

CAMH Equity Task Force for Women Scientists

Terms of Reference

Purpose:

The Equity Task Force for Women Scientists (ETFWS) aims to better understand the obstacles faced by women¹ scientists at CAMH and address equity issues they may be facing. The overarching goal is to recognise and celebrate good practices towards the advancement of gender equality. While gender equity for women scientists at CAMH is the primary initial focus of the ETFWS, consideration will be given to other equity seeking groups (such as Indigenous Peoples, persons with disabilities, members of visible minority/racialized groups, and members of LGBTQ2+ communities) and the intersections with gender in terms of overall equity for scientists at CAMH. As such, this work will serve as a template to expand to other equity and diversity focused initiatives.

Priorities and responsibilities:

The main priorities of the ETFWS include addressing equity issues related to:

- hiring practices
- career development and progression (i.e., promotion processes)
- performance review
- salaries
- mentorship and sponsorship
- internal sources of support (e.g., infrastructure, chairs, admin support, resources, etc)
- incivility and sexual harassment and other discriminatory behaviour
- gender representation on committees, panels, and at symposia

The main responsibilities of the ETFWS are to:

- 1) Oversee the collection, analysis and dissemination of data that will assess equity issues faced by women scientists, identify inequities in priority areas, identify new priority areas, and monitor changes in equity balance over time.
- 2) Implement equity-focused initiatives for women scientists and establish workplace policies and guidelines to achieve equity balance.

¹"Women" is interpreted as all self-identified trans and cis women.

Membership:

- *Mounira Banasr*, Independent Scientist, Campbell Family Mental Health Research Institute
- *Komal Bhasin*, Senior Director, Research Administration, Research Services
- *Isabelle Boileau*, Senior Scientist, Scientist and Head, Addiction Imaging Research Group, Campbell Family Mental Health Research Institute
- *Claire de Oliveira*, Health Economist, Institute for Mental Health Policy Research
- *Deborah Gillis*, President and CEO, CAMH Foundation
- *Vanessa Goncalves*, Independent Scientist, Neuroscience Research
- *Nancy Lobaugh*, Independent Scientist, Imaging and Preclinical Research, Campbell Family Mental Health Research Institute
- *Yona Lunsky*, Director, Azrieli Adult Neurodevelopmental Centre, Senior Scientist, Adult Neurodevelopment and Geriatric Psychiatry Division
- *Bill Manley*, Director, People and Experience
- *Tara McDonald*, Manager, Research Grants & Pre-Award, Research Services (currently on parental leave; filled by Zoe Rizos, Director, Research Facility Planning and Operations)
- *Yuliya Nikolova*, Independent Scientist, Campbell Family Mental Health Research Institute
- *Lena Quilty*, Senior Scientist, Campbell Family Mental Health Research Institute and Addictions Division
- *Sophie Soklaridis*, Independent Scientist, Office of Education; Section Head, Education Research,
- *Gillian Strudwick*, Independent Scientist, Information Management Group, Campbell Family Mental Health Research Institute (currently on parental leave)
- *Rachel Tyndale*, Senior Scientist and Head, Pharmacogenetics Lab, Campbell Family Mental Health Research Institute
- *Daphne Voineskos*, Physician/Psychiatrist, Ambulatory Services
- *Samantha Wells*, Senior Director, Institute for Mental Health Policy Research (Chair)

Meeting frequency and terms of commitment:

The ETFWS will meet on a monthly basis to oversee equity-focused assessments and initiatives to optimize equity for women scientists at CAMH. ETFWS members agree to a 1-year commitment, beginning March 2019, with a yearly renewal as appropriate.

Communication structure:

All initiatives and actions of the ETFWS are reviewed by the VP of Research and the Physician in Chief.