An Overview of EDI at TRIUMF

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TRIUMF

2024-07-22

Discovery, accelerated

TRIUMF, as a workplace and a community, subscribes to the values of equity and inclusion.

Image adapted from: https://voyager.postman.com/

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- Excellence and Integrity
- Safety and Accountability
- Equity and Inclusion

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- Equity and Inclusion
  - We empower our workforce and foster an inclusive work environment, enriching our science and our community
  - We value teamwork and open communication to ensure that everyone belongs and all voices are heard.
  - We respect each other, take care of each other, and support the success of all.

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An ambition to be achieved through evolving cultural and procedural protocols

To achieve this ambition, TRIUMF implemented an EDI Action Place in 2023.

Objective	Phase	Action	Champions	Target Delivery Date	Goal	Collaborators	Anticipated Miletsones
Enhance equity through transparent policies and procedures	Phase 1 (2023)	Review and revise key TRIUMF Policies to ensure equity	Human Resources	Sep-23	Review and revise whistlerblower, bullying and harassment policy to ensure equity and accountability	EDIC	N/A
	Phase 1 (2023)	Polish and release site-wide code of conduct	Human Resources & EDIC	Oct-23	Complete the site-wide code of conduct and socialize it within the TRIUMF Community	N/A	N/A
	Phase 2 (2023-2024)	Review and evaluation of TRIUMF process to develop, review, and approve policies with EDI lens	Human Resources	Feb-24	Develop standards to ensure EDI considerations in policy development at TRIUMF	Leadership Team, External Consultant	Identify current process Process revision complete Communication of changes & training
	Phase 2 (2023-2024)	Build a support framework for employees	EDIC, External consultant	Jun-24	Pilot initiatives that provide employees with a portfolio of support and resources for development	Human Resources, Employee Liaison Groups	Appoint a qualified resource to provide an interim sounding board for staff Identify needs and areas for support Development of larger suite of initiatives Pilot programs begin to roll out Program review at 6 month mark
	Phase 3 (2023-2025)	Review and revise policies and procedures for hiring (job descriptions, posting, interviewing, choosing candidates, promotions)	Human Resources	Sep-25	Ensure TRIUMF hiring and promotion practices are equitable	External Consultant	Identify documents for review Updated documents released Change management communications for supervisors, hiring committees, etc. rollout Implementation support (i.e. training, Q&A sessions,etc.) rollout
	Phase 1 (2023)	Establish a graduate-level scholarship for members of underrepresented groups in STEM	Academic Engagement, GAPS	Dec-23	Provide opportunity and financial support for graduate students from underrepresented groups to work at TRIUMF	EDIC	N/A

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	Phase 1 (2023)	Establish a graduate-level scholarship for members of underrepresented groups in STEM	Aca GAF				
Promote and retain diversity through talent attraction and professional development	Phase 2 (2023-2024)	Develop mentoring programs for students, with a focused stream for those members of underrepresented groups			GAPS	Jan-24	Deliver mentorship for students at TRIUMF	EDIC	Develop and implement framework Recruit mentors Training and mentor matching Training and mentor matching for underrepresented groups
	Phase 2 (2023-2024)	Develop, provide, and support a women + gender-diverse mentoring program			EDIC	Apr-24	Pilot a mentorship program for women and gender-diverse people at TRIUMF to support their personal and professional development	Human Resources, GAPS, Employee Liaison Groups	Develop and implement framework Recruit mentors Training Mentor matching Program review at 6 month mark
	Phase 2 (2023-2024)	Deliver a scheduled series of EDI-related workshops, lectures, and events to support TRIUMF's collective learning			EDIC	Mar-24	Ongoing EDI curricula, workshops, events	External Consultants, Human Resources, Colloquium Committee	Initial EDI workshops: Bystander intervention Allyship/safer spaces
	Phase 2 (2023-2024)	Supplement TRIUMF onboarding material with EDI-related training			Human Resources	Oct-24	Provide EDI-specific training modules as part of the onboarding process for all new hires	Employee Liaison Groups, EDIC, External Consultant	N/A
	Phase 1 (2023)	Complete focus group work for 2SLGBTQIA+ people at TRIUMF			EDIC	COMPLETE	Provide a space for members of these designated groups to share their experiences and offer their suggestions for change	N/A	N/A
	Phase 1 (2023)	Update external TRIUMF website to communicate TRIUMF's commitment to EDI			EDIC, Communications	COMPLETE	Demonstrate TRIUMF's commitment to both external stakeholders and the internal community	Leadership	N/A

