

Operating Standards and Principles on Equity

June 2022

Since 2020, the Canadian Sociological Association’s Equity Subcommittee has led an initiative with the Black Caucus and Decolonization Subcommittee to develop a comprehensive plan to address equity, diversity, inclusion, and decolonization issues within the association. In May 2022, the association’s Executive Committee approved the statement and organizational procedures outlined here.

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Section I: Statement

The Canadian Sociological Association (CSA) is committed to the values and principles of equity, diversity, inclusion, and decolonization (EDID) and to enacting these principles in concrete and meaningful ways. We recognize that we owe, in part, the success of our Association to the sociological expertise of our diverse membership.

In its commitment to implementing meaningful changes, the CSA recognizes that post-secondary institutions, like most other societal organizations, participate in and enable anti-Black racism; anti-Indigenous racism; homophobia; ableism; xenophobia; sexism; classism; and transphobia. Moreover, as a discipline, much work in sociology has had the effect of upholding racism, colonialism, sexism, homophobia, and ableism through othering research methods, ethnocentric theoretical frameworks, and exclusionary curricula that have rendered invisible the scholarship and experiences of those who have been historically marginalized and continued to be excluded from academia and the discipline of sociology.

As post-secondary institutions and sociology departments within them move towards more equitable environments, the CSA recognizes that those same faculty members who have been (and continue to be) marginalized have had to do disproportionate labour towards transforming our institutions. This labour is demanding and often goes unrecognized, which can impact the health and career trajectory of our historically excluded members located within the intersections of gender, sexuality, disability, race, and class - particularly Indigenous, Black, and racialized sociologists.

CSA executive members are committed to the ongoing work of becoming anti-racist, anti-homophobic, anti-sexist, and anti-ableist. As an organization, the CSA is committed to the ongoing work required to transform the CSA into an anti-oppressive organization that integrates the principles of equity, diversity, inclusion, and decolonization into all of its initiatives and that supports other institutions to do so as well.

The organization procedures of the CSA will be reviewed regularly to ensure the ongoing advancement of mechanisms that support EDID. A report on the CSA's processes and ongoing work will be shared with the membership as part of the Annual General Meetings.

Section II: Organizational Procedures

The following organizational procedures have or will be implemented to create a more equitable environment within the association. It is expected that these will evolve and new strategies added as the Association continues to assess their progress in complying with the Operating Standards and Principles on Equity policy.

1. Annual Conference

Congress

The CSA will continue to advocate for equity-based policies within all intersections of marginalization within the Federation for the Humanities and Social Sciences (FHSS) Congress. In 2021, the CSA brought forward recommendations from the Black Caucus, Feminist Sociology Research Cluster and Women's Caucus which Congress utilized in 2022.

The CSA will review and monitor the FHSS' commitment to the action items outlined in their [Igniting Change Report](#).

Congress will also be asked to consider the following when negotiating events;

- Develop and implement fair purchasing guidelines for products and services
- Utilize unionized and/or Indigenous owned accommodations and venues

Participation and Funding

Funding programs for students to offset the cost of travel and accommodation has been offered for the past several years. In 2021 and 2022, the CSA has aligned with Congress to provide complimentary delegate registration for students who identify as Black and/or Indigenous. The fees have been reduced for student members not eligible for this initiative.

An additional funding program was implemented in 2022 which provides delegate registration subsidies to members in precariously employed or non-academic positions. Priority will be given to groups that are historically marginalized and continue to be excluded. We aim to continue to create provisions for equitable participation of racialized and Indigenous students.

A Childcare Policy was also incorporated in 2022 with practical strategies and funding to facilitate the participation of those with care responsibilities. This continues to be a significant barrier for parents and disproportionately, sociologists who identify as women (at every career level). Moreover, sessions and panels will be scheduled in consideration of childcare constraints for both virtual and in-person conferences.

Programming

Panels and plenary will continue to include conference themes addressing systematic inequalities as well as historical and ongoing issues of injustice. Moreover, the speakers will represent a range of social locations and centre the expertise of racialized, queer, disabled, and Indigenous scholars. Session proposals from all scholars regardless of employment status and education level will be given equitable consideration for inclusion in the final program. The Program Committee will continue to include a breadth of session topics reflecting all areas of sociology-related fields.

