

Diversity statement

CAIMS condemns all forms of racism, sexism, and inequity and we are committed to be welcoming and supportive to all, without regard to race, religion, gender, or sexual orientation.

I would like to acknowledge that I join you today from the traditional territory of the Neutral, Anishinaabe and Haudenosaunee peoples. The land where I live and work is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River.

Panel Members:

- Dr. Dhavide Arullah (Senior VP of Education & Inclusion at OpenTeams)
- Dr. Juliette Bruce (NSF Postdoctoral Fellow at the University of California, Berkeley)
- Prof. Amenda Chow (Associate Professor, York University)
- Prof. Edward Doolittle (Associate Professor, First Nations University of Canada)
- Sarafa Iyaniwura (Graduate Student, University of British Columbia)

Introductions. Each say a few words about themselves.

Would like this to be an interactive session. There will be time for questions and participation from the audience. You are welcome to raise your hand or put questions/comments in the chat. **Questions**

Topic 1: EDI best practices: From Attraction of top candidates to Retention of those same people

Q1: What methods are being employed now to *attract* candidates which will bolster diversity and thus quality of the department?

Q1b: Targeted advertising to fill a position with a person who satisfies certain criteria (gender, race, etc) often creates tensions for the new hire. It might make people uneasy about applying as they are worried about how they will be treated post-hiring. Are there better methods that could be put in place to ensure that hiring committees are properly considering EDI?

Q2: Hiring is not enough, are there meaningful ways we can make depts more welcoming so that we can *keep* these top candidates after initial hiring.

i.e.: are there supports in place to help foster community? mentoring systems for new hires? clear onboarding and training to use the systems at hand.

- Questions/Contributions from the Audience.

Topic 2: Number of Positions in universities = o(Number of PhDs)

Q1a: Have you experienced the "leaky pipeline" phenomena at any stage in your career? Is "leaky" an accurate way to describe this loss of people?

Q1b: Are people leaving because they feel they are being pushed out, or is it simply because of the better opportunities available in industry? If this is the case, what do we need to be addressing in order to make academia a more attractive option?

- Questions/Contributions from the Audience

Topic 3: Career Advancement

Q1: In your experience, what obstacles disproportionately affect marginalized communities when it comes to:

- a) publishing in top journals? How to choose appropriate journals?
- b) grant applications?
- c) attaining tenure/other promotions

Q2: Some follow-up queries to this, what support if any are given to people in these groups in your department? prompts:

- a) If someone is a caregiver (parent - or otherwise) is this given proper consideration?
- b) How do we take into account the EDI work being done? Are you* being recognized for it? How do you put it in your cv?

Q3: What is your experience with recognition, such as awards and invited speakers, that are transparent/not transparent in their evaluation criteria (either as an applicant or an adjudicator)?

- Questions/Contributions from the Audience