

Report from the Equity and Inclusivity Committee

5 June 2019

Membership

The EIC is expanding its membership. Henry Ngo (Plaskett Fellow at Herzberg) has just joined the committee. Terry Bridges has been invited. We are discussing inviting Hilding Nielson to the EIC. Bryan Gaensler will be rotating off the committee in Fall 2019.

Current membership:

Brenda Matthews (chair)

Emmanuel Fonseca (postdoc)

Bryan Gaensler (rotating off in Fall 2019)

Daryl Haggard

Margaret Ikape (graduate student)

Henry Ngo (postdoc)

Kristine Spekkens (Board representative, rotating off Board at end of AGM)

Climate Survey

The report to the Board on the Climate Survey is still TBD. We plan to complete this in the summer so that whatever can be included in the LRP report from the EIC can be included by the 30 September deadline. Some information may have to remain Board-eyes only.

Demographics Surveys

The Chair has received the anonymized database of CASCA members assembled in the fall of 2018 when membership renewal was done. We will be reviewing the data in the coming weeks, with an eye to presenting some of the content at the CASCA meeting in the EIC session.

As a side note to the development of the new database, the CASCA secretary (S. Di Francesco) contacted the EIC Chair about the new database. She had been informed that it was an EIC initiative and wanted to know why the new database was constructed and launched without any consultation with the person who manages membership and payments for membership. This was unfortunate.

LRP Report and White Papers

The EIC has submitted an interim report to the LRP panel on the EIC's activities since its inception in 2015. We are also planning to submit a White Paper containing plans and recommendations for future activities.

We note here as well that there is another submission for a White Paper related to EDI from a group at McGill. The EIC has reached out to the contact author of that EOI in order to understand their goals and ensure that our experience in surveys is available and that there is good complementarity with their proposed study, which seems to be related to the demographics of applicants to McGill in its present form, and assessment of the broader demographics of applicants to other universities in Canada appears to be their goal.

The EIC will also touch base with the graduate student group at U Victoria planning a climate survey targeting graduate students. The status of this effort is not known. There is no white paper submitted from that group.

The EIC White Paper is likely to contain EDI-related recommendations specifically aimed at CASCA. The EIC will find it helpful to coordinate with the Board in the coming months to determine what the most constructive way of framing those recommendations to the LRP panel.

LOC Guidelines for CASCA meetings

The LOC Guidelines have been updated, including some clarifications recommended by the EIC (e.g., reference to the code of conduct). The EIC will re-examine the new document and forward comments to the Board.

EIC Board Representative

Just a final note that the Board will need to appoint another representative to the EIC. Kristine is going to stay on as a member of the EIC past her Board appointment.