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Foster an inclusive workplace culture through training and community engagement	Phase 1 (2023)	An EDI calendar communication of commemorative days, activities, and events	EDIC, Communications	Jul-23	Provide transparency on days of significance and EDI-related events	N/A	N/A
	Phase 1 (2023)	Develop and deliver a communications strategy document for EDI plan, objectives, accomplishments	Communications	Aug-23	Document approach for communicating about the Action Plan, and build up the community's trust in the EDI action plan through frequent and relevant communications	EDIC, Leadership, External Consultant	N/A
	Phase 1 (2023)	Conduct employee survey to benchmark progress on attitudes, perceptions about EDI at TRIUMF	EDIC	Nov-23	Benchmark current climate at TRIUMF and use as a baseline for future evaluations	External Consultant, Human Resources	Engage external consultant for assessment Determine scope and develop survey Complete survey
	Phase 2 (2023-2024)	Mandatory basic EDI training for all TRIUMF employees	Human Resources	Aug-24	Build on existing training materials to support a shared understanding of what EDI looks like at TRIUMF	Employee Liaison Groups, Leadership, EDIC	EDI content rolled out in onboarding Training program developed and reviewed Courses loaded in Workday
	Phase 2 (2023-2024)	Mandatory EDI training for all supervisors on how to manage teams with EDI best practices	Human Resources	Aug-24	Empower supervisors with the skills necessary for creating a safe and respectful workplace that values diversity	Employee Liaison Groups, Leadership, EDIC	EDI content rolled out in onboarding Training program developed and reviewed Courses loaded in Workday
	Phase 1 (2023)	Land acknowledgements in email signature	Stakeholder Engagement, Communications	Jul-23	Make land acknowledgements part of TRIUMF's regular operations	EDIC	N/A

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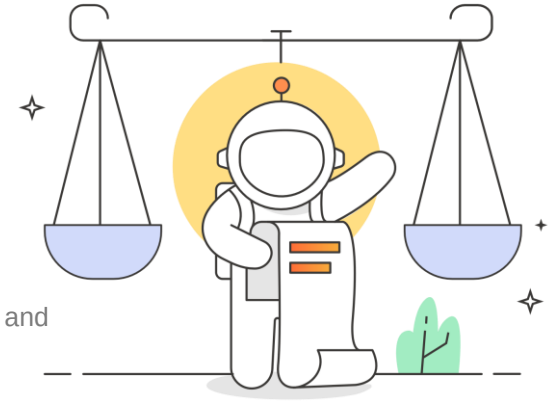
Establish a framework for Truth and Reconciliation at TRIUMF	Phase 1 (2023)	Template land acknowledgement slide for talks/presentations	Stakeholder Engagement, Communications	Jul-23	Encourage reflection and acknowledgement of one's personal connection to the land, as part of reconciliation	EDIC	N/A
	Phase 1 (2023)	Dedicated Indigenous session at Science week	Stakeholder Engagement	Aug-23	Demonstrate connections between TRIUMF projects and Indigenous communities	Science Week LOC	N/A
	Phase 3 (2023-2025)	Formalize and begin embedding Indigenous voices into TRIUMF's organizational pracitices	Chief of Staff, Stakeholder Engagement	Mar-25	Foster relationships with local Indigenous communities and nations	EDIC, External Consultants	Secure advisory support for connection with Musqueam Research and develop framework for Indigenous input into TRIUMF governance Review selected policies through new framework

TRIUMF Code of Conduct explains how TRIUMF values should be woven into our daily interactions and actions.



TRIUMF is a world-class research institution. As such, we hold ourselves and our community to the highest standard of conduct in scientific, academic, and professional activities. Behaviour or conduct that does not meet these standards interferes with our commitment to foster a productive and healthy environment that supports the organizational vision, mission, and values.

In accordance with our Core Values, TRIUMF is committed to providing a safe and inclusive environment that fosters the exchange of ideas, encourages open and respectful dialogue, and is free of harassment and discrimination. The Code of Conduct establishes the standards of behaviour expected of all members of the TRIUMF community, including employees, students, visitors, contractors, and anyone else accessing our facilities onsite or online.

