

# Report from the Equity and Inclusivity Committee

24 May 2017

## Membership

Based on the CASCA committees website, 3 of the 6 members of the EIC are scheduled to rotate off the EIC this year. Pauline Barmby will rotate off following CASCA 2017. Lauren Hetherington will rotate off at the end of the summer, and we will need to recruit a graduate student to replace her. Kristine Spekkens replaced Pauline as the representative from the CASCA Board last year; the Board should decide whether Pauline's position needs to be replaced on the EIC. We recommend that she be replaced, keeping the number of members at 6, including the Board representative. Brenda Matthews (chair) is also scheduled to rotate off in 2017. The committee recommends extending her term for 2 years, so that two members are nominally turning over per year.

## Climate Survey

Much of the effort since our last report has gone into refining the Climate Survey. The current version has been updated since the last version the Board saw. We have tried to address some of the outstanding issues: how the data will be handled, some of the specific language for defining demographics and whether previous CASCA members should be polled, and we believe this is an acceptable version for circulation to CASCA members. We do not feel this survey should be applied retroactively to those who have left astronomy or the Canadian astronomical community.

## Hiring Statement

One of the charges made to this committee was the development of a document with recommendations for encouraging equity and diversity in hires. This document has been generated, and we include a draft of Hiring Recommendations with this report.

## Demographics Survey

We remain committed to restarting demographics surveys for CASCA. We have been concentrating on the Climate Survey and plan to do a demographics survey in Fall 2017, following as closely as possible the survey of 2000-2005. The survey will be done online by department chairs or representatives. The site will be hosted by the Dunlap Institute.

## Community Initiatives at CASCA meetings

This year, the results of the CanTAC gender study initiated by Kristine Spekkens will be presented in a poster to CASCA. Like the EPO category, we suggest that CASCA create another category of presentations, such as "Community Initiatives and

Demographics” that would allow CASCA members to present a second poster presentation in a non-science category. These types of presentations, that provide insight or analysis of the CASCA/Canadian/astronomical community, could then be a second poster presentation for authors, in addition to science ones. It is better that presentations in this category not be folded under EPO, since they are really community based and cover very different ground than EPO.