2022 BCMB EDI Committee Annual Report Highlights

May 2021-April 2022 Initiatives:

- Continued BCMB website revisions to update and incorporate EDI content
- Development of the process for nomination and selection of BCMB EDI Committee members
- Appointment of new EDI Committee members
- Development of BCMB EDI Committee Code of Conduct, Confidentiality Agreement, and Standard Operating Procedures (SOPs) documents
- Development of BCMB Code of Conduct
- Development of an environmental survey to be administered by the Faculty of Science and offered to BCMB departmental members
- Arranged for UVic Communications to prepare and publish a story on First Nations/community engagement research projects led by Dr. Caren Helbing
- Development of "10 Calls to Action" document which outlines ways BCMB departmental members can incorporate reconciliation in their research and research-related activities
- Successful conversion of "BIOC" references (i.e., email addresses) in the department to the more inclusive "BCMB"
- Initiated conversations with the Dean of Science and the Dean of the Faculty of Graduate Studies regarding the need to establish a more highly visible cluster of BIPOC faculty members
- Development of an EDI training plan for existing and new trainees/staff/faculty

EDI Committee priorities for the period of May 2022-April 2023:

1. EDI training for existing and new trainees/staff/faculty
    - Committee to continue to optimize the EDI training plan for existing and new trainees/staff/faculty
2. Continue to update/revise the BCMB EDI website, with relevant EDI content
3. Continue to suggest and invite BCMB Seminar Speakers with a focus on inclusivity, diversity, and EDI
4. Mentorship plan
    - Committee to review and revise BCMB Mentorship plan, using an EDI lens
5. Climate survey
    - Develop a way to analyze the data from the survey and a response plan to the survey
6. Develop a BCMB-centric plan from the Faculty of Science Indigenization Plan being developed by Lydia Toorenburgh
    - Committee to determine how to bring the goals from the plan into our department