The Code of Conduct facilitates our mission and seeks to make TRIUMF a welcoming and inclusive place for everyone. We require the TRIUMF community to conduct itself in a respectful and open-minded manner, and to uphold high standards of professional and academic conduct. These include but are not limited to:

- Using welcoming, supportive, and inclusive language, considering the ways your words may impact others, and being mindful of tone and expression.
- Holding paramount the safety, health, and welfare of the public, including protection of the environment and the promotion of health and safety in the workplace.
- Ensuring every member of a group has the opportunity to participate, both within the facility and in social settings when appropriate.
- Encouraging engagement by all members of the community.
- Holding oneself accountable for one's actions.
- Making yourself aware of pronouns and not deliberately misgendering others.
- Remaining considerate of dietary restrictions, familial obligations, religious observations, and other cultural practices.

If you experience or witness something inappropriate happening, a gentle reminder about the Code of Conduct is a first response. If you believe a situation requires further intervention, contact your supervisor, TRIUMF contact, or your Human Resources business partner (https://www.triumf.ca/node/41103/er_support). Misconduct includes such activities as contraventions of law or regulation, unsafe work practices, unethical behaviour, bullying, harassment, discrimination, and other activities that violate the Code of Conduct.

For student and post-doctoral researchers, you may also contact the TRIUMF Ombudsperson (ombudsperson@triumf.ca). (Note that, *pro tem*, TRIUMF's Ombudsperson has temporarily been made available to all staff.) If conduct matters arise at a TRIUMF meeting or conference, please contact the organizer. All concerns will be taken seriously and treated in confidence and in a timely manner.

Mentorship allows us to support each other on specific topics, especially for challenges encountered predominantly by a subset of our community

- GAPS, pilot, (GAPS, Ben Davis-Purcell, Gabby Gelinas, Monika Stachura)

Early Career Scientist Mentorship Program at TRIUMF

Goals and Overview

Effective mentorship has been linked to enhanced student productivity, self-efficacy, and career satisfaction. It has also been shown to give rise to a mentee's resilience and desire to work through challenges, contributing to the difference between success and failure in their career. Effective mentoring is also key to advancing the principles of diversity, equity, equality, and inclusion in any organization as it creates and fosters an environment where early career scientists can flourish and succeed. It also makes them feel valued, strengthens relationships amongst team members, and boosts talent retention within an organization.

Pilot Early Career Scientist Mentorship Program timeline

- Communication: February 2024
- Form intake and matching: March 2024
- Networking kick-off event: March 2024
- Program start date: April 2024
- Check-ins: April, September, December
- Pilot program end date: December 2024
- Program assessment: January 2025
- Number of mentees: 20
- Number of mentors: 10

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- GAPS, pilot, (GAPS)
- PSD BAE A's (Petr Navratil)

TRIUMF

Document-154041
Physical Sciences Administration

Physical Sciences Division Faculty Mentoring Program

Updated November 10, 2023

Mentoring programs have been implemented at most major universities in North America to support the academic, career, and personal development of tenure-track faculty. This document outlines a proposed mentoring program for BAEs in the TRIUMF Physical Sciences Division (PSD).[1] The program focuses initially on BAEs in categories A and B, with emphasis on BAEs prior to tenure (continuing appointment). Overviews of the mentoring programs at some TRIUMF member universities (upon which this document is based) can be found in Refs. [1], [2], [3].

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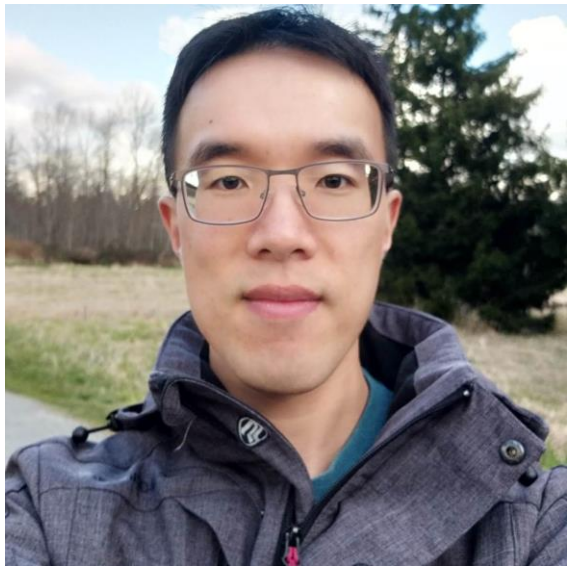
- GAPS, pilot, (GAPS)
- PSD BAE A's (Petr Navratil)
- Engineers (Jason Chak)



