

Canadian Subatomic Physics

LONG RANGE PLAN 2022 - 26

Community Topical Townhall consultation

subatomicphysics.ca

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Community Topical Townhall consultation

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- Welcome and land acknowledgement
- Public forum - respect, inclusion and courtesy are expected

SAP Long Range Plan 2022



Topical Townhall 1: SAP Community

- Tues Feb 16, 9am-11am PST [Education, Training and Careers]
- **Wed Feb 17, 11am-1pm PST [EDI, Early Career Researchers, Community Org]**

Topical Townhall 2: SAP Science Opportunities

- Mon Mar 8, 11:30am-1:30pm PST
- Wed Mar 10, 9am-11am PST

General Community Townhall

- Tues-Wed April 20,21

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Topical Townhall 1: SAP Community

Equity, Diversity and Inclusion,
Early Career Researchers,
Community Organization

LPR Committee Organizers:

Juliette Mammei (Manitoba)

Brigitte Vachon (McGill)

Alex Wright (IPP/Queen's)

February 17, 2021

How can you participate

- Please use Zoom feature to “raise your hand” to speak.
- Write comments visible to everyone in the Zoom chat.
- Write private comments to *Alex Wright* or *Brigitte Vachon* to bring forward ideas you would like to publicly presented but without your name being mentioned.
- Contribute to the discussion live and after the meeting via the Slack channel: canadian-sap-lrp-2022.slack.com
- Provide fully anonymous (offline) comments via survey link: <https://www.surveymonkey.ca/r/STHSK3D>
- The meeting is not recorded but notes are being taken.

Topical Townhall 1: SAP Community

- Discussion today of three aspects of LRP charge (~ 30 min each):
 - Equity, Diversity and Inclusion
 - Early Career Researchers
 - SAP community organization
- Goal:
 - Develop a priority set of realistic initiatives that could be recommended to the community / agencies / community organizations.
- Inputs:
 - CINF and IPP Briefs
 - Results from Fall community survey
 - Pre-meeting feedback (mini-survey, e-mail)

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Equity, Diversity and Inclusion

Equity, Diversity and Inclusion

Context in Canada

NSERC's EDI Framework and the Dimensions Charter

Charter

Dimensions
Equity, diversity and
inclusion Canada

Canada



CAP EDI Survey

You're invited to participate in

THE FIRST CANADA-WIDE DIVERSITY IN PHYSICS SURVEY

If you either

1. Have a physics degree and are working/residing in Canada, or
 2. Are pursuing a physics degree at a Canadian institution
- then you are invited to participate in the survey.

Complete it here by November 16th:

<https://canadianassocofphys.wufoo.com/forms/xijj12z05iyyc4/>

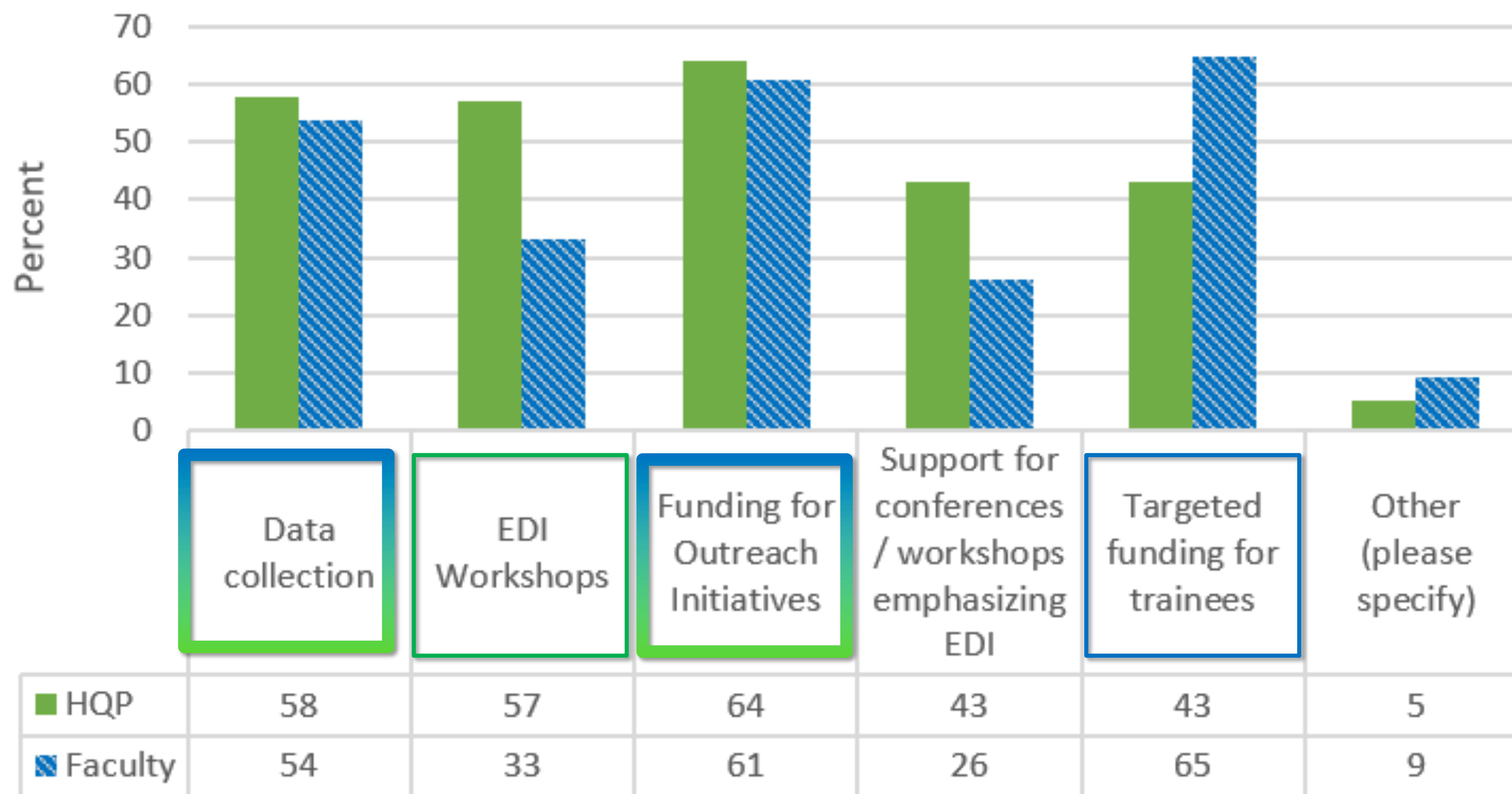
In partnership with the Canadian Association of Physicists

