

# EDI Committee Update

PICO Prague Collaboration meeting

August 19th, 2024



Jeremy Savoie, on behalf of the PICO EDI Committee

# The Committee

- 1 Created at the end of August 2023
- 2 Composed of Derek Cranshaw, Mackenzie Dean, Shawn Miller, Michaela Robert, Alan Robinson, Jeremy Savoie and Stephen Sekula
- 3 Current members represent PIs, grad students, engineers and postdoc across most Canadian member institutions
- 4 2 invited non-voting experts: Alex Pedersen (Queen's) and Erica Caden (SNOLAB)

# Roles of the Committee

- Assess current climate/environment in terms of EDI
- Provide advice and strategies/recommendations to the board based on assessments
- Encouraging greater diversity in the physics community, including identifying and addressing barriers to inclusion
- Educating itself and other members on wise practices, EDII-related issues and strategies, the code of conduct, and the reporting process
- And more (see Terms of Reference)

# Update

- 1 Finished self-governing document, currently reviewed by the Board
- 2 2 EDI activities during collaboration meeting
- 3 Started working on a climate assessment survey
- 4 Excellent comment about our progress during TDR

# Climate Assessment

- Will allow us to identify potential issues and biases within the collaboration
- Assist PICO member in identifying and evaluating options for resolving and managing incidents
- Data security and anonymity is vital to a successful survey
- Possibility to hire outside help to secure and/or analyze the data (also Qualtrics and SNOLAB)

# Priorities Moving Forward

- 1 Complete the climate assessment survey and identify the outside help if still necessary
- 2 Start the action plan with the intent of using conclusions from the climate survey to base future actions
- 3 Training list for ombusperson (more detail later)



# PICO Code of Conduct

- 1 PICO collaborators must refrain from any action or statement that denigrate other collaborators
- 2 This includes, among other action, intimidation, disruptive, or harassing behavior, sexual or crude jokes, or any unwanted physical contact
- 3 The Code of Conduct applies to all interactions between PICO collaborators
- 4 Everyone should work towards inclusion and help create an environment free of harassment
- 5 A supportive work environment allows everyone to reach their full potential
- 6 Internal institutional policies take precedence in the case of conflict at the same institution

# Roles of Ombudspersons

- Ombudspersons are available for confidential and informal advice and support
- To assist PICO members in identifying and evaluating options for resolving and managing incidents
- To make referrals to other appropriate academic and community resources
- Every interaction is confidential unless the member explicitly requests an action that requires otherwise



# Types of Training

- 1 Fairness and Equity Training
- 2 Conflict Management/Mediation Principles Training
- 3 Ombudsperson Specific Training
- 4 Inclusive Facilitation
- 5 Impartiality Training
- 6 Sexual Harassment Training

# Ombudsperson Contact Information

PICO Code of Conduct: Docdb #4371-v2



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