



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



## CSC WIDE Strategic Plan Summary

# Canadian Society for Chemistry (CSC) Committee Working for Inclusion, Diversity, and Equity Strategic Plan

### Vision:

Our vision is a fair, barrier-free chemistry community in which we all understand, value, and unconsciously and consciously adhere to the principles of equity, diversity, and inclusion.

### Values:

We value the many creative and far-ranging contributions to the chemical sciences made by the members of our discipline, individually and in teams, at all stages of their careers and lives.

We believe that everyone has a unique identity that should be valued equally and that a diverse membership enhances our discipline.

We value perspectives that are respectful and inclusive to those in our community.

We value transparency in process and clarity in communications.

We believe that everyone is entitled to full and equal accessibility in all aspects of our discipline.

### Mission:

We recognize the systemic barriers faced by many members of our community and we are committed to ensuring that the activities of the CSC are equitable, and inclusive and enhance the diversity of the chemistry community.

We identify and advocate for the removal of systemic barriers faced by many members of our community by educating and empowering our community through the principles of equity, inclusion, and diversity.

## Goals:

Support the development of inclusive policies and practices.

- Collect data on our membership through the Self Identification Questionnaire
- Develop data-driven, inclusive policies and practices; i.e. invited speaker policy in-development
- Assessing the impact of policies and practices

Empower members of our community.

- Awards and scholarships – promotion of current awards and scholarships
- Visibility / stories; i.e. Spot-Light Videos
- Mentorship opportunities and support

Foster a community aware of EDI practices and principles.

- Provide accessible and sustained resources for the community: i.e. work with accreditation and CCUCC to develop accessible lab space requirements
- Communicate with the national team and the CSC board on EDI principles
- Create opportunities for dialogue between community members on EDI topics

Ensure the sustainability of WIDE.

- Promotion and Engagement
- Funding
- Membership