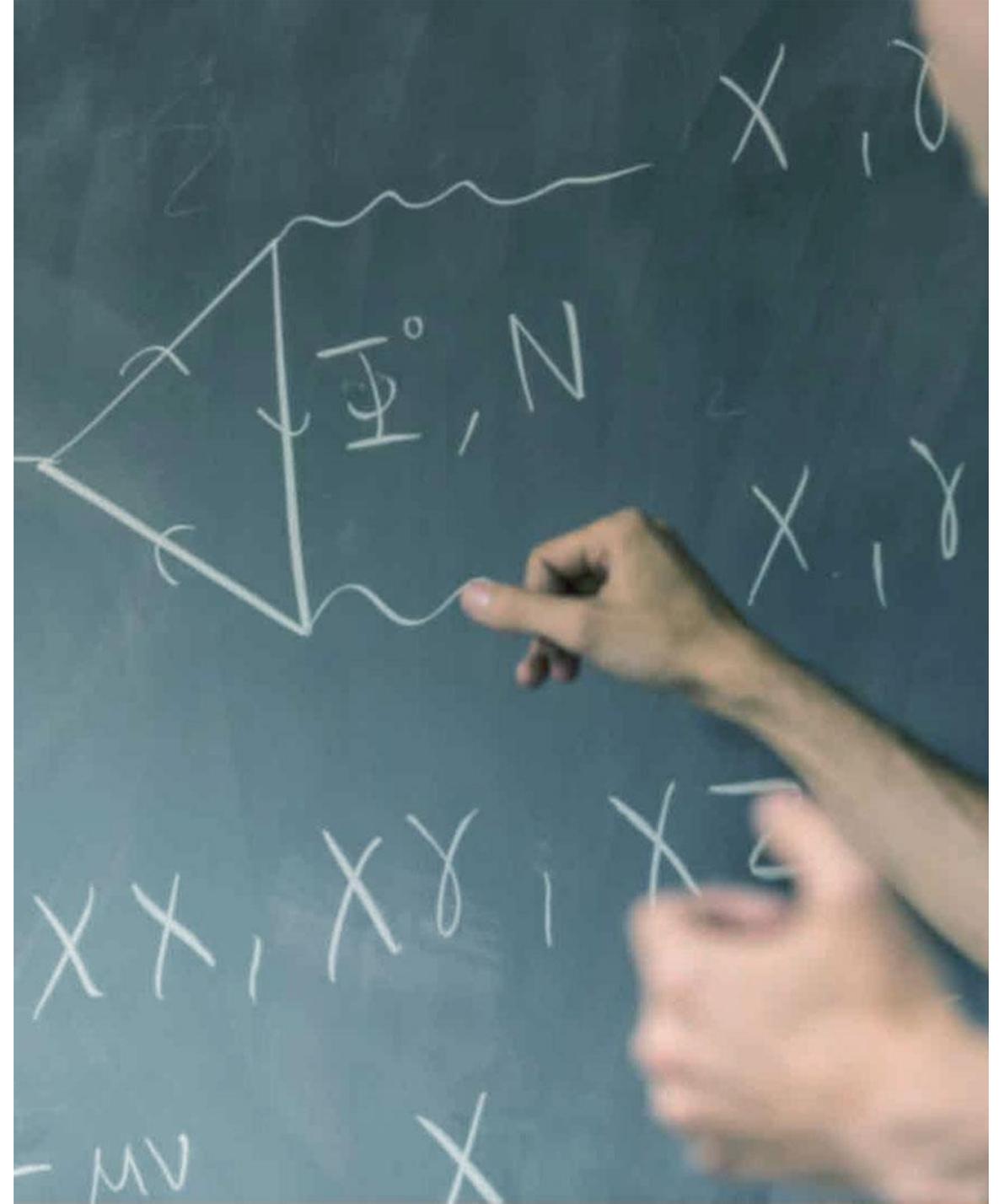


# GAPS Update -TUG AGM

August 4th 2023

2023-08-04



# Pillars of the Grads and Postdocs Society



- Represent grads & postdocs at TRIUMF (**Advocacy**)
- Foster a sense of community (**Social**);
- Advocate for their health, safety, well-being, and administrative needs of graduates and postdocs (**EDI**);
- Provide graduates and postdocs opportunities for academic and professional development (**PD**).