What can be done to increase diversity in the SAP community?

Equity, Diversity and Inclusion

Feedback received through LRP Community Survey

Which initiatives would you like to see supported by the Subatomic Physics community to further improve EDI?



127 HQP responses
120 Investigators responses

Equity, Diversity and Inclusion

Possible Initiatives

- Outreach:
 - Allowing use of a small fraction of NSERC award towards support of outreach initiatives.
 - Increase recognition of outreach activities (e.g. funding agencies review process, professional recognition).
- Data collection:
 - Develop and maintain a Canada-wide network of current/past members of SAP community (e.g. through a LinkedIn group that individuals can join).
- EDI Workshop:
 - Forum/workshop/event targeted at undergrads/grads embedded into SAP activities.
- Targeted funding for trainees:
 - Targeted scholarships
- Other:
 - National coordination of SAP EDI activities.

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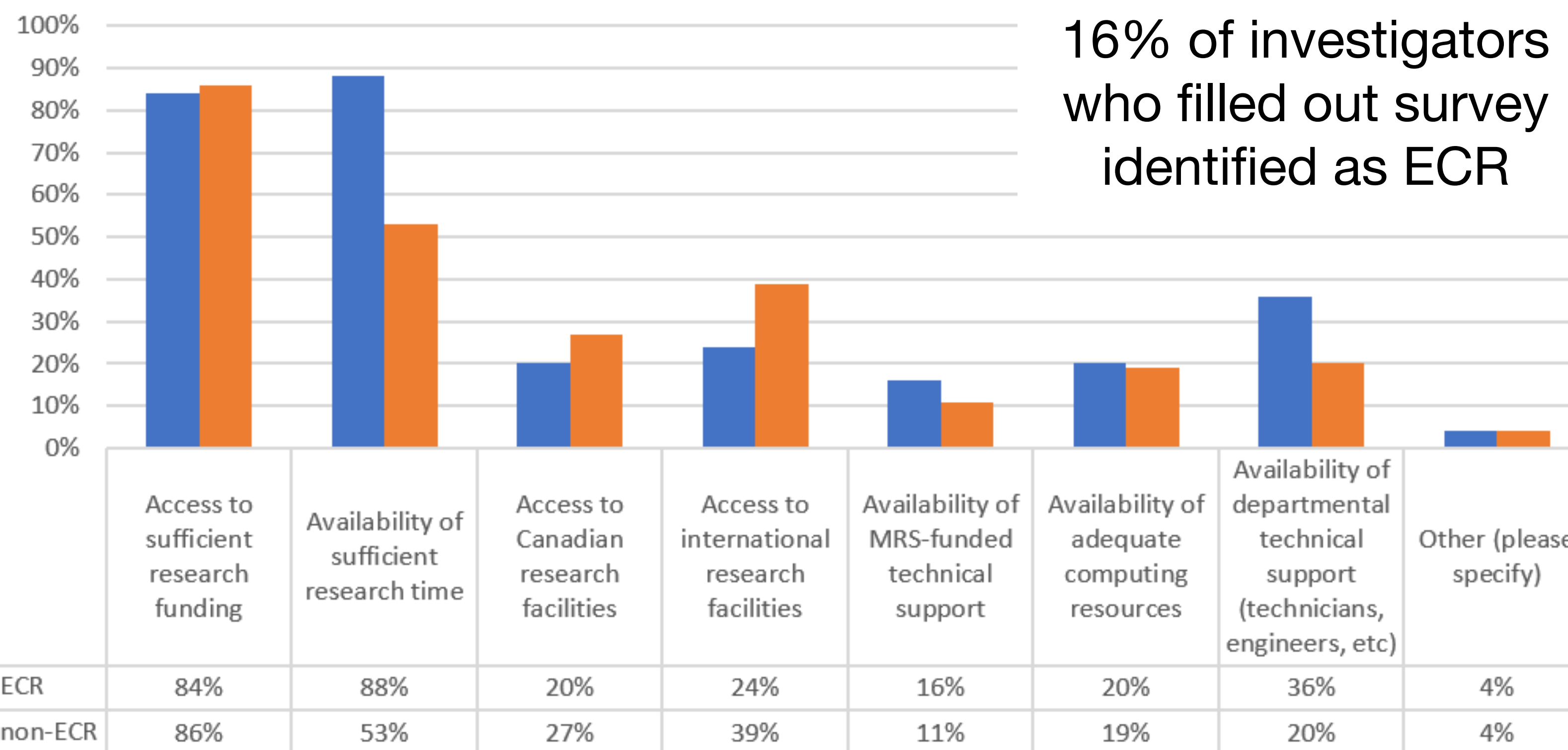
Early Career Researchers

