

EDI: How to Make Stronger Collaborations

1. Introduction of panel
2. What comprises EDIA
3. Some questions to reflect on
4. Practical tools for EDIA in collaborations
5. Open discussion

Shout-out to organizers:

- Erica Brunelle
- Miriam Diamond
- Alan Robinson

Erica Caden

- Erica Caden is an experimental astroparticle physicist working at SNOLAB since 2013. She is a member of the SNO+, HALO, and nEXO collaborations. Dr. Caden is an adjunct professor at Laurentian and McGill Universities and served on IPP Science Council from 2019-2022.
- When she was a PhD student at Drexel University, Erica started the Physics Graduate Student Association, which continues to unite the department today. Erica is a founding chairperson of the nEXO DEI committee. Started in 2020, the committee has created numerous initiatives to increase the diversity, equity, and inclusion of the collaboration. Erica is also a member of the SNOLAB DEI Committee and personally works to make science a more welcoming space for everyone.

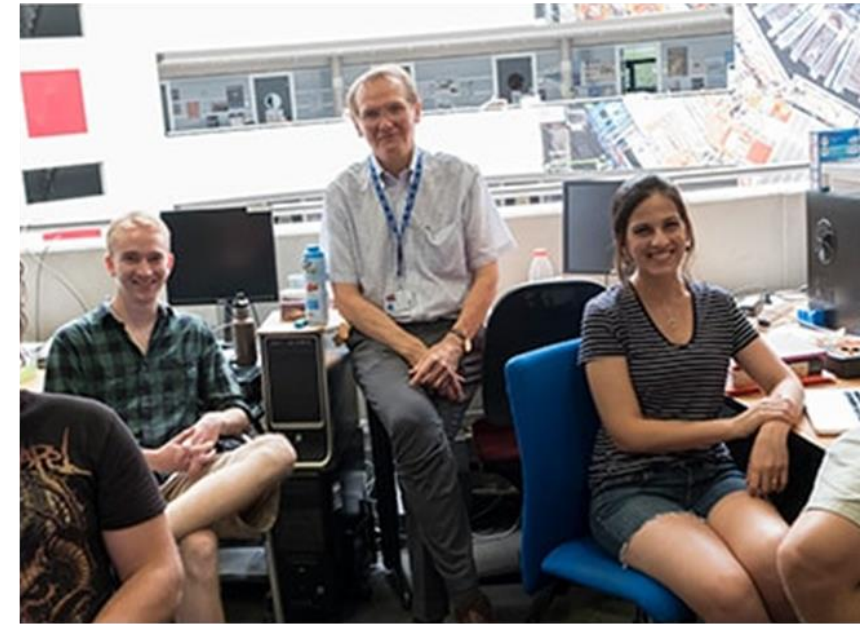


Pekka Sinervo, C.M.

Pekka Sinervo is an experimental particle physicist and a professor of physics at the University of Toronto since 1990. He had a leading role in the discovery of the top quark in 1995 and has subsequently measured many of its properties. He is a member of the ATLAS collaboration at the CERN laboratory in Geneva, Switzerland, and a member of the SuperCDMS Collaboration that is searching for dark matter at SNOLAB.

Dr. Sinervo has had various leadership roles. He was senior vice-president of the Canadian Institute for Advanced Research (2009-2015). Previously, he was dean of the Faculty of Arts and Science and Vice-Provost, First-Entry Programs at the University of Toronto (2003-2008). He has also served as chair of the Department of Physics (1997-2000), and vice-dean in the Faculty of Arts and Science (2000-2003). He has also been involved in governance of national and international research facilities as chair of the NRC Advisory Committee on TRIUMF (1999-2004), chair of the Board of Directors of SNOLAB (2009-2015) and chair of the Computing Resources Scrutiny Group at CERN since 2019.

Dr. Sinervo has served on numerous national and international advisory panels as well as a number of not-for-profit boards of directors. His contributions have been recognized by the Outstanding Teaching Award in the Faculty of Arts and Science at the University of Toronto (1995), the Rutherford Medal for Physics awarded by the Royal Society of Canada (1996), Fellowship in the Royal Society of Canada (1999), Fellowship in the American Physical Society (2003), Senior Fellow of Massey College (2004), Patron of the Canadian Astronomical Society (2008), the Acenberg Award from the Rotman Research Institute (2008), Fellowship in the American Association for the Advancement of Science (2012) and appointment as Member to the Order of Canada (2018). Dr. Sinervo completed his B.Sc. degree in mathematics and physics at the University of Toronto in 1980, and proceeded to complete his doctorate in physics at Stanford University in 1986. After appointment as assistant professor at University of Pennsylvania in 1988, he was recruited to the University of Toronto as associate professor in 1990.



