

Slides from the EDI session

CANADIAN  
GEOPHYSICAL  
UNION



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CANADIENNE

# Equity, Diversity, and Inclusion

Introduction to the committee

# Objectives of the committee:



The committee's specific **objectives** include

- adapting **best practices** for maximizing EDI in the geosciences,
- developing a **code of conduct** for CGU meetings,
- developing a **process** for investigating EDI-related concerns,
- and introducing a **survey** on CGU-related experiences to inform the committee's **current and future work**.



# Current committee



**Sara Knox**  
UBC



**Dan Moore**  
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**Natasha Leclerc**  
Memorial



**Kelly Biagi**  
Brock



**Colin McCarter**  
Nipissing



**Phil Heron**  
UTSC



Looking for new  
members!



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# Equity, Diversity, and Inclusion

<https://cgu-ugc.ca/aboutcgu/equity-diversity-and-inclusion-in-the-cgu/>

## Get in touch!

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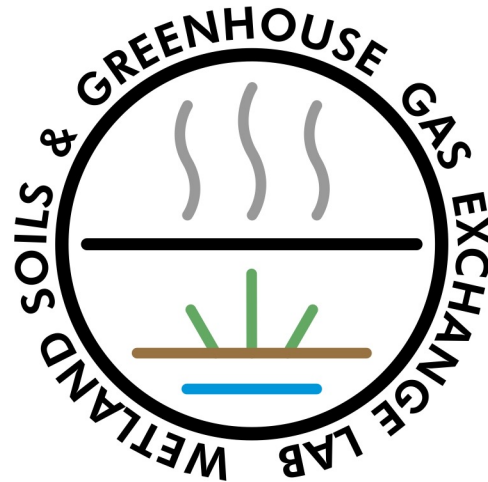
[edi@cgu-ugc.ca](mailto:edi@cgu-ugc.ca)

Why are we here??

# Today!

- Intro to us!
- Maria Strack on developing a Code of Conduct
- Questions on EDI and the Geosciences
- 1pm – NSERC discussion on EDI

# Creating more inclusive research groups in the geosciences



[mstrack@uwaterloo.ca](mailto:mstrack@uwaterloo.ca)



# Strategies to weave EDI into geoscience research

- Training and education
- Action
  - Documentation and policy
  - Evaluation of progress





# URGE: Unlearning Racism in the Geosciences

- Deliverables included
  - Demographic reporting available
  - Institutional policy scan
  - Admissions and hiring
  - Code of conduct + reporting policy
  - Fieldwork inclusive risk assessment



## WETLAND SOILS AND GREENHOUSE GAS EXCHANGE LAB

Pod Leader: Abigail Shingler

Pod Leader email: [amshingl@uwaterloo.ca](mailto:amshingl@uwaterloo.ca)

University of Waterloo



# Code of Conduct

- What and Why?
  - Clearly defines group values, aspirations and actions to get there
  - Needs a clear reporting policy/structure
  - Supports an open conversation
  - Can be used in recruitment, safety documentation, grant applications
- How?
  - Co-creation with the whole research group
  - Regularly re-evaluations
  - Annual temperature check

## Code of Conduct

We value the participation of every member of our community and want to ensure everyone has an enjoyable and fulfilling experience, both professionally and personally. Accordingly, all members of the Wetland Soils and Greenhouse Gas Exchange Lab (WSGGEL) are expected to show respect and courtesy to others at all times. We create our culture, and our culture is inclusive.

### PREAMBLE

Please note that this code of conduct is not a legal document, supplementing, but not trumping, Department- and/or [University level policies](#) for your level of employment or study.

### OUR VALUES

#### Inclusivity and diversity

Enjoyable, high-quality research can only be conducted when you feel safe, secure, and supported. Maria Strack, as head of the WSGGEL, and all group members are thus ***dedicated to a harassment and discrimination-free experience for everyone***. Harassment includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, and unwelcome sexual attention.

We are here to lift each other up. Mistakes do happen, but we strive to avoid making the same mistakes over again. We work to create an environment where we can accept criticism and suggestions for improvement, learn from our mistakes, improve our behaviour and make amends.



