

# Community Climate Committee Newsletter - Winter 2022

The Climate Committee is now in its second year, and we wanted to reflect on what our focus is, what we have achieved and where we still need to grow. The Climate Committee was formed partly to be the body who absorbed the recommendations of the APS, UTCAP, CCDI reviews of the astronomy units.

1. Develop and support **EDI training** within the units
2. Support the expansion and formalising of the **mentoring scheme**
3. Develop mechanisms for **monitoring the climate** within the units
4. Advise the leadership on **hiring and admissions** processes with an equity lens
5. Develop practises for **integrating undergraduates and marginalised students** into the units
6. Develop mechanisms for support and capturing the **mental health** of the units
7. Develop and maintain **website resources** related to community and its climate

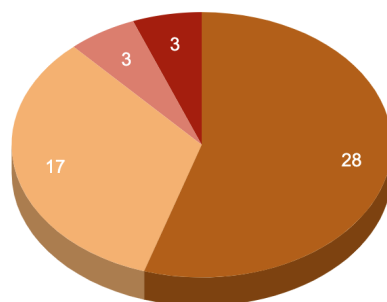
The inaugural members of the community climate committee were Maria Drout, Joanna Baylon (co-chairs), Shannon Vanderwoude, Laura Keating, Sarah Gossan, Norm Murray, Hilding Neilson, Hugh Zhao, Ayush Pandhi, Taylor Kutra and Cameron Van Eck. Renée Hlozek joined in 2021.

The community climate committee developed working sub-committees around the seven recommendations, and the committee chairs also provide monthly input to leadership on other recommended actions by the site visits.

## Updates

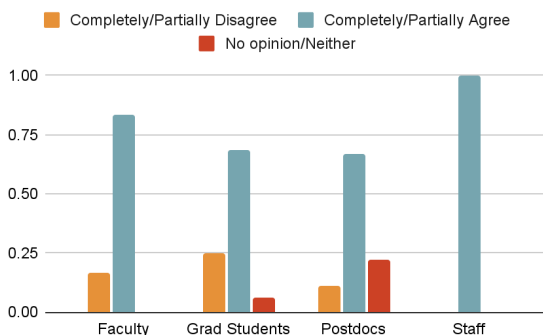
### Community Climate Committee Survey

The inaugural CCC survey was conducted in December 2021 and we are pleased to release a report on the survey, which can be found here: [https://bit.ly/CCCSurvey\\_Dec2021](https://bit.ly/CCCSurvey_Dec2021)



- David A Dunlap Department of Astronomy and Astrophysics
- Dunlap Institute
- Other
- Prefer not to say

The department feels welcoming to people like



The report includes quantitative information and summaries of feedback received, including responses from the Climate committee.

We will also be presenting the results of the survey and of the work of the CCC to the astro units in a departmental-wide colloquium in April 2022. Watch this space!

### Integrating undergraduates and marginalised students into the department

The subcommittee for integrating undergraduates and marginalised students focused on recommendations to the Astro undergraduate chair on revisiting the ethics requirement for astrophysics degrees. This was done in advance of Fall 2021.

Working with the training and mentoring committee, the group also recommended social events (e.g. science speed chats) with undergraduates and other members of the department, and establishing a mentoring program between graduate students and undergraduates. This program is now in its second year.

Recommendations were also made to have leadership meet with the Astronomy Union regularly (at least once a year) and to consult students on changes to the undergraduate curriculum. Both of these recommendations were met in 2021.

We are also working with the Astro leadership to define the administrative role that will be offered to support this (and other) training-related activities.

### Hiring/admissions

The CCC subcommittee met with leadership to discuss draft recommendations for faculty hiring practises, including recommendations on including EDI at all levels of the search, the role of census information in determining demographics, and the requirement that the search contain Black and Indigenous applicants before continuing. The leadership reviewed the recommendations and where possible, included these elements into the search process. While further specifics on the process within any individual search are not available due to confidentiality of the search process, the CCC recommendations made an impact on the rubric and job ad generated for the search, and will continue to inform hiring best practice going forward.

The recommendations on postdoc hiring were shared with the CITA postdoc search committee in Fall 2020, to provide some continuity in hiring best practice across the units. The CCC is co-hosting an open meeting on **May 13, 2022 at 9am Eastern** for leadership to present how the hiring process operates and how the CCC recommendations fit into that process. All are welcome.

## Website

The CCC will have a tab on the astronomy units website. This tab will be launched in **April/May 2022**, and will include a copy of this newsletter (which will be repeated twice a year) and resources to support members of our units. Feedback on what resources you think would be beneficial on this tab are always welcome.

## APS/CCDI/UTQAP recommendations

We include a spreadsheet of recommendations from the APS/CCDI reports and other actions proposed by the CCC [here](#) and highlight the status of these recommendations. This dashboard will be updated as additional actions and recommendations are added.

## Join us

The CCC is looking for new postdoc, grad student, staff, faculty and student representatives. Thank you to those who have already contacted us. If you would like to be involved in this committee, please reach out and be in touch. There are lots of concrete actions needed to develop and support our community, and we value your input.