



The Canadian Tri-Society meeting

JUNE 17-21 2023, Ottawa

Agroecosystem resiliency under a changing climate.

## 2023 Canadian Phytopathological Society-Canadian Society of Agronomy-Canadian Society for Horticultural Science (CPS-CSA-CSHS) Tri-Society Meeting

### Panel Discussion:

### Equality, Diversity, and Inclusion (EDI)

[June 21, 2023, Wednesday, 11 am – 12:30 pm]

**Introduction:** Equity, Diversity and Inclusion (EDI) are essential in the research context because they allow to provide opportunities to all potential researchers, where they can reach their full potential, providing impactful results in science. But EDI is also relevant because of the social implications of research and the need for fairer society.

As in other settings, disparities can have deep effects in the research environment. Providing a fair environment where differences are accepted and recognized, and where individuals are provided with all tools to reach their goals is conducive to team success. An environment where EDI is placed as part of the core values provides a better sense of belonging and safety, allows to provide ideas from different perspectives leading to innovation, and opens the door for more diverse collaborations and recruitment.

In the research context, EDI needs to be taken into consideration not only when assembling a team but also for the research project itself. The people who will be impacted by the development and results of a project need to be part of the conversation at all project stages. This approach provides a clearer picture of the real needs of stakeholders and generates better cooperation towards reaching targets.

The current panel will discuss the positive impact of an equitable and diverse research environment, the organizational changes needed to make that environment really inclusive, and the current challenges and potential avenues for improvement.

### Panelists

#### Moderator (Confirmed):

- Leonardo GalindoGonzalez – Research Scientist with the Canadian Food Inspection Agency. Worked in formal and non-formal science communication and in committees for improvement of workplace culture.

#### Panelists (Invitees):

- Diane Allan - VP Science Branch and Chief Diversity Officer, Canadian Food Inspection Agency.
- Jaclyn Brusso - Professor & Vice-Dean of Equity, Diversity, Inclusion and Professional Development, Department of Chemistry and Biomolecular Sciences, Faculty of Science, University of Ottawa.

- Rowan Thomson - Professor & Associate Dean (Equity, Diversity, and Inclusion), Department of Physics, Faculty of Science, University of Carleton.
- Adrian Chan - Professor and Director, Research and Education in Accessibility, Design, and Innovation (READi); Department Systems & Computer Engineering, Faculty of Engineering and Design, University of Carleton.
- Emilee Storfie - Ph.D. Candidate, Financial Manager and Reporter, Women in Science, Engineering and Research (WiSER); Department of Agricultural, Food and Nutritional Science, Faculty of Agricultural, Life and Environmental Studies.

**Draft agenda:**

- Opening – welcome remarks.
- Introduction of panelists.
- Topics:
  - Positive impact of a diverse research environment (the presence of different points of views and ideas in research).
  - How to generate real inclusive environments (looking at diverse backgrounds, idiosyncrasies and culture to create pro-active research).
  - Providing tools for everyone to succeed (looking at differences to reach equity)
  - Biggest barriers for EDI in research.
  - Potential actions for present challenges.
- QA session (open to audience).
- Closing remarks.