

TRIUMF focus group for women, nonbinary, gender non-conforming identities and allies – summary of report findings

This document provides a summary of the insights shared in the focus group sessions held between Sept-Oct 2022. The focus group sought to:

- Create a safe space for participants to share their experiences at TRIUMF
- Identify needs and supports
- Brainstorm solutions and/or strategies for improvements

What we heard

The responses from participants could be grouped in to three areas: Culture, Procedures and Processes, and Leadership, Management, and Supervisor Engagement.

Culture

Key takeaway: Real culture change is necessary, and rebuilding trust is needed to move forward

- The glass ceiling still exists at TRIUMF
- Women need more explicit information about career progression, including salary transparency
- Mentoring for women, nonbinary, and gender nonconforming individuals is needed and wanted
- Participation in EDI events is voluntary and only those already engaged/interested in EDI attend
- Safe spaces depend on individuals having the courage or power to speak up, and existing power dynamics influence the ability of people to raise issues

Procedures and Processes

Key takeaway: Transparency and consistency in how processes are implemented/followed, with clear communication and timely follow-up, is needed.

- Some recruitment processes do not feel like they are being implemented uniformly, with a lack of transparency when individuals are appointed to a new position
- Women are seeking active retention processes such as transparent career progression and advancement opportunities, family friendly practices, etc.
- When raising issues, some complainants feel like they have gone unheard, lacked follow-up, or been too slow to implement corrective action
- EDI communication needs to be readily available/accessible, and continuous
- An ombudsperson and a site-wide code of conduct is needed
- There is a lack of trust in the existing systems at TRIUMF

Leadership, Management, and Supervisor Engagement

Key takeaway: Active leadership engagement is needed to set cohesive priorities, actions, targets, measurements, and accountabilities

- Supervisors and managers need further training on subjects related to EDI
- More transparency on EDI reporting and communication is desired
- Shared leadership principles should be put into place (i.e. student-led committees)

- Further Human Resources involvement is needed for change

Suggestions

From our sessions, we heard the following suggestions and considerations for action.

The findings from this report and subsequent community engagement will inform our EDI Action Plan. The EDI Action Plan is in development and will be ready for communication in Q1 of 2023.

- Updating policies and procedures for inclusive language
- More explicit and multiple sites of communication on TRIUMF's commitment to EDI
- An EDI calendar communication of commemorative days, activities and events
- Increase EDI communication at Townhalls (Board, etc.)
- Ongoing EDI curricula and workshops
- Develop, provide and support a women's mentoring program
- Site-wide code of conduct
- Mandate EDI training
- Development of transparent accountability processes
- Review of employment systems with an equity (anti-racist, anti-discriminatory, anti-oppressive) lens
- Review of supervisor's handbook
- Engaged participation and expectations of supervisors