Early Career Researchers

Early Career Researchers (“ECRs”): NSERC grant-eligible researchers who have held independent academic appointments for five years of less.

Feedback received through LRP Community Survey

Which of the following are currently the most valuable forms of support for your research?



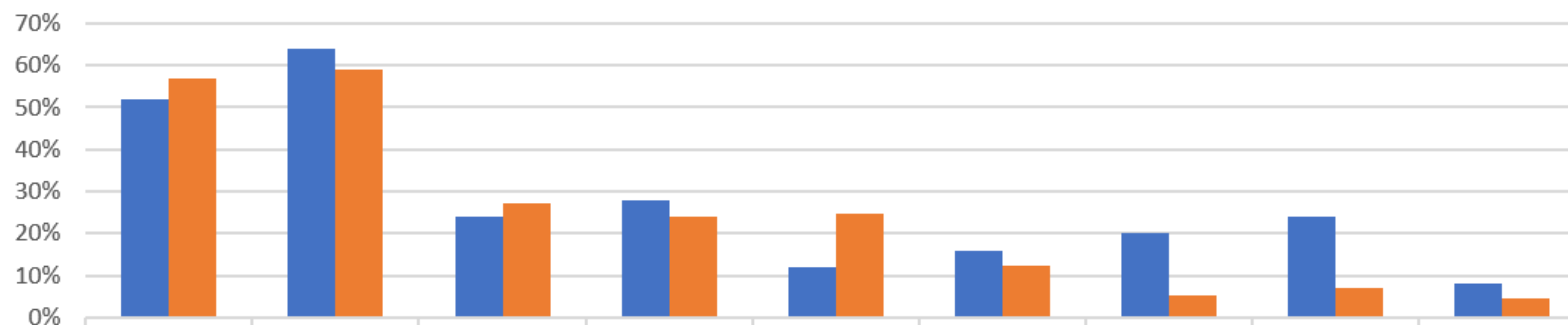
What can be done to improve support for ECR in the SAP community?

25 responses
132 responses

Early Career Researchers

Feedback received through LRP Community Survey

Which of the following would most significantly improve your research productivity?



■ ECR	52%	64%	24%	28%	12%	16%	20%	24%	8%
■ non-ECR	57%	59%	27%	24%	25%	12%	5%	7%	5%

What can be done to improve support for ECR in the SAP community?

25 responses
129 responses

Early Career Researchers

Possible initiatives:

- Provide some kind of parental leave provision in SAP Project Grants
- Establish national mentoring network for ECRs
 - E.g. Annual informal discussion forum on topics such as real/perceived job expectations, tips to manage pre-tenure years, work-life arrangements, etc.)