Next Steps - 2023 Congress

Strategies to improve engagement with Francophone scholars are required to increase the number of French language / bilingual sessions and presentations.

The CSA will advocate for new Congress delegate categories (in addition to Regular, Unwaged, Retired, and Student) to recognize the income and funding discrepancies faced by non-academics and academics in precariously employed positions.

2. Awards

The CSA offers several awards to recognize the accomplishments of our members. In 2021, a review was conducted of the awards program to develop strategies which streamline the nomination and adjudication processes.

Adjudication

A new Awards Committee has been formed with the President, President-Elect, and designated representatives from all CSA Subcommittees. This model will improve Executive Committee oversight and ensure equity and social justice objectives are maintained within the adjudication process. The executive will do a systematic review of this model every two years to ensure it is meeting its objective and equity goals.

Adjudication committees will be required to monitor and report on diversity among the nominees and the equitable process for adjudication.

Nominations

Instructions outlining the information requested by the adjudication committees as well as page limits have been provided to reduce the time and effort required of nominators and standardize the information being submitted. Letters of recommendation have also been reduced to a maximum of 1 page each.

Next Steps

In the Fall of 2022, CSA will strike a task force to examine how the CSA can address the implications of the historical and ongoing exclusion of Black, Indigenous, and other racially minoritized sociologists from public recognition and celebration of their work. This committee work will be done in collaboration with the Black Caucus, Decolonization Subcommittee, Equity Subcommittee, and the Francophone Affairs Subcommittee. This information will be provided to the members at the AGM as part of the annual report.

Specifically, the CSA will undertake the following:

- A review of all facets of the awards program including but not limited to; award criteria, description and purpose, nomination and adjudication processes.

- Meet and work with the Black Caucus, Decolonization Subcommittee, Equity Subcommittee, and Francophone Affairs Subcommittee to discuss how the CSA can support Black, Indigenous, and other racially minoritized sociologists. Pertinent to this discussion is how we can change our award system to be more inclusive of decolonial, anti-racist and Black feminist sociological work, particularly work which challenges sociological orthodoxies and conventional thinking.
 - All CSA members, who are consulted and/or those who undertake this work will have a chance to review and provide feedback on the final recommendations and changes. Specifically, the Black Caucus, Decolonization Subcommittee, Equity Subcommittee, and Francophone Affairs Subcommittee will be provided with an opportunity to review and suggest changes to the various drafts and recommendations before they are voted on by the Executive Committee.
- Work with all CSA subcommittees to identify and address structural barriers within the CSA award adjudication process.
- Make the revised award criteria and adjudication process available to the CSA members in an accessible and transparent manner.

3. CSA Governance

Committees

Representation by members of the Black Caucus, Decolonization Subcommittee, Equity Subcommittee, and Francophone Affairs Subcommittee on the Executive, Nomination, Awards, and Conference Planning Committees, will work towards bringing the operations of these committees in alignment with the Operational Standards and Principles on Equity policy.

Executive Committee and Subcommittees

The governing body of the CSA has been expanded since 2019 to incorporate a Black Caucus, Decolonization Subcommittee, and Francophone Affairs Subcommittee that work alongside the pre-existing Equity Subcommittee. These subcommittees support historically marginalized members as well as provide resources, professional development, and the opportunity to critically discuss issues of exclusion and justice within the CSA and the discipline of Sociology.

Nominations and Elections

The Nominations Committee devises a slate with at least one nominee for each position. The committee utilizes membership data to increase nomination of candidates from historically marginalized groups.