Ania Kwiatkowski

A nuclear physicist, Ania Kwiatkowski uses ion traps to measure ground-state properties of radioactive ions. These experiments provide insights into the evolution of nuclear structure away from stability, the life cycle of stars, and tests of fundamental interactions. She leads the TRIUMF's Ion Trap for Atomic and Nuclear science (TITAN).

Ania began her EDI work as an undergrad at UC Berkeley. Today, she chairs TRIUMF's EDI Committee. In 2022, she was a Canadian representative at the IUPAP Conference on Women in Physics.



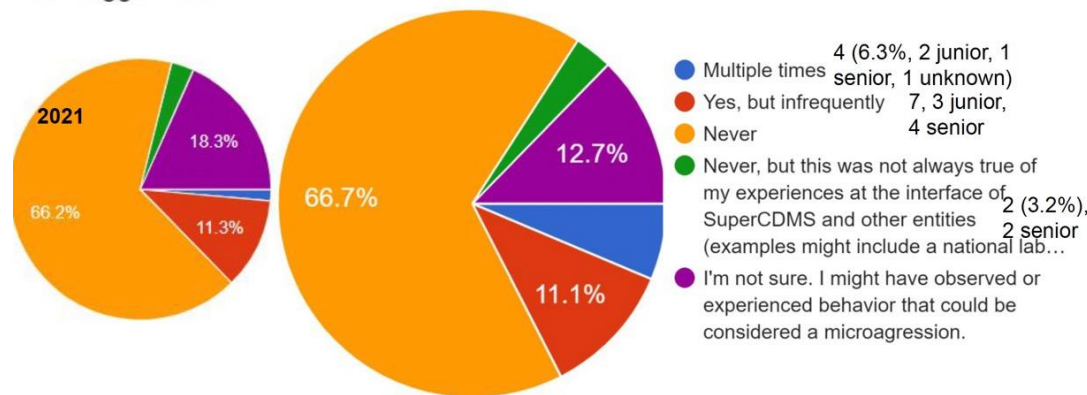
EDIA: Equity, Diversity, Inclusion, and Accessibility

- **Diversity** is the demographic mix of the community, with a focus on the representation of equity-deserving groups
- **Equity** is the fair and respectful treatment of all people. Equity is the process, equality is the result; i.e. the opportunity to participate
- **Inclusion** is the creation of an environment where everyone feels welcome, is treated with respect, and is able to fully participate
- **Accessibility** is the quality of being able to be reached, the quality of being easy to obtain or use, and the quality of being easily understood or appreciated.

Elements of an EDIA “toolbox”

1. Equity statements based on bottom-up consultation
2. Ombuds appointed to help colleagues explore solutions and responses
3. Regular surveys to assess “culture” and changes (e.g. SuperCDMS)

6. A microaggression is a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group. Within the SuperCDMS context, have you experienced or observed instances of microaggression?



SuperCDMS Collaboration Code of Conduct

Approved by Council Vote 9/19/2019

The SuperCDMS Collaboration believes that an inclusive and professional environment is a requirement for any scientific community. Collegial interactions are expected at all times, and people must be treated with respect regardless of seniority, sex, sexual orientation and/or gender identity, disability, physical appearance, body size, race, nationality, ethnicity, and religion. Similarly, all members of the collaboration are expected to adhere to the highest ethical standards of scientific conduct by respecting the work of others, using collaboration resources responsibly, and treating scientific data and results in accordance with the policies in the Governance and Approvals Document.