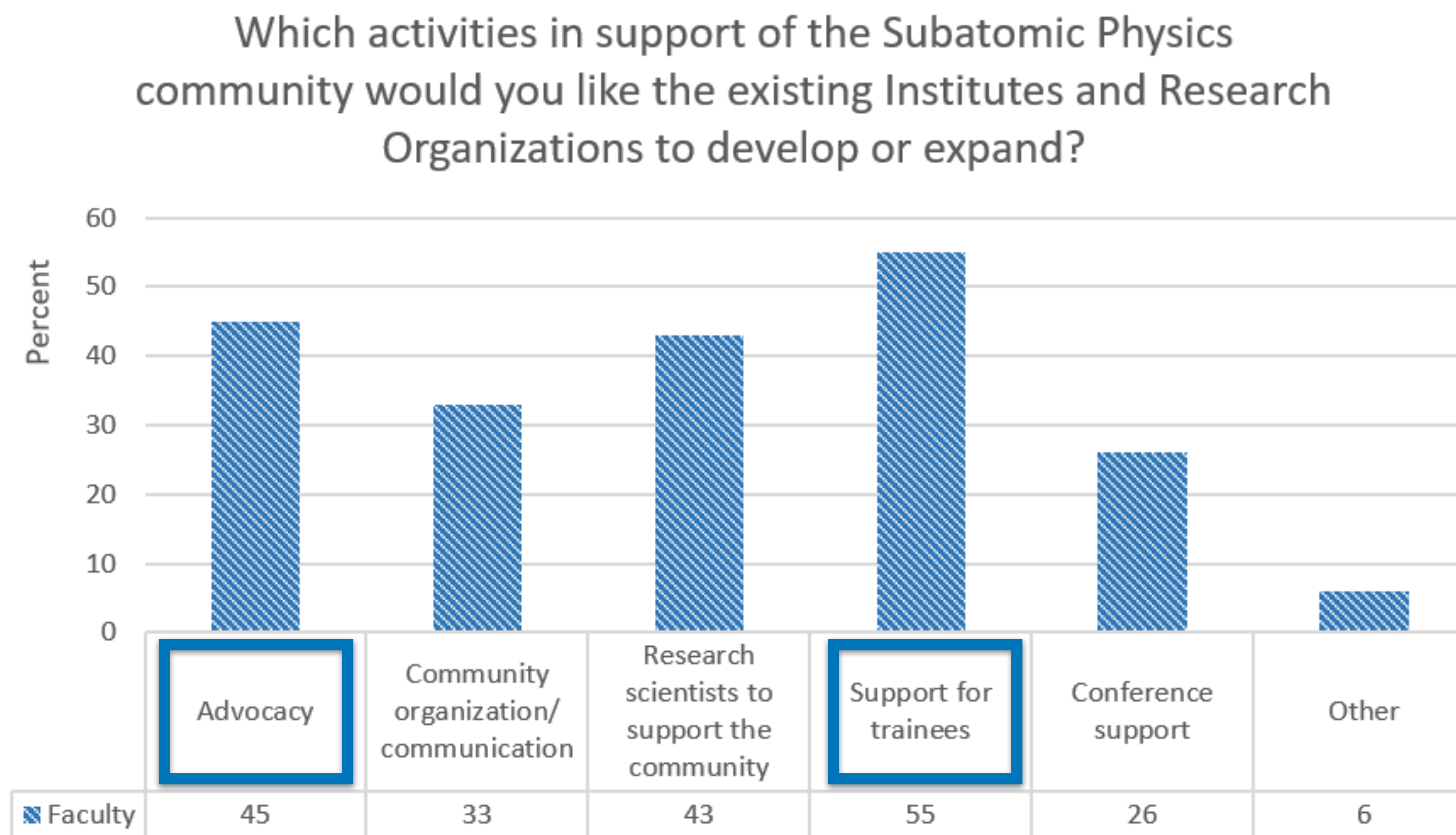
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Community Organization

Community Organization

Feedback received through LRP Community Survey



Can the community identify specific initiatives?

148 investigator responses

Community Organization

- A number of the EDI/ECR initiatives discussed would require involvement of the community organizations.
- Advocacy activities:
 - What kind of advocacy activities should community organizations specifically further strengthen, and toward which audience?
- Support for trainees:
 - What type of trainee support is needed (financial, workshops, pan-Canadian summer students “introduction” week?)

Wrap-up

Thank you for your participation!

Further feedback is welcome

- ▶ Email: lrpc@subatomicphysics.ca
- ▶ Slack: <https://canadian-sap-lrp-2022.slack.com>
- ▶ Anonymous Survey: <https://www.surveymonkey.ca/r/STHSK3D>

Topical Townhall 2: Science Opportunities

Mon Mar 8, 11:30AM - 1:30PM PST

Wed Mar 10, 9:00AM - 11:00AM PST

Looking forward to your input