Any CSA member in good standing can nominate another member in good standing for a position on the Executive Committee or a Subcommittee. The CSA Equity Statement is included in the call for member nominations:

The Canadian Sociological Association (CSA) is committed to the values and principles of equity, diversity, inclusion, and decolonization. We recognize that we owe, in part, the richness and vibrancy of our Association to the diversity of our membership. We aim to reflect this diversity in the leadership of our Association. To this end, in seeking candidates for the CSA Executive Committee, Subcommittees, other leadership roles, and consideration for awards. The CSA invites and encourages the nomination (including self-nomination) of members of historically marginalized groups, including Indigenous peoples, racialized persons, persons with disabilities, persons who identify as women and/or Lesbian, Gay, Bisexual, Transgender, Queer, and or Questioning, Intersex, Asexual, Two-Spirit (LGBTQIA2S+), and all candidates who would contribute to the diversity of the Association. We recognize and honour the intersectionality of historically marginalized identities.

Candidate photos have not been included in the election material since 2020 to avoid unconscious bias.

4. Financial

CSA Budget

The Association conducted an intersectional analysis of the operating budget in 2020 (see Appendix A) and will continue this process every 3 years. Potential savings from within the overall budget will be identified and redirected to support EDID programs and initiatives.

Funding Programs

Application-based funding programs will prioritize historically marginalized groups and commensurate barriers to participation in CSA activities.

5. Journal - Canadian Review of Sociology

Authors/Articles

The CRS Editorial Board will be asked to devise a review and approval process for article submissions that reflects the CSA Operating Standards and Principles on Equity. These guidelines will include clear steps on how the review and approval process can meaningfully include and represent research of Indigenous, racialized, dis/abled, and non-binary/LGBTQIA2S+ scholars.

In addition, we urge for development of a detailed plan to identify and address barriers that may serve as obstacles to the full participation of our members, which include initiating discussions within the Association and the CRS about the discipline's prioritization of positivist methodologies, Eurocentric and West-centric theoretical frameworks and empirical foci, along with marginalization of community-based research and Indigenous methodologies. The new process along with the identified barriers and the mechanisms to address these barriers will be shared with the CSA Executive Committee and the membership more broadly.

Editorial Board

The Managing Editor will ensure that Indigenous, racialized, dis/abled, and non-binary/LGBTQ2SIA+ scholars are represented on the editorial board. The diversity of the Board should be reviewed every second year to ensure it is moving towards or meeting its mandate.

6. Knowledge Sharing

Resources

The CSA website features data, research, and syllabi focusing on equity issues, Indigeneity and Decolonization as well as race and ethnicity.

Webinars

These are provided free of charge to CSA members and the broader community.

A Virtual Event Best Practices and Code of Conduct was adopted in 2021 and includes the following EDID directives;

- Event content will align with the objectives of the Canadian Sociological Association. This includes creating program material and facilitating discussions that openly address issues of race, sexuality, colonialism, gender, migration, religion, and activism in ways that are respectful, non-discriminatory, and are not perceived to cause harm
- Speakers from a range of social locations representing historical and ongoing marginalized groups to share their sociological expertise
- Pronoun usage will be included with speaker bios and introductions
- Land acknowledgement of Turtle Island and other international locations relevant to the speaker(s) to be stated as part of welcome messages
- Facilitators, Organizers, and Moderators will plan events in consideration of the following factors:
 - Participants will have come from a variety of different national, racial, economic, and academic backgrounds, with varied gender identities and presentations, sexual orientations, disabilities, and life experiences thus, the content needs to be inclusive and thoughtful
 - The impact of sexism, racism, ethnocentrism, classism, heterosexism, ageism, ableism, and religious intolerance on the lives of participants and presenters
 - The value of participants' experiences, abilities, and knowledge

Next Steps

The CSA will organize a webinar, conference panel, or resources to provide suggested guidelines for academic sociology departments with respect to EDID hiring processes and decolonization of the sociology curriculum.

The CSA will create a citation list of BIPOC scholars in Canada and/or resources as identified by the Executive Committee and membership.

7. Membership

Categories

Several membership categories have been created since 2012 (See Appendix B) to address income inequalities between students, scholars in various stages of their careers, non-academics, and those precariously employed. All members, regardless of category, have equal rights under the CSA By-laws. These categories will be reviewed every two years.

A new 'Full-time Academic-Sponsor' category was implemented in 2020 to allow members to donate funds towards CSA EDID programs. This initiative will be reviewed every three years to gauge its effectiveness, with responsive changes to reflect the emerging needs.

