

Panel Discussion

*Equity, Diversity, Inclusion and the SNOLAB Project Lifecycle:
Now and the Future*



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FORMAT

- A few opening questions from the moderator to generate discussion among the panelists
- Open the floor to questions from the audience
- Close with wrap up thoughts from the panelists

PANEL INTRODUCTIONS

SNOLAB EDI Committee

- Consists of 16 members
- Co-Chairs: Ashley Verge, Nasim Fatemighomi
- **EDI Officer: Ashley Verge**



Ashley Verge

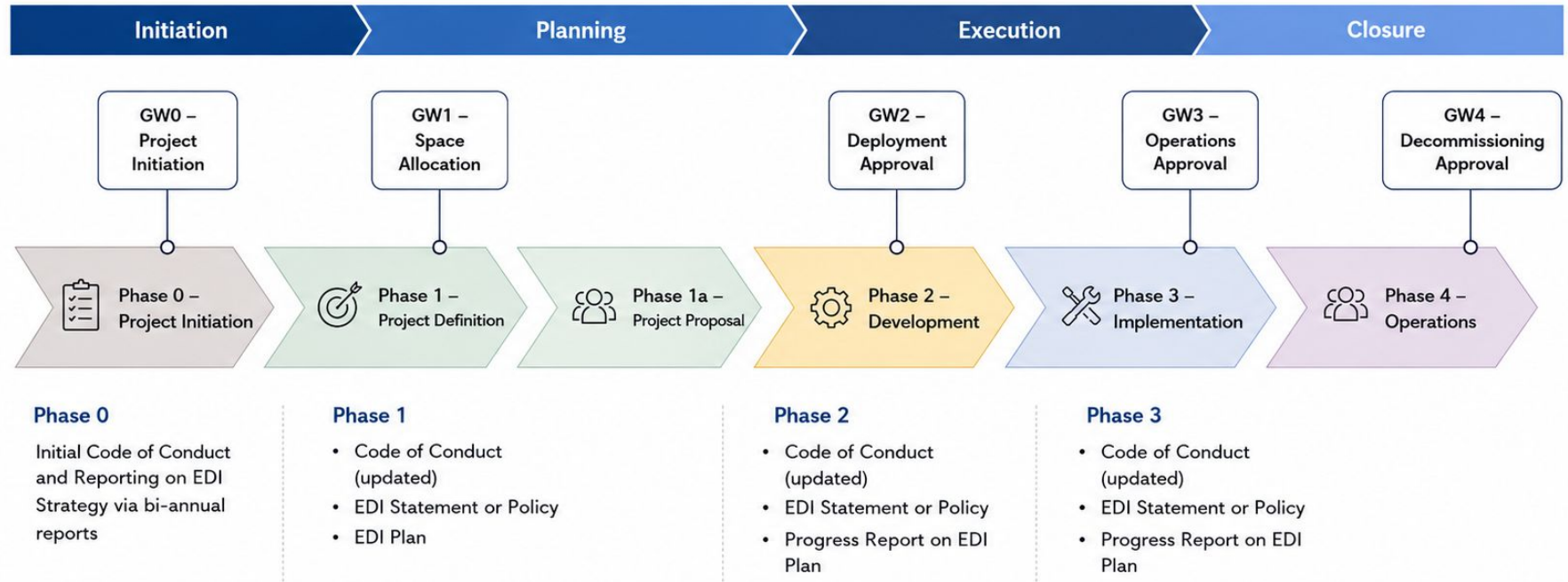
She/Her

Human Resources Advisor • Human Resources



- What we do:
 - **Develop and implement EDI initiatives to strengthen the research environment and foster an inclusive laboratory culture**
 - **Engage with the community to gather feedback and help shape evolving action plans**
- An example of an initiative:
 - **Demographic survey of SNOLAB's co-op students**

SNOLAB PROJECT LIFECYCLE



EDI GOVERNANCE – Active throughout the project lifecycle

Integrate EDI in decisions

Monitor commitments

Track performance

Address issues

Drive continuous improvement



Does the project have a suitable code of conduct and EDI strategy aligned with SNOLAB requirements and is there data on the performance of the EDI strategy?

PROMPTS

PROMPT

What advice does SNOLAB have for collaborations to be well-prepared for projects at SNOLAB?

PROMPT

What are the different expectations
SNOLAB has for large projects versus
small projects?

AUDIENCE Q&A

CLOSING PERSPECTIVES