The GAPS Committee is tasked with ensuring these are met

# GAPS Committee

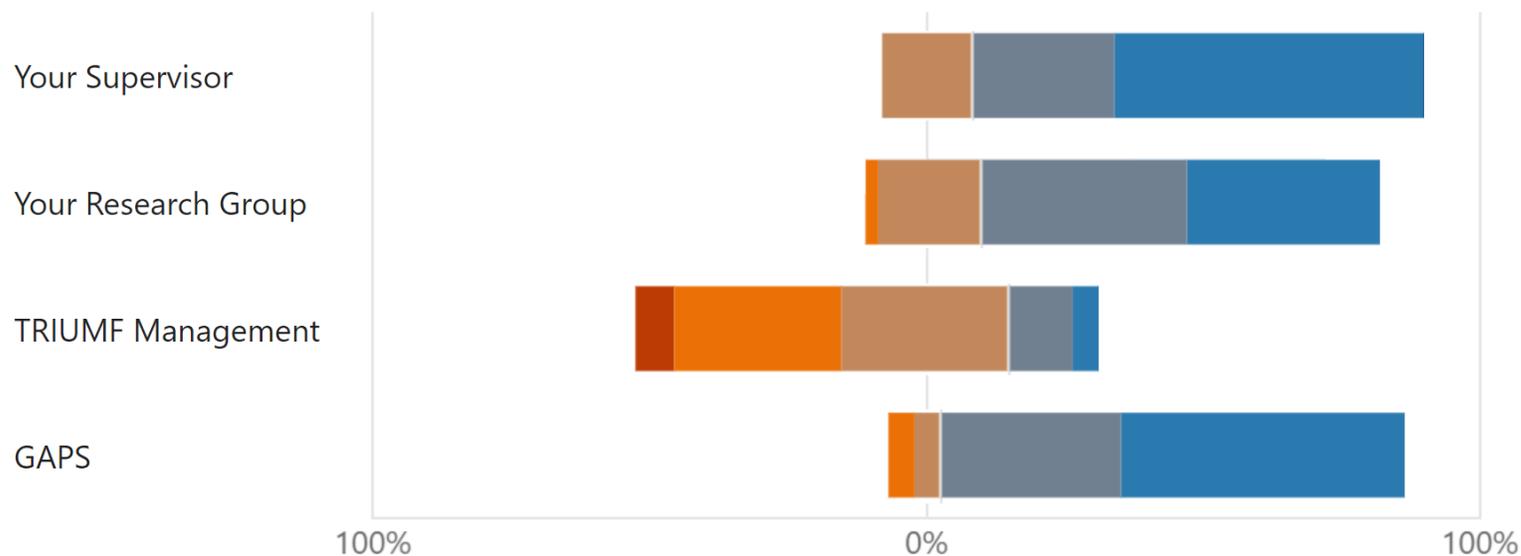
- To better reflect our pillars within the committee, we now have elected **vice-chairs** tasked with overseeing each pillar
- Our current committee **elected** positions
  - Chair: Louis Wagner
  - Vice-chair, **Advocacy**: Daniel Yates
  - Vice-chair, **HR**: Guy Leckenby
  - Vice-chair, **Social**: Jennifer Sanchez Rojo
  - Vice-chair, **EDI**: Chris Chambers
  - Vice-chair, **Professional Development**: [Could be you!]
- Members-at-large:
  - Louis Croquette (Tours Coordinator), Helena Koniar (Secretary), Chris Griffin (Cookie Monster), Juan Rivera (Website Maintainer), Mehdi Drissi (Treasurer), Coulter Walls, Ruth Gregory, Callum McCracken, Victoria Karner

# Why is having a Grads & Postdocs Society Important?

- Out of 43 responses to our latest GAPS survey
- 35% of TRIUMF Grads & Postdocs reported **Mental Health/Social Isolation** as a pressing issue
- 37% reported **next job/research funding** as a pressing issue
- 95% (!!!) reported **cost of living in Vancouver** as a pressing issue

5. How valued do you feel your opinion is by the following groups?

■ Not Valued At All ■ Hardly Valued ■ Somewhat Valued ■ Mostly Valued ■ Very Valued



# Equity, Diversity and Inclusion (EDI)

- EDI subcommittee started in Nov. 2022
  - Target issues:
    - Sense of isolation
    - Going beyond performative EDI measures
    - Provide access to information and resources
- We are always looking for new members!
- Need help? Don't hesitate to reach out to [gaps.edi@triumf.ca](mailto:gaps.edi@triumf.ca)



[gaps.triumf.ca/edi-2](https://gaps.triumf.ca/edi-2)

# EDI

## Ongoing Initiatives:

- Monthly community coffees
- GAPS code of conduct
- Mentorship luncheon
- Allyship workshop (with EDI-C)

**GAPS EDI PRESENTS**  
**LGBTQA+ and Allies**  
**Inaugural Community Coffee**  
DATE: FRIDAY, JUNE 16, 2023  
TIME: 10 AM - 11 AM  
LOCATION: NOBEL PARK\*

Light refreshments provided

Join us and Dr. Gwen Grinyer in a safe place to share your experience and ask questions.

