



GenomeCanada

JUNE 2021

Genome Canada Playbook

Genomics on a Mission





Genomics on a mission: Our purpose

Genomics, responsibly and equitably applied, can change the world for the better.

Our work is critical to the future health and wellbeing of Canadians, and for our planet. Genome Canada is mobilizing the resources, talent and ambition needed to generate solutions to some of today's biggest challenges and enable Canada's genomics research and innovation ecosystem to flourish. Our success will be experienced as economic growth and prosperity, good food, a clean environment and lower disease burden.

How we show up ensures our success. The way we work ensures our energy is focused on learning everything we can, creating the difference we want to see in the world, and making sure this impact is equitably felt by all of society. This is about mindset, and this is about action.

We commit to a future-focused evolution that accelerates our enterprise and draws the brightest minds to our cause. Our playbook sets this out explicitly.



Team Genome Canada is:

Relentlessly impact-focused

Genome Canada is challenge-driven, mobilizing genomics to tackle the world's biggest problems. Our team, structure and ways of working all focus on driving impact.



VALUES IN ACTION: WE...

- Make decisions while being laser-focused on impact.
- Support challenge-driven research with line of sight to application.
- Translate the applications of genomics to benefit all Canadians.
- Accept that risk-taking and failure are essential to innovation.
- Seek information and knowledge so that fear of change or uncertainty does not prevent us from taking action.
- Continuously scan for new advancements and emerging issues critical to our work.



Team Genome Canada is: Intentionally inclusive

Genome Canada chooses inclusion as an essential element in our path forward. We are deliberate in embedding diverse perspectives, knowledge and lived experiences and know this is fundamental to excellence. This journey requires patience, learning and humility—and we will not always get it right the first time.



VALUES IN ACTION: WE....

- Prioritize equity in framing challenges and outcomes.
- Always ask whose voices are not included and actively seek out those perspectives.
- Listen to diverse perspectives, reflect on what was heard and allow new insights to reshape our actions.
- Integrate our IDEA (Inclusion, Diversity, Equity & Accessibility) framework, and our commitment to reconciliation, in all our work.
- Strive for data that is unbiased and inclusive.
- Create safe spaces to question potential bias and accept the discomfort of difficult conversations that may be required.
- Seek to build an organization representative of Canada's diverse population.
- Are humble in knowing we have not done enough and are ready to do more.

Team Genome Canada is: A purposeful partner

Genome Canada sees an opportunity to build an ecosystem, alongside the Genome Centres, that encourages innovative solutions to big challenges. We know the best solutions require multiple partners for success. We seek to engage in collaborative, cross-sectoral efforts with partners aligned with our mission.



VALUES IN ACTION: WE...

- Are deeply connected in our ecosystem, understanding potential partners' strengths, needs and perspectives, to inform with whom and how we collaborate.
- Ask, "who else should we invite into this discussion/project/initiative?"
- Enter partnerships only when we believe we can dedicate the necessary effort for the partnership to succeed, and then commit to driving that success.
- Develop the governance required for collaborations to function effectively.
- Convene the appropriate teams, perspectives and resources necessary to solve the specific challenge at hand.
- Bring authenticity to our relationships.

Team Genome Canada is:

Effortlessly agile

Genome Canada strives to be an adaptive organization. We will be nimble, responsive and adaptable in our policies, processes and decision making, focusing the brightest minds on creating impact and value. We constantly assess what could be changed—or stopped—to make space for the emergent and new.



VALUES IN ACTION: WE...

- Love the challenges we are trying to solve and understand there may be multiple paths to success.
- Continuously negotiate priorities and communicate pressure points to enable resource decisions.
- Undertake regular recalibration of our work to incorporate new ideas and approaches.
- Feel empowered in our teams to make decisions for rapid learning and action.
- Create processes that enable rapid action.
- Accept the discomfort of being agile and hold space to support each other in navigating uncharted territory.
- Work in flexible teams that come together to achieve a deliverable and disband when completed.

Team Genome Canada is: Seriously smart

Genome Canada is on the leading edge of scientific learning, discovery and innovation. Guided by ethics and transparency, we rely on science and evidence to drive decisions. We know sharing data and learnings is essential to finding sustainable solutions to tough challenges.



VALUE IN ACTION: WE...

- Create conditions for the sharing of information, data and knowledge so more solutions can emerge.
- Enthusiastically bring our individual strengths and expertise to create the best outcomes.
- Choose and develop our missions based on the best science and evidence.
- Take responsibility for the ethical and equitable application of genomics in society.
- Take small steps—even in the midst of uncertainty—so that we learn by continuing forward.
- Learn and are curious, always.