

Report for the CASCA Board Equity and Inclusivity Committee 6 December 2021

1. Summary and Requests:

- A. This report summarizes the activities of the EIC from May - November 2021.
- B. **Five EIC members** (including the chair) are slated to rotate off the committee after May 2022. One of these five (the GSC rep) will be elected through GSC processes, but four new appointments and/or term extensions will be required in order for the EIC to maintain its current size (item 2B).
- C. **The EIC requests** more clarity regarding its role in implementing LRP2020 recommendations moving forward (item 3A).
- D. **The EIC recommends** that the Board consider whether or not policy changes/additions are warranted to enable cross-pollination across both CASCA committees and external committees on EDI-related issues (items 2C and 3C).
- E. **The EIC will soon request** feedback and possibly financial support to execute the first of a post-LRP2020 series of longitudinal demographic surveys of the CASCA membership (item 2E).

2. Composition and changes since last report:

Current EIC membership:

Arif Babul (UVic): Feb 2021 - May 2024

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

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

René Doyon (U. Montréal): Nov 2019 - May 2022

Daryl Haggard (McGill): May 2018 - May 2022

Sam Lawler (U. Regina): Sept 2020 - May 2023

Simran Nerval (U. Toronto, GSC rep): Sept 2021 - May 2022

Kristine Spekkens (RMC/Queen's, Chair): May 2016 - May 2022

Kim Venn (UVic): Sept 2020 - May 2023

- A. Since the last report, Simran Nerval (U. Toronto) has joined the committee as GSC rep following a special fall GSC election. Welcome Simran!
- B. Five members will rotate off the EIC in May 2022, including the chair. One of them (the GSC rep) will be elected through GSC processes. Four additional members will need to be appointed and/or have their terms extended in order for the EIC to maintain its current size.
- C. As has historically been the case, there is considerable cross-pollination between the current EIC membership and other CASCA committees with terms of reference (ToR)

that involve EDI considerations, including the GSC (Simran), the PDF committee (Sam), the Awards committee (Sam), the AGM SOC (Arif), and the Westar Lecture subcommittee (Terry). Some of these arrangements are formalised in the ToR of one and/or the other committee, but many are informal. The EIC is grateful to all of its members who play these dual roles. It is the EIC's view that this cross-pollination strongly benefits its activities, since it constitutes the main mechanism through which initiatives are coordinated and synergy is built. The EIC recommends that the Board consider whether or not this cross-pollination should be formalised, expanded, or achieved by some other means as the number of CASCA committees with EDI-related ToR grows in concert with CASCA's EDI ambitions.

3. Activities from May-Nov 2021:

- A. The EIC thanks the Board for organising a joint EIC-Board-LCRIC meeting in May as requested in its previous report. The EIC remains keen to work on implementing the EDI-related recommendations in LRP2020 as part of a coordinated effort across CASCA committees and in cooperation with the Board. The EIC requests more clarity regarding its role in implementing the LRP2020 recommendations moving forward.
- B. The EIC expects to finalize its curation of EDI-related materials to be posted on the CASCA website (as previously approved by the Board) by the end of 2021. The materials are expected to consist of a combination of web links and documents (e.g. copies of the presentations from the EIC/Sustainability session at CASCA 2021), and will be provided to the Board with curation wording in English and French.
- C. The EIC was approached by a CSA EDI committee member requesting to be granted ex-officio EIC membership, which generated a broader discussion of EDI cross-pollination beyond CASCA (see also item 2C). Among potential partner organisations are the CSA, CAP (its [EDI committee](#)), and the AAS (the [SGMA](#), the [CSMA](#), the [CSWA](#), and the [WGAD](#)). It is not clear to the EIC that ex-officio roles are the best way forward, and it is also appreciated that other CASCA committees (e.g. the JCSA for CSA coordination) may be a better match. The EIC recommends that the Board consider whether or not a mechanism for participation in the EIC or other CASCA committees by members of external EDI committees should be established.
- D. The EIC was requested by the AGM SOC and the Awards committee to suggest potential speakers and/or nominees from diverse backgrounds, which it has done.
- E. The EIC wishes to devise and execute the first of a post-LRP2020 series of longitudinal demographic surveys of the CASCA membership, taking advantage of standardized question sets that have now been developed in consultation with EDI experts (e.g. the [CAP survey](#) and other [university-based](#) efforts) and undergone ethics reviews (e.g. the [CAP survey](#)). The EIC is aware that the PDF committee is also planning a survey, and our committees are working together on areas of overlap (demographic questions, ethics considerations, survey platforms, etc). A proposal will be submitted to the Board for

approval in early 2022, with the goal of executing the survey and an initial analysis in time for the AGM. A request for feedback and possibly financial support to utilize a survey platform that satisfies Canadian Data Protection Law will be forthcoming in early 2022.