\*MEET US AT THE RECEPTION TO WALK TOGETHER. LOCATION MAY CHANGE DUE TO WEATHER.

## SCIENCE DISCUSSION HOUR

**BROUGHT TO YOU BY GAPS**

Interdisciplinary space to practice conference talks, read and discuss journal papers or science-adjacent articles, share your cool research, and chat about interesting science ideas!

<b>Friday</b> 11AM - 12PM 1st and 3rd week of every month!	<b>Spring 2023 dates:</b> 17th March 21st April 5th May	<b>Location:</b> TBD - Check the announcement email from GAPS!
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Snacks and beverages will be provided!

Sign up here if you're interested in giving a short talk or facilitating discussion for an article!

**TRIUMF**

**TRIUMF EDI AND GAPS EDI PRESENT**  
**A WORKSHOP ON DEFENDING EQUALITY AND PROMOTING DIVERSITY**

## WHAT'S AN ALLY? AND HOW TO BE ONE?

EMBRACE EQUITY

Monday, June 26th  
12 - 1 pm  
MOB auditorium

Light refreshment provided

## GAPS Celebrates Women and Girls in Science

To celebrate the United Nations' International Day of Women and Girls in Science, the GAPS Equity, Diversity and Inclusion (EDI) committee is hosting a brunch to connect accomplished professionals from the TRIUMF community (including Kate Pachal, Esther Schürmacher, Ann Fong, Kathryn Hayashi and more!) with women and gender-diverse students and postdocs.

<b>What?</b> Brunch in speed-dating format	<b>When?</b> February 17th 2023, 11 am - 1 pm
<b>Where?</b> MOB Auditorium	<b>For Whom?</b> Women and Gender-diverse GAPS members

**United Nations** International Day of Women and Girls in Science, 11 February

# EDI

Initiatives we are working on:

- Climate survey
- Expansion of GAPS buddy program
- Childcare
- Improving accessibility at TRIUMF

# Professional Development

Since January:

- GAPS Post-Colloquium Chats
- WNPPC Practice Talk / Feedback Session
- CTLT Presentation Skills Workshop
- Science Discussion Hour
- Coding Workshops
- TRIUMF Tour Guide Pilot Program (led by Louis)
- Science Week Organization (led by Chris)

# Social Activities

## Regular social events:

- Coffee & Cookie Hour each Wednesday
- Movie Night at TRIUMF every 2 months
- Boardgame Night at TRIUMF every 2 months
- Pub night at Castaway end of each month
- BBQ in summer



# You can help too!

- Grad school/postdocs can be an isolating experience
  - Especially if moving to new city
- GAPS tries to foster sense of community, while building professional skills and making everyone feel like they belong
- GAPS Committee is made up of volunteers who dedicate precious time to making TRIUMF a better place for grads & postdocs
- We always need more help
  - Volunteer for one-off events if you can
  - Tell your new students/postdocs about us (Buddy program? Email [gaps@triumf.ca](mailto:gaps@triumf.ca) to get linked up)
  - Support our initiatives

# Advocacy



# Advocacy

- Advocacy work not only benefits grads & postdocs but the lab as a whole
  - Grads & postdocs responsible for taking, analyzing and publishing large parts of the wonderful data we get here
- Vancouver in 2023 is a very expensive city
  - Many people think twice before moving here
- TRIUMF has to make sure they have the financial resources to support new grads and postdocs when they do decide to come



# Advocacy

- GAPS is proud to have set up a Resident Grad Student Policy to set minimum funding regardless of Institution
- This document sorely needs to be updated
- Please support us in our push for a higher minimum funding

- Current TRIUMF Minimum Funding:
  - MSc: \$20,000/year
  - PhD: \$24,000/year

## Average Monthly Rents in Metro Vancouver

Municipality/City	1 br.	2 br.	3 br.
Richmond	\$2,525 ▲	\$3,393 ▲	\$4,423 ▲
Surrey	\$1,924 ▲	\$2,530 ▲	\$3,325 ▲
Vancouver	\$2,691 ▲	\$3,727 ▲	\$4,863 ▲
West Vancouver	\$2,910 ▲	\$4,212 ▼	\$5,691 ▲

Source: liv.rent

# Advocacy & HR

- **In the pipeline**
  - Postdoc policy
    - Address pay inequalities and provide guidance on pay ranges
- Still monitoring speed of service from new HR contact methods
  - Quarterly meetings to give feedback

