and maintain relationships that are collegial and appropriate for a work and academic environment.

We work to foster an environment that is inclusive of every team member, so that a sense of belonging is felt by all. We recognize that friendships may develop between some people but are careful to ensure that friendships are secondary to professional relationships. We actively recognize how power structures may affect our interactions and pay particular attention to our own actions when interacting with someone who may have less power than we do. We do not tolerate preferential professional relationships.

We actively welcome and respect a diversity of experiences brought by all team members and strive for equity in opportunity. Our team values are shaped by our individual and collective experiences and we celebrate that our differences make us stronger as a team. We recognize that tangible and structural oppression has resulted in inequities that have hampered opportunities for oppressed groups, including in academia.

Discrimination on the basis of race, sex, gender, religion, sexual orientation, disability, age, or identity is unacceptable. We are vigilantly opposed to racist, sexist, misogynistic, homophobic, transphobic, ageist, and ableist behaviour and language. We are committed to listening and learning about issues of discrimination and reflecting on how our colleagues' experiences of discrimination may affect their experiences in the workplace.

Microaggressions may not be viewed as problematic by the person voicing them or by third parties; however, they undermine the feeling of inclusion for the recipient. We watch our own actions to prevent microaggressions and are encouraged to speak up if we witness them said to others, if appropriate.

We are open-minded if someone lets us know that we have harmed them, refrain from defensiveness, reflect on the impact of our actions, and seek to make amends that are appropriate.

We actively seek the viewpoints of every team member during team discussions and cultivate an environment where each person is comfortable expressing their opinions and ideas.

Resources

University of Ottawa Respect in the Workplace training (mandatory for all employees)

Tool: Recognizing Microaggressions and the Messages They Send

https://academicaffairs.ucsc.edu/events/documents/Microaggressions_Examples_Arial_2014_11_12.pdf

Tool: Interrupting Microaggressions

https://academicaffairs.ucsc.edu/events/documents/Microaggressions_InterruptHO_2014_11_182v5.pdf

University of Ottawa Faculty of Medicine EDI Resources:

<https://med.uottawa.ca/professional-affairs/office-equity-diversity-and-inclusion/edi-resources>

University of Ottawa Special Advisor on Anti-racism and Inclusive Excellence webpage:

<https://www.uottawa.ca/vice-president-academic/advisor-anti-racism-inclusion>

We invest our collective work with meaning and purpose. Although we may work on different projects and tasks, we are all working towards a common goal. We believe that each person brings unique skills and knowledge, and will flourish when they are trusted to do their work and do it well. Each person's success feeds the flourishing of the entire team.

We acknowledge effort, give credit where it's due, and celebrate the contributions made by each individual towards our common work goals.

We collaborate and offer each other support. We listen to others' ideas and receive them in a respectful manner.

We each take responsibility for our work, and acknowledge and actively seek to correct our own mistakes.

We seek opportunities to grow professionally and personally, develop new skills, and take on challenges. Such opportunities exist in attending workshops and conferences, but also on our own team: when you have time, volunteer to help others who need help and use it as a chance to expand your skills.

Our commitment

Our team's values statement is a living document: our values and culture are dynamic and cultivated by each and every team member. Team members come and go. We commit to reviewing these values regularly, and assessing the degree to which our actions align with our stated values.