Violations of this code of conduct can be broadly categorized as:

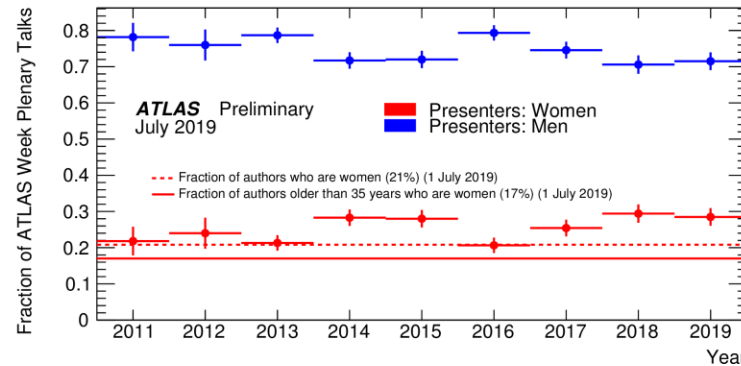
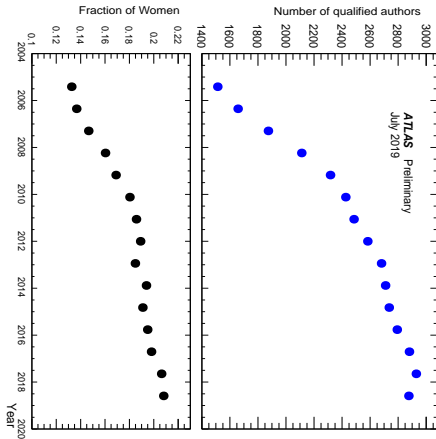
- Harassment
 - This includes bullying, as well as sexual language and imagery and sexist, racist, or otherwise exclusionary jokes or behavior.
- Discrimination
 - This includes any inappropriate attempts to limit opportunities for others, including those with different beliefs, orientation or seniority.
- Unethical behavior
 - This includes breaches of collaboration confidentiality, misrepresentation of data or results, inappropriate use of collaboration hardware/software, or taking credit for the work of others.

This code of conduct applies to all collaboration interactions, including meetings, social events, and one-on-one interactions as well as the use of mailing lists, forums and social media. Collaboration members who are asked to stop any unacceptable behavior are expected to comply immediately. Our tradition is to always be moving towards collegial activities as a collaboration.

However, occasionally serious problems can arise. The remainder of this document describes the role of the Ombudsperson within the Collaboration to facilitate informal and unofficial resolutions, as well as the role of the Collaboration and its mechanisms for official procedures and actions when violations are alleged.

Elements of an EDIA “toolbox”

4. Measure diversity regularly (e.g. ATLAS)



6. Celebrate Diversity (e.g. CERN “[Women and Girls in Science](#)”)



5. Explicit hiring policies that encourage creating large pools of diverse candidates

- Practices to avoid implicit bias
- Seek out candidates proactively
- Have broad stake-holder consultation
- Require accountability on hiring (e.g., explicitly compare “best” under-represented minority candidate against “preferred” candidate)

6. Many links to resources from McDonald Institute

- See accompanying slides in agenda
- In particular, LGBT+ Inclusivity in Physics and Astronomy: A Best Practices Guide has lots of examples for departments and institutions

Elements of an EDIA “toolbox”

Example: Statement Endorsed by Department of Physics at Uof T

Physics as an Inclusive Community

Scientific research, education, and diversity of inquiry can only flourish if all participants are fully supported to contribute, realize their potential, and express themselves freely. The Department of Physics recognizes that opportunities for full participation have not been granted universally, and that barriers to participation exist today in the discipline of physics, including within our Department. Motivated by scientific excellence, fairness, and respect, we must create an inclusive, equitable, and welcoming environment that fosters a sense of belonging in the Department and University community.

All members of the Department of Physics, including faculty, staff, and students, are expected to create and maintain a kind and welcoming working and learning community. This responsibility is especially acute for those in any position of power, from professors to teaching assistants to study group leaders, who must lead by example and be mindful of unequal dynamics that can arise from hierarchy or social privilege. Discussions, conflict, and feedback should be conducted in a respectful way. It is everyone’s responsibility to respect the rights of freedom of expression, academic freedom and freedom of research, and provide an environment free from prohibited discrimination and harassment, consistent with University of Toronto policies.

We recognize the challenges faced by Indigenous Persons, Racialized Persons, Women, Persons with Disabilities invisible or apparent, Members of the 2SLGBTQ+ Community, and other equity-deserving groups in the Department. We must strive to improve accessibility, well-being, and mental health support. We aim to develop new ways to support, engage with, and learn from Indigenous Peoples in our research, learning, and teaching. We commit to identifying and correcting biases and systemic inequities in our departmental activities and structures, including those which reflect or have their basis in harmful colonial ideologies, and to improve recruitment and retention of members of underrepresented groups.

We commit to an ongoing conversation that includes all voices. We invite everyone to contribute to that dialogue, and share with us their lived experience in this Department.*

May 2022