

Report for the CASCA Board Equity and Inclusivity Committee 4 Dec 2020

Summary and Requests:

1. This report summarizes the activities of the EIC since September 2020, when Kristine Spekkens took over as committee chair.
2. **The EIC requests** that the Board provide it some feedback regarding the first CASCA-supported course on Indigenizing astronomy.
3. **The EIC requests** guidance from the Board regarding its role in implementing the development of guidelines regarding Free, Prior and Informed Consent and astronomical facilities as recommended in LRP2020.
4. **The EIC requests** guidance from the Board regarding the EDI-related recommendations in LRP2020 on which it should focus in the coming months and years.

Composition:

Etienne Artigau (U. Montréal, Board Rep): May 2020 - May 2023
Terry Bridges (Okanagan College): May 2019 - May 2022
Rene Doyon (U. Montréal): Nov 2019 - Nov 2022
Emmanuel Fonseca (McGill): May 2018 - May 2021
Pamela Freeman (Grad student rep, U. Calgary): May 2020 - May 2021
Daryl Haggard (McGill): May 2018 - May 2021
Sam Lawler (U. Regina): Sept 2020 - Sept 2023
Kristine Spekkens (RMC/Queen's, Chair): May 2016 - May 2022
Nienke van der Marel (UVic): Feb 2020 - Feb 2023
Kim Venn (UVic): Sept 2020 - Sept 2023

Activities from Sept-Dec 2020:

1. At the request of the Awards Committee, the EIC discussed strategies for improving the diversity of nominees for CASCA awards. Ideas included soliciting potential candidates from Nominations Committee and EIC members, allowing self-nominations, and making nomination forms more prescriptive to emphasize the quality of the candidate over that of the nomination letter. This feedback was provided to the Awards Committee, which implemented some of these ideas in this year's competition.
2. The EIC held a joint discussion with Sustainability Committee members regarding issues of mutual interest. Some EIC members contributed to eCass articles by the Sustainability Committee regarding environmental racism. The committees agreed that a webpage on which to post resources and links for CASCA members would be of value, and the EIC will devise a structure for those pages and begin populating them in the coming months in consultation with the Sustainability Committee.

3. The EIC is pleased that the Board decided to support a course on Indigenizing astronomy this fall. The EIC recommended that the Board seek feedback from the course instructor and attendees regarding the experience, which the EIC envisioned as the first of many such opportunities for CASCA members. The EIC requests that the Board provide some of this feedback to the EIC as it sees fit, particularly if a recommendation on next steps is desired.
4. The EIC discussed the September burst of social media activity regarding TMT and the Native Hawaiian community. There is a clear interest within the EIC to contribute constructively to that conversation, but how best to do so is not clear. An initial step in this regard that the EIC discussed is a joint meeting with other CASCA committees such as CATAC. More broadly, LRP2020 links facility recommendations to Free, Prior and Informed Consent from the local and Indigenous populations affected by those facilities, and tasks the Canadian astronomical community with developing guidelines for defining and obtaining that consent. How this recommendation will be implemented is not clear to the EIC. The EIC is keen to contribute to this effort, and requests guidance from the Board on how to do so effectively in concert with other CASCA committees and stakeholders.
5. While LRP2020 has not been released at the time of writing this report, the EIC is cognizant of the large number of EDI-related recommendations made by the astronomical community during the consultation process. The EIC anticipates that some prioritization for implementing the final EDI-related recommendations in LRP2020 will be needed, and requests guidance from the Board regarding the issues on which it should focus in the coming months and years. This may also be an opportune time to revisit the EIC terms of reference, which date back to its inception in 2015.