

**CANADIAN BRAIN RESEARCH STRATEGY (CBRS)
Equity, Diversity and Inclusion (EDI) Meeting**



12:00 PM - 1:00 PM PDT, Thursday, October 1, 2020, Via Zoom

List of Meeting Participants

Secretariat

- Yves de Koninck, PhD, Professor, Laval University
- Judy Illes, CM, PhD, Professor, University of British Columbia
- Caroline Menard, PhD, Assistant Professor, Laval University

EDI Cluster

- John Douglas Crawford, PhD, Professor, York University
- Ravi S. Menon, PhD, FCAHS, FRSC, Professor, Western University
- Lisa M. Saksida, PhD, Professor, Western University
- Allison Sekuler, PhD, Professor, University of Toronto

Research Staff

- Annie Castonguay, PhD, Laboratory Manager, Laval University
- Cate Marra, BSc, Research Assistant, University of British Columbia

Summary of Meeting Notes

The CBRS would like to identify the EDI landscape for neuroscience in Canada and find ways to synergize with current initiatives, e.g., <https://can-acn.org/meeting-2018/equity-diversity-and-inclusivity-in-neuroscience-workshop/>

CBRS has hired a dedicated cultural diversity researcher, Cate Marra from the Musqueam First Nation, to research and develop EDI processes and programs, with a special focus in Indigenous Peoples. Cate will develop a database of existing EDI surveys and a database of knowledge holder groups.

Preliminary suggestions to promote diversity and inclusivity from the EDI Cluster:

- Create a CBRS program that is similar to the Athena SWAN program in the UK.
 - Consider Canada's Dimensions program
- Provide EDI training for CBRS members
- Avoid having man-only panels (manels)
- Institute the concept of core meeting hours
- Have co-chaired committees and try to achieve a balanced representation among the committee
- Conduct an EDI CBRS survey
 - As the CBRS is trying to create a community, we hope we can gather better data than what government/larger professional groups currently have.

Next steps for the CBRS:

- Better balance the Conference of Neuroscience Leaders.
- Connect with CAN and other EDI Committees to review what kind of data are available for sharing.
- Research the landscape of existing Indigenous Knowledge Holders Advisory Groups (e.g., in CIHR, medical schools).
- Evaluate possibilities for hosting a dialogue series, support cohorts, and recognition programs.
- Conduct consultations with key leaders in EDI and neuroscience.