



Summary of WIDE Activities 2020-21

Submitted by K. Baines on behalf of WIDE
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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 May 2020:

a) One of the key goals of WIDE, since inception, was to become formally incorporated into the governance structure of the CSC. At the 130th Meeting of the CSC Board of Directors (July 10, 2020), the CSC Board of Directors approved the creation of the Director of Equity, Diversity and Inclusion (EDI) for the Board of Directors of the CSC and the formation of the committee “Working for Inclusion, Diversity, and Equity (WIDE)” as a Committee of the Board. K. Baines was appointed as the inaugural Director of EDI until an election can be held at the next Annual General Membership meeting.

b) WIDE finalized the Terms of Reference for both the Director of EDI and the WIDE Committee which were approved at the 132nd Meeting of the CSC Board of Directors (Nov 24, 2020).

c) Working with Dr. D. Nicoll-Griffith, Past President of the CSC and Chair of the Nominating Committee of the CSC, WIDE established a procedure for open nominations for membership on WIDE as stated in the Terms of Reference for the committee. The call was circulated to the general membership. The new procedure is being implemented in 2021 for new appointments to WIDE.

d) Yujun Shi and Kim Baines, with the input of WIDE, are the lead organizers for a symposium entitled "Challenges and Opportunities for Equity, Diversity and Inclusion in Chemistry - A Global Perspective" to be held at the upcoming 48th World Chemistry Congress along with the 104th Canadian Chemistry Conference and Exhibition (IUPAC/CCCE 2021) (August 13 – 20, 2021). The description of the symposium is as follows: This symposium will provide a platform to discuss the challenges and opportunities for equity, diversity and inclusion (EDI) faced by the global chemistry community. Although many advances have been made in recent years to promote the principles of EDI, to change the culture, and to foster a more inclusive and diverse environment, many challenges and obstacles continue to exist. In this symposium, international

leaders will discuss the challenges and barriers for EDI practices, policies, and procedures within their home countries as well as their approaches to sustainable solutions. By centering the voices of marginalized and underrepresented individuals, the experiences of chemists in a global context will be highlighted. The goal of the symposium is to share our global experiences and to learn from one another in an effort to continue to achieve an equal, diverse and inclusive chemistry community.

The following speakers representing 9 countries accepted our invitation to speak:

Najat Aoun Saliba, American University of Beirut, Lebanon
Moumita Majumdar, Indian Institution for Science Education and Research, India
Yanet Villasana, Universidad Regional Amazónica Ikiam, Ecuador
Lami Angela Nnamonu, Federal University of Agriculture, Makurdi, Nigeria
Ching-Wen Chiu, National Taiwan University, Taiwan
Yvonne Choo, Xiamen University Malaysia, Malaysia
Lydia Toorenburgh, University of Victoria, Canada
Novan Gray, McMaster University, Canada
Lydia Sosa Vargas, Sorbonne University, France
Sandra Künzler, Germany

e) WIDE will take on the responsibility of ensuring that the opportunity to have EDI symposia is possible at future CCCE. If a host university does not appoint an EDI representative to serve on the Technical Program Committee, then WIDE will appoint a representative who will make the Call for EDI-Related Symposia to the general membership, adjudicate the proposals received and serve as the liaison between the symposium organizers and the Technical Program Committee as the program is being developed.

f) The Self-Identification Policy, together with two Self-Identification Questionnaires, which were approved by the CSC Board of Directors at the June 3rd, 2019 meeting of the Board, were revised for implementation at the IUPAC CCCE 2021 meeting.

g) WIDE has established a social media presence through Twitter (@CSC_WIDE) and is in the process of creating a webpage and a logo.

h) WIDE is in the process of considering whether or not the CSC Board of Directors should join the 50-30 Challenge issued by the federal government.

i) WIDE contributed towards the development of the Terms of Reference for two EDI Awards sponsored by Gilead Inc.. The initiative was lead by CWIC.

j) WIDE has begun to discuss Accessible Education with the goal of producing resources for the community.

The national team has also contributed to the advancement of EDI in the CIC. Two notable contributions were the creation of a series of CIC Talks Careers virtual panels and the statement on anti-Asian racism.

The CIC Talks Careers workshops aim to provide early-career professionals and students who aspire to join the chemical sciences job market with professional development tips and knowledge about the different career paths available within the industry. All participants have the opportunity to connect with a series of accomplished mentors passionate about inspiring the next generation of professionals who may not see themselves within these spaces. The series began with a Black History Month edition.

The national team was also instrumental in writing the statement on anti-Asian racism made by the CIC which was issued on March 30, 2021.