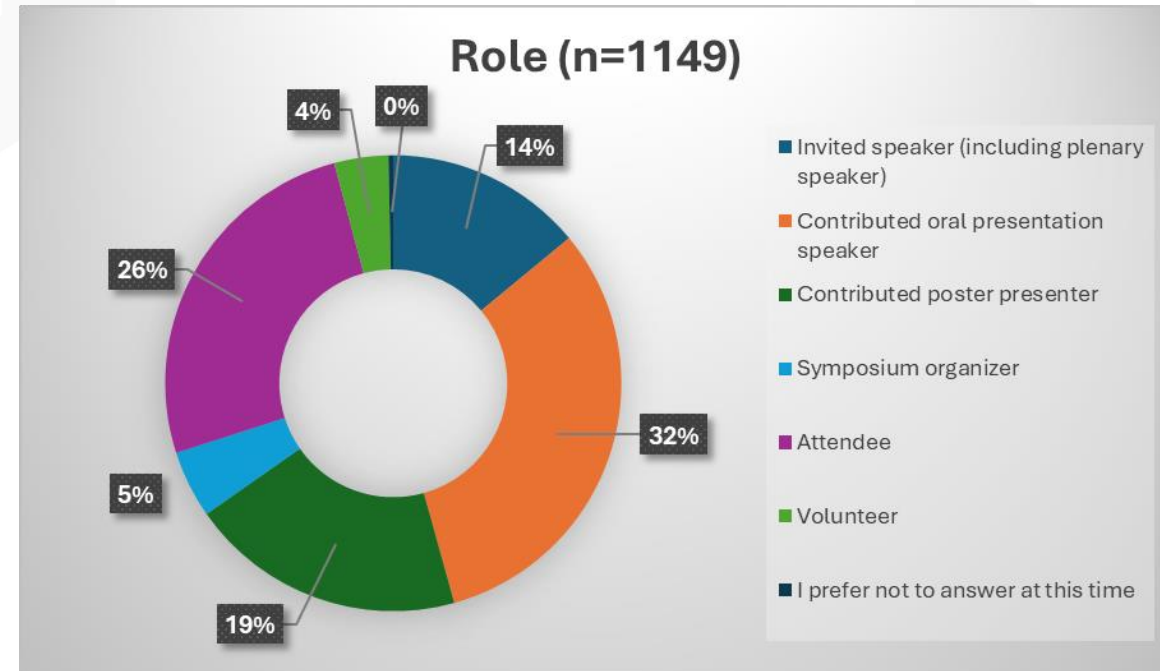


# Summary of SIQ

- Equity, Diversity and Inclusion Report (CSC2023) - analysed by Senomi Solutions
- Provides a summary of the data collected through the Self-identification Questionnaire (SIQ) from registrants of CSC 2023
- ~850 people completed the questionnaire



# SIQ Observations (Senomi Solutions)

- Balance for conference role/primary affiliation across gender, sexual orientation, race, and disability status
- Women were less represented amongst Professor/tenure track than men and gender non-binary respondents
- Gender non-binary respondents: greater representation for undergrads; less represented amongst Associate Professor/tenure track
- Postdocs: slightly less representation of woman amongst the Postdoctoral researchers compared to man and gender non-binary
- 2SLGBTQIA well represented amongst trainees; less amongst Associate Professor/tenure-track; significantly less amongst Professor tenure/track
- Similar representation for racialized and visible minority respondents
- Impact on career: gender non-binary, 2SLGBTQIA+, and respondents with disabilities



# SIQ Recommendations (Senomi Solutions)

- Good representation of underrepresented groups amongst trainees: mentorship and sponsorship strategies to support them in attaining faculty roles
- Significant increase in the response rate: 2023 (~850) compared to 2021 (~450): encourage people to respond
- Accessibility: common theme as a challenge to career and workplace. CSC should share information and resources on accessibility for greater awareness/support
- Women: challenges to recognition/acknowledgement of work and accomplishments. CSC should share information and promoting allyship for Women in Chemistry

