

# Report for the CASCA Board Equity and Inclusivity Committee 29 April 2021

## Summary and Requests:

1. This report summarizes the activities of the EIC from January - April 2021.
2. **The EIC will require two new members** after May 2021 to maintain its current size. The EIC notes that the members rotating off are early-career researchers, and recommends that an early-career researcher be considered for committee membership in order to maintain balance in this respect.
3. **The EIC requests** guidance from the LCRIC and the Board regarding its role in implementing the EDI-related recommendations in LRP2020, and which of these recommendations it should focus on in the coming months and years. The EIC has particular interest in contributing to revising/developing CASCA Mission/Ethics/Values statements, recognizing that focussing on this activity could consume a significant fraction of the committee's bandwidth.
4. **The EIC requests** a meeting with the LCRIC and/or the Board as soon as possible to discuss its new role as well as specific initiatives it can undertake in support of the CASCA EDI vision. Once there is some clarity regarding the EIC's role in implementing the LRP recommendations, the EIC will provide input to the Board/LCRIC regarding concrete next steps.
5. **The EIC recommends** revisiting the committee terms of reference in conjunction with the identification of its role in supporting the LCRIC and Board in the LRP2020 implementation era.

## Composition and changes since last report:

Arif Babul (UVic): Feb 2021 - May 2024

Terry Bridges (Okanagan College): May 2019 - May 2022

Ivana Damjanov (Saint Marys, Board rep): Feb 2021 - May 2023

René 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 2022

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 - May 2021

Kim Venn (UVic): Sept 2020 - Sept 2023

1. Since our last report, Ivana Damjanov and Arif Babul have joined the committee. Welcome to both! Daryl Haggard has agreed to stay for an extra year (term ending May 2022 instead of May 2021). Thanks Daryl!

2. Since our last report, Étienne Artigau rotated off the committee and Nienke van der Marel's term has been modified to end in May 2021 instead of Feb 2023 due to a job change. Thanks to Étienne and Nienke for their service!
3. Three EIC members (Emmanuel Fonseca; Pamela Freeman, grad student rep; Nienke van der Marel) will rotate off the EIC in May 2021. Considering the net influx of members since the last report, the EIC will require two new members in order to maintain its current size. The EIC looks forward to welcoming the individual that the Grad Student Committee elects as a new member. The EIC suggests that an early-career researcher be considered to fill the other vacant position to maintain balance on the committee in this respect.

### **Activities from Jan-Apr 2021:**

1. The EIC thanks the Board for sharing the feedback it received regarding the first CASCA-supported course on Indigenizing astronomy. The EIC views the feedback to be very positive on the whole, and hopes that this course is the first of a series of training opportunities for CASCA members.
2. The EIC thanks the Board for guidance regarding the location and format of a webspace for posting EDI-related materials for the benefit of CASCA members. The EIC is working on curating the resources it has collected in a useful manner, and will begin posting them soon. The EIC notes that a more modern look and feel to the CASCA website would aid in the presentation of resources to the community and the public.
3. The EIC was consulted on the land acknowledgement for the CASCA AGM. The EIC does not have expertise in this regard, but members pooled what they had learned from their own institutions in order to provide feedback. Thanks to ex-EIC member Clare Higgs for some thoughtful contributions to this effort.
4. The main activity of the EIC this period has been the organisation of a community-focussed session at the CASCA AGM in collaboration with the Sustainability Committee. The joint session includes two invited speakers and three contributed talks. A small (3 oral and 2 poster) but encouraging number of EDI-related contributions were made in this first AGM call. The EIC will provide feedback to the Board regarding the session as well as recommendations for future ones.
5. The EIC is keen to begin work on implementing the EDI-related recommendations in LRP2020 as part of a larger effort coordinated by the LCRIC. The EIC eagerly awaits guidance from the LCRIC regarding how it can best contribute, what to prioritize among the many community recommendations in the LRP, and what resources may be available to aid in these efforts.
6. The EIC has particular interest in contributing to updating the CASCA Mission/Code of Ethics and developing a Values Statement (related to LRP recommendations 36, 37, 38, 39, 42), recognizing that focussing on this activity could consume a significant fraction of the committee's bandwidth. The EIC requests a meeting with the LCRIC and/or the Board as soon as possible to discuss its role as well as the long-term vision for this and other EDI initiatives. Once there is some clarity regarding the EIC's role in implementing

the LRP recommendations, the EIC will provide input to the Board/LCRIC regarding concrete next steps. This may also be an opportune time to revisit the EIC terms of reference, which date back to its inception in 2015 as an ad-hoc committee.