Engineering Mentoring Program		
Document-175202	Release No. 2	Release Date.: 2023-06-12

1 Goals and Overview

Engineering, as a self-regulated profession, has long relied on its own experienced, licensed practitioners to guide, govern, and evaluate incumbents in the interest of the public good. On a provincial level, this has mainly focused on the regulation of engineering practice through application of the various provincial Acts, Bylaws, and Codes of Ethics. To gain licensure and further their engineering career, engineers-in-training (EIT's) rely on the guidance and direction of licensed engineers and supervisors.

The purpose of this program is to establish an internal, volunteer-based engineer mentoring program at TRIUMF to provide guidance to engineers seeking growth and development. This program will remain wholly independent from any governing body and will not necessarily provide engineering references for an EIT's licensing application. The intention of the program is to benefit the mentee, mentor, and TRIUMF as an organization in a variety of ways, including:

Mentoring Engineers

Public group

Mentorship allows us to support each other on specific topics, especially for challenges encountered predominantly by a subset of our community

- GAPS, pilot, (GAPS)
- PSD BAE A's (Petr Navratil)
- Engineers (Jason Chak)
- TRIUMF Diversity, pilot, (Kathryn Hayashi)

Diversity Mentorship at TRIUMF

TRIUMF wants to foster a vibrant diverse company culture. Research shows that representation of equity-seeking groups at management level increases significantly with a diversity mentorship programs and that diverse talent need formal EDI mentoring programs as people may not feel comfortable to reach out.

The goal of the Diversity Mentorship Program for TRIUMF Staff is to support the development of equity-seeking employees throughout our organization. Your knowledge in your field of work and personal experience working at TRIUMF are important, and they make you a valuable resource for mentees; as a mentor, you will help your mentee develop in a variety of areas.

Diversity Mentorship Program for TRIUMF Staff

Mentor Handbook

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- GAPS, pilot, (GAPS)
- PSD BAE A’s (Petr Navratil)
- Engineers (Jason Chak)
- TRIUMF Diversity, pilot, (Kathryn Hayashi)

As a community, we benefit from increased engagement, lower turnover, talent pipeline, better EDI, attraction/retainment of talent, & nurtured employees.

The sense of belonging & included is critical to success, a process of continual improvement, and will be captured in EDI Assessments.

Dr. Eden Hennessey
Dept. Psychology, EDI Data Specialist, Office of the Assoc. VP, EDI, Wilfrid Laurier University

ONGOING COMMUNICATIONS

1	Assessment & Development	November- December 2023
2	Preliminary Consultations	December 2023 - February 2024
3	Qualitative Data Collection & Transcription	March - April 2024
4	Qualitative Data Analysis, Report Writing & Recommendations	April - May 2024
5	Presentation of Qualitative Data	May 2024
6	Quantitative Data Collection	June - July 2024
7	Quantitative Data Analysis, Report Writing & Recommendations	July - August 2024
8	Presentation of Quantitative Data	September 2024

10%

Goal: Semi-structured interviews with 10% of the TRIUMF community (n ~ 60); 40 selected based on Human Resources records & 20 invited to respond to an open call for interviewees.

80%

Goal: Achieve minimum 80% response rate on demographic & experiential survey

DELIVERABLES

2 *Reports available to the entire TRIUMF community*

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Dept. Psychology, EDI Data Specialist, Office of the Assoc. VP, EDI, Wilfrid Laurier University

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DELIVERABLES

2 *Reports available to the entire TRIUMF community*

Allyship goes beyond mentoring and supports under-represented individuals who often face additional challenges.

Allyship (noun) ’a, li-, ship:
the state or condition of being an ally:
supportive association with another person or group

specifically: such an association with members of a marginalized or mistreated group to which one does not belong.

Merriam-Webster.com

image:https://www.edi.nih.gov/blog/communities/what-

Allyship goes beyond mentoring and supports under-represented individuals who often face additional challenges.

Toni Schmader

Canada Research Chair in Social Psychology, UBC

Engendering Success in Stem (2017-23) PI and Director

https://successinstem.ca/resources/

image: https://www.edi.nih.gov/blog/communities/what-