



Canadian Association
of Physicists

Association canadienne
des physiciens et physiciennes

Contribution ID: 4312 Type: **Oral Competition (Graduate Student) / Compétition orale (Étudiant(e) du 2e ou 3e cycle)**

(G*) Advancing diversity, equity, inclusion, and accessibility (DEIA) in physics by creating more inclusive and accessible meetings and conferences

Tuesday, May 28, 2024 3:15 PM (15 minutes)

Diversity is lacking by most measures, in most STEM fields, including physics. A survey of Canadian physicists from 2021, called CanPhysCounts, found that the percentage of white men only increased as you move up the ranks in physics; the undergraduate level having the most diversity and people in physics careers or faculty positions being the least diverse with over 50% of people surveyed identifying as white men.

Increasing diversity, equity, inclusion, and accessibility (DEIA) in physics, and other STEM fields, is critical to producing good science. If there are more voices at the table, there will be new, interesting questions being asked and if we include more diverse thinkers in our science, that science will become better. To get these voices involved we have to prioritize DEIA within our physics worlds. A diverse group of people are not going to stay in physics if the physics space is not welcoming, inclusive, equitable, and accessible to them. In an effort to prioritize DEIA, I have created a practical guide that will help meeting and conference organizers make their meetings more inclusive and accessible. This guide was written as a compliment to the 500 Women Scientists' Inclusive Scientific Meetings Guide. Scientific meetings and conferences are a good place to do DEIA work, because meetings and conferences are where many early career scientists find opportunities to advance their careers; from presenting their work, to engaging with collaborators, to meeting potential future advisors and employers. The same concepts can be generalized, though, into many scientific environments. Here I will present the motivation for my guide, the work that has previously been done in this area, what my guide brings to the table, and how I hope my guide will be used.

Keyword-1

EDI

Keyword-2

Science Meetings

Keyword-3

Primary author: CUNNINGHAM, Liz (University of Toronto)

Co-authors: BRINKWORTH, Cam (UCAR); DUNEWOOD, Leigh (UCAR); MARTINEZ, Shantel (UCAR)

Presenter: CUNNINGHAM, Liz (University of Toronto)

Session Classification: (DGEP) T2-9 Inclusion for excellence | L'inclusion pour l'excellence (DEGP)

Track Classification: Technical Sessions / Sessions techniques: Gender Equity in Physics / Équité de genre en physique (DGEP-DEGP)