We do not tolerate harassment by and/or of members of our group in any form, and we ask all members of the community to conform to the following Code of Conduct:

- All communication, be it online or in person, should be appropriate for a professional audience, and be considerate of people from different cultural backgrounds. Sexual or discriminatory language and imagery is not appropriate at any time.
- Be kind to others and do not insult or put down other group members.
- Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.
- Group members are not responsible for policing content of social media and members are individually responsible for considering the impact of the communication on others.
- Watch out for [microaggressions](#). ***Be aware that your actions can be hurtful to others or contribute to a negative environment even if you had no intent of harm.***
- When mistakes happen, we want to know about them. We will accept suggestions, listen, offer a genuine apology and commit to learning and doing better.
- It is often best to resolve issues through direct communication, rather than embarrassing people publicly (e.g. via a social media mob). If you do not feel comfortable confronting an individual directly, report to Maria or other resources as described below.
- We all share the responsibility of creating an inclusive environment free from harassment and discrimination. Be aware of the bystander effect and strive to be an [active bystander](#).
- Participants asked to stop any harassing behaviour are expected to comply immediately.
- Contribute to discussions in meetings with a constructive, positive approach
- Be mindful of talking over others when discussing in groups and be willing to hear out the ideas of others.
- Online communication may be public, such as in social media or via (purposeful or inadvertent) forwarding of emails. It is often sensible to be explicit if you require items to remain confidential, though note that we will try to be discrete where possible.

**ACTIONS TO SUPPORT OUR VALUES**

# ACTIONS TO SUPPORT OUR VALUES

## TRAINING

- You may choose also to include a list of recommended or required training for your group here
- We include the required safety training for work at UWaterloo and some links to available training on unconscious bias, equitable recruitment, etc.

## BENEFITS

In addition to making group members feel safe and secure, diversity and inclusivity has numerous benefits to us all. Put simply, the greater the mix of people in our group, the greater the mix of skills, experiences, perspectives, and ideas we can collectively draw on. But the benefits of diversity and equity cannot be fully achieved without creating an inclusive environment.

# REPORTING POLICY

## Reporting Procedures and Disciplinary Action

Maria Strack will discuss the Code of Conduct with lab members who violate these rules, no matter how much they contribute to the WSGGEL, or how specialized or needed their skill set. If inappropriate behaviour persists after this initial discussion, formal processes, in line with University of Waterloo's work practice policies (e.g., [Policy 33](#)), will commence.

To report an issue, please contact Maria Strack; all communication will be treated as confidential. If you do not feel comfortable contacting Maria directly, please feel free to contact another professor you are comfortable with (e.g., a committee member, instructor you have worked with) or connect directly with the Department Chair, Susan Elliott ([elliotts@uwaterloo.ca](mailto:elliotts@uwaterloo.ca)), Associate Chair Grad Studies ([gemgrad@uwaterloo.ca](mailto:gemgrad@uwaterloo.ca)) or Associate Dean Grad Studies Peter Deadman ([peter.deadman@uwaterloo.ca](mailto:peter.deadman@uwaterloo.ca)).

# References and other examples

- Chris Jackson, Basins Research Group, Imperial College, UK:  
<https://docs.google.com/document/d/10y7TP48ik1rcQBPA5Do8mZM7DJ5EbF0hyWP-csgb1QE/edit>
- Christie Bahlai, Bahlai Lab, Kent State University:  
[https://github.com/BahlaiLab/Policies/blob/master/Code\\_of\\_conduct.md](https://github.com/BahlaiLab/Policies/blob/master/Code_of_conduct.md)
- Kirstie Whitaker, Whitaker Lab, Alan Turing Institute:  
<https://github.com/KirstieJane>
- Ben Britton, MicroMicLab, UBC:  
<http://www.expmicromech.com/people/code-of-conduct>



Questions?

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# Equity, Diversity, and Inclusion

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# Draft bylaws



## Includes

- Committee Positions
  - The EDI committee shall normally comprise six members, with one committee member nominated from each of the four CGU sections, and a minimum of two members at large. A minimum of one student or postdoctoral fellow is required to sit on the EDI Committee (as a section representative or member at large). The CGU sections include Biogeosciences, Geodesy, Hydrology and Solid Earth.
- Appointment of Committee Members
- Committee Term Limits
- Description of Committee Positions
- Open to feedback and suggestions!

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# Equity, Diversity, and Inclusion

Interested in joining? Have comments/suggestions/ideas?

Get in touch!

[edi@cgu-ugc.ca](mailto:edi@cgu-ugc.ca)