

Mandate

The Long Range Plan Community Recommendations Implementation Committee (LCRIC) works to ensure that recommendations in LRP2020 related to our community are implemented. It is unclear how long LCRIC will exist, but certainly, at least another 2-3 years will be required. The chart “LCRIC Timeline” included in this report gives some sense of the types of issues that LCRIC considers. This fall our meetings have touched on recommendations 1, 46, 78, 83, 84, 85, 86, and 88, as discussed in this report.

LCRIC Membership 2022/23

This fall some time was spent recruiting new members to LCRIC. We now have our full complement of members for the 2022/23 academic year. The membership is:

Sharon Morsink - Chair

Brenda Matthews - Representative from the LRP 2020 Panel

Karun Thanjavur - CASCA Board Representative

James Taylor

Rene´ Doyon

Recommendations Related to Postdocs

LCRIC worked with the CASCA Postdocs Committee to discuss issues related to postdocs. The postdocs presented LCRIC with the first draft of a “Best Practices” document related to recruitment. After we provided input, they revised the document (see attachment, “Recruiting Postdoctoral Scientists in Canada”). The document provides a set of recommended items that should be addressed when CASCA members advertise for postdoctoral research positions. In particular, this document directly addresses LRP recommendations 83, 84, and 86.

LCRIC approves this document, and we ask the CASCA Board to approve this document and consider ways to implement it. LCRIC suggests that at the very minimum, the document should appear on the CASCA website, and could be included in an email to CASCA members. It could also be a requirement for postdoctoral positions advertised using the CASCA email list.

The Postdoc Committee is also working on a set of recommended minimum standards for reimbursement of moving expenses, and we expect to have further discussions about this in 2023. This will address LRP recommendation 85.

During our joint meeting, we also discussed a possible mentorship program and pursuing extra training opportunities. Concerning training, we discussed the idea that the postdocs could create “CASCA Cohorts” of CASCA members (including graduate students) who will take online courses together on topics of interest such as machine learning on platforms such as Coursera.

We have left this as an action item for the postdocs to organize in 2023. This would partially address LRP recommendation 78.

CASCA Mentorship Program

LRP recommendation 88 addresses the need for a nationwide mentorship program. The postdocs expressed interest in the creation of such a program. LCRIC agrees that there would be many benefits to CASCA members from a mentorship program, although we acknowledge that the creation of a successful mentorship program will require a lot of work. After some discussion about what this might entail, LCRIC would like to get some feedback from the Board about whether the Board would like us to pursue this. A summary can be found in the document “Mentoring Proposal to CASCA Board”.

Indigenous Engagement Committee

Last year LCRIC member Laurie Rousseau-Nepton started work on drafting the terms for a new CASCA committee called the Indigenous Engagement Committee, as recommended by LRP recommendation 46. This work has been on hold due to Laurie’s maternity leave. In the meantime, LCRIC has been thinking about her proposal and will be meeting with her early in 2023 to discuss specific details that will need to be addressed before the terms will be ready for the Board to review.

Land and Consent

One of the most difficult, but important issues facing Canadian astronomy is that of land and consent. LCRIC spent a lot of time on this issue last year and produced a document about consent that partially addresses recommendation number 1. In early 2023, LCRIC will collaborate with members of the SKA to host two webinars about the approach of the SKA toward making partnerships with local populations. We plan to hold two separate webinars, the first about Australia (in February) and the second about South Africa (in March). The goal is to provide information to CASCA members to help us understand the nature of these partnerships and the process through which they were formed. This will hopefully provide us with a set of “case studies” that will be helpful for Canadian astronomers. An announcement about the times/dates and content of the webinars will be made in mid-January through the CASCA email list.

Board Feedback

LCRIC would like feedback on the following items:

- (1) Postdoctoral Researcher Recruitment Guidelines - Does the Board have any revisions to this document? Is the Board willing to officially approve and implement this document?
- (2) Mentorship Program - Does the Board want LCRIC to start working on a mentorship program?