



Canadian Society for Chemistry | *For Our Future*
Société canadienne de chimie | *Pour notre avenir*

Summary of WIDE Activities 2017-20

In 2016, as part of the Strategic Plan of the Canadian Society for Chemistry, one of the Priority Strategic Initiatives was to develop a strategy to ensure that the activities of the CSC are equitable, inclusive and enhance the diversity of the chemical community.

To act on this strategic initiative, the Working Group on Inclusion, Diversity and Equity was created.

The following is a summary of the activities of WIDE since inception:

a) In 2017-18, WIDE was consulted as a key stakeholder in the drafting of the revised Guidelines for Accreditation and on two symposia at CCCE 2018 in Edmonton, Alberta: Diversity in Chemical Education: In honour of Margaret-Ann Armour (N. Etkin, organizer) and Indigenization and Reconciliation in Chemistry Education (T. Ellis, L. Wilson, C. Phenix, S. Calvex, organizers).

b) WIDE organized and hosted the CSC President's Event: Catalyzing Change – Diversity in Canadian Chemistry at CCCE 2018 in Edmonton, Alberta. Three main topics addressed by the CSC community were: Educational Equity, an Inclusion, Diversity and Equity Framework within the CSC/CIC, and Conference Issues including a Meeting Code of Conduct and Conference Speaker Diversity Data. Three reports resulted from the event and formed the basis of action for the following year.

c) WIDE researched and enabled the establishment of childcare at the annual CCCE conferences beginning with the CCCE in Edmonton in 2018. This activity caught the attention of national press.

d) Nola Etkin and Stephanie MacQuarrie were the lead organizers for two well attended EDI sessions at CCCE 2019 in Quebec City: Accommodation for Removing Barriers for Researchers and Students and Making Chemistry Stronger through Equity, Diversity and Inclusion, respectively.

e) A Meeting/Conference Code of Conduct Policy was finalized in February 2019 and was given to the Director of Conferences for further consideration and implementation. For CCCE 2019, CCCE Conduct Guidelines was made widely available and is now the standard Conference Conduct Guidelines for both the CCCE and the CCEC. The difference between the guidelines and the code is that the guidelines don't have a reporting mechanism, complaints review procedure or sanctions identified. The full policy has been reviewed by legal counsel and now is in the implementation stage.

f) With Yujun Shi and Nimrat Obhi, a Self-Identification Policy, together with two Self-Identification Surveys, one to be used periodically during membership renewal and one to be used annually during the Canadian Chemistry Conference and Exhibition registration, were drafted and presented to the CSC Board at the June 3rd, 2019 meeting of the Board. The Policy was approved by motion of the Board and approved by legal counsel and the National Office is now in the process of implementing the policy.

g) With Laura Reyes and Anika Tarasewicz (CEO of the Canadian Women in Chemistry Network CWIC), WIDE developed a proposal on how the CWIC can be incorporated into the CSC as a Member Resource Group/community. As a consequence, CWIC (now Canadian Women in Chemical Sciences) is the first Member Resource Group within the Chemical Institute of Canada. The group has made recommendations to the bylaws of the CIC to officially incorporate the group within our organization. A Resolution to the CIC Bylaws will be voted upon at the May 2020 CIC AGM.

h) To promote equity seeking groups in chemistry in Canada, WIDE nominated three persons for the Periodic Table of Younger Chemists. Two persons were successful (Mita Dasog, Dalhousie University representing Silicon and Nimrat Obhi representing Hassium).

i) The activities of WIDE were covered in an article in CIC News written by Tim Lougheed. The article can be found at: <https://www.cheminst.ca/magazine/article/taking-stock-of-a-working-group-that-has-worked/>