

Report from the Diversity and Inclusivity Committee  
18 May 2016

Following our inaugural meeting in November of 2015, the committee has met via telecon once, primarily to discuss our upcoming presentation at the CASCA annual meeting. Our efforts are being modelled after a similar presentation developed at the University of Montreal. Three members of the committee will be on hand at CASCA to coordinate the session on Diversity & Inclusivity (B. Matthews, L. Hetherington, P. Barmby). An hour has been set aside for the session, not in a parallel session.

In addition, through email discussion, the committee has created a “Code of Conduct” for CASCA meetings. This has been modelled after the London Code of Conduct with additional insights from the IAU and AAS documents. The Code of Conduct applies primarily to conduct during meetings. We iterated with Christine Wilson on the wording of the document. Once complete, it was translated into French by Luc Simard of NRC, who generously donated his time to do so. The code has been given to the LOC of the upcoming meeting to be posted online and distributed to participants. In subsequent years, it can be included as part of the registration process (i.e., by registering, participants will be acknowledging that they have seen the code and agree to abide by it).

The committee considers its next order of business after CASCA to be a climate survey, designed to assess the experience of CASCA members with regard to working environment, experiences of harassment and perceptions of gender equality/inequality. This survey has yet to be developed. We plan to utilize tools available online to ensure that our survey addresses the questions appropriately and produces robust data on the frequency of bullying and harassment experienced in the CASCA community.