

EDI at SNOLAB

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“Equity, diversity, and inclusion strengthen the scientific and engineering communities and the quality, social relevance, and impact of research. Sound equity, diversity, and inclusion practices increase access to the largest pool of qualified potential participants, enhance the integrity of a program’s application and selection processes, strengthen the research outputs, and increase the overall excellence of research.” (NSERC, 2017)

EDI Action Plan



What is the purpose of an EDI Action Plan?

SNOLAB strives to foster an environment where everyone feels comfortable and empowered. To achieve this, we have created an organizational action plan (2020 – 2023) focused on creating meaningful and measurable progress and building a culture that embraces equity, diversity, and inclusion. The Plan includes:

- Focused activities and defined deliverables
- Targeted outcomes and benchmark measures;
- Regular updates and progress reporting;
- Culture change and engagement actions;
- Multi-stakeholder approach – development, implementation, and monitoring; and
- Key focus areas of work

Outcomes



- Closed out the 2017-2023 EDI Action Plan
- Developed Terms of Reference for an EDI Commission that reports to the ED
- Gender Neutral Dry and bathroom on surface – first floor
- It is now our practice to require an EDI statement and a Code of Conduct for all conferences and summer schools that we sponsor and participate in.
- A complaint process has been established.
- SNOLAB has and continues to support panels and conferences, of which have 4 or more panelist, that adhere to our code of conduct and adhere to EDI standards and requirements.
- EDI survey

Experiments



In 2022, the SNOLAB Director of Projects began embedding within its project lifecycle reviews a charge question set to establish whether experiments were satisfactorily applying EDI measures within their collaborations.

SNOLAB Project Reviews - EDI Charge Question: “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.”

EDI Plan

Either as a stand-alone document or embedded in the EDI Statement or Policy, the EDI Roadmap should include a plan for various collaboration EDI initiatives and when/how they will be implemented. SNOLAB offers the following as examples of EDI initiatives collaborations could include but acknowledges this is not an exhaustive list.

Concepts for EDI initiatives that could be included in the roadmap:

- EDI Committee
 - This could be an organizing body that oversees the creation of other topics listed here and generates other ideas.
- Junior Board Members
 - Giving early career scientists a chance to be part of the decision-making and let them learn how experimental leadership works.
- Newsletter
 - This is a way to share information broadly and regularly with the collaboration, without additional meetings.
- Board Diversity
 - Appreciating that this is hard to act on collaborations could minimally conduct a yearly survey of who is represented to support targeted recruitment of new members to ensure diversity.
- Climate Survey
 - SNOLAB can support this with an existing survey to gather data on the demographics of the collaboration, sentiments about the collaboration culture, and actionable ideas for improving both.
- Onboarding
 - Ensuring there is a defined and welcoming onboarding process.
- Housing/Accommodations/Security
 - How can you make sure students and collaboration members are safe, and have access to other resources, when they are working on site and living in shared housing?
- Mentorship program
 - Do you have a program to mentor early career members?
- Distribution of conference talks
 - How are these talks assigned? What review and oversight are there on the content and delegation?
- Authorship Policy
 - How are collaborators named as authors on papers? When do they rotate on and off the list? Is an author required to opt-in to every paper? How is the author-list organized, and does that change per paper? Are technical staff allowed on the list? Undergraduate students?
- EDI lectures and workshops

Future of EDI at SNOLAB

- Woven throughout the Strategic Plan
- The EDI Committee is established under the authority of the Executive Director to support a vision of an equitable, diverse, and inclusive laboratory. The EDI committee assesses SNOLAB policies and processes to ensure that equity, diversity, and inclusion are central to SNOLAB decision-making.



McDonald Institute EDI Funding



2 projects funded

- Every year SNOLAB hires 30 to 40 Co-Op students to work as research assistants for four to eight months terms. The goal of this project is to develop a survey to have a self-assessment on how diverse our selected students are. This will allow us to evaluate if we need to change interviewing and hiring practices to target different demographics.
- In First Nations, Métis, and Inuit cultures, Elders and traditional teachers play a prominent, vital, and respected role. They are held in high regard as they are the knowledge keepers, carrying traditional teachings and information passed down through oral history, customs and traditions which encompass beliefs, values, worldviews, language, and spiritual ways of life. Indigenous elders are leaders, teachers, role models, mentors, and healers who within their communities often provide the same functions as advisors, professors, and doctors. Having a knowledge keeper who holds regular hours at SNOLAB will be of great benefit to staff and users and will be available to support experiments as they meet the EDI requirements for the SNOLAB Gateway process.