Communications

The CSA continues efforts to provide French-language content on its website and in email campaigns. Subscription to our email campaigns and social media platforms are open to the community.

Data Collection - Established in May 2020

Utilizing the online membership registration form, data will be gathered to allow the CSA to assess its success in attracting members from historically marginalized groups and to develop initiatives to support members belonging to historically marginalized groups. The data fields requested will be optional.

A summary report of this anonymized data (without any identifying information) is shared annually with the Executive Committee and Subcommittees with an objective to create more inclusive and just CSA programs and services. The demographic data will also be used to ensure representation of sociologists from historically marginalized groups within the governing bodies of the CSA.

Next Steps - within 3 years

The CSA will survey the membership to determine needs, gather feedback on the Operational Standards and Principles on Equity policy, and invite suggestions for additional measures.

The website may transition to a new platform with improved navigation between English and French content as well as ensure compliance with The Accessible Canada Act (ADA).

With the recognition of the linguistic diversity of sociologists in Turtle Island, the Executive Committee commits to exploring and reporting on the possibilities of sharing communication in other languages based on the preferences of the membership by June of 2023.

8. Professional Development

The CSA will formalize networking opportunities through directed activities to ensure meaningful and equal inclusion for historically and presently marginalized scholars.

9. Research Clusters

The CSA will recommend clusters consider EDID when adjudicating their Best Student Paper Awards and when selecting members in leadership roles. The CSA will continue to collaborate with clusters on EDID surveys and projects.

10. Student Support

Cross-Appointed Representatives

In October 2020, the Executive Committee of the CSA approved a motion to expand the Black Caucus, Decolonization Subcommittee, and Equity Subcommittee. This included a students who will hold cross-appointed positions on these subcommittees as well as the Student Concerns Subcommittee to ensure the student perspective is represented when addressing equity, diversity, inclusion and decolonization issues.

Mentor Programme for Black, Indigenous, and Racialized Graduate Students

In 2019, the CSA Equity Subcommittee and Student Concerns Subcommittees developed this program matching established faculty with graduate students to provide mentorship beyond the typical support offered by academic advisors.

CSA administrative assistance and funding has been provided to maintain this program, however, a SSHRC Grant obtained by the current chair of the committee has enabled it to expand and provide dedicated RA support.

Student Spotlight

The Student Concerns Subcommittee launched this program in 2021 to address how the ongoing pandemic has impeded students' ability to share their work with wider academic and public audiences. They have prioritized profiles of Black, Indigenous and racialized students to acknowledge the historical and ongoing impacts of systemic racism in academia and the importance of committing to actions that disrupt the prevailing status quo.

Next Step

A mentorship program will be considered for students not eligible for the current program.

Appendix A: EDID-lens review of CSA core budget

In July 2020, the Administrative Committee, as well as the Chairs of the Equity and Decolonization Subcommittees conducted a core budget review. The purpose was to identify items that no longer best serve the financial objectives of the organization and which could potentially be removed or reduced in order to create more budget space for EDID related initiatives. The following proposals were approved with a projected savings of approximately \$13,000 per year.

Congress

Eliminate the Awards Banquet on a trial basis with a celebration of recipients done virtually or at the Opening/Welcome Reception. Gift cards for award recipients will also be suspended.

Printed Congress programs will continue to be gradually phased out in response to declining membership demand.

Executive Committee

The incoming Executive Committee meeting will be held in June outside of Congress. As such, only continuing representatives who are attending the outgoing Executive Committee meeting and Annual General Meeting would be eligible for travel and accommodation subsidies to attend Congress. Per diems and coverage of baggage fees will be eliminated from these subsidies. The Executive Committee members will also be encouraged to cost-share their travel with the CSA if they have other funding sources available.

Appendix B: Membership Fees

Full-time academic (regular) – Sponsor - \$200 for 1 year / \$380 for 2 years

University or college faculty earning \$50,000 CAD or more who would like to contribute to the Association's EDI programs

Full-time academic (regular) - \$150 for 1 year / \$280 for 2 years

University or college faculty earning \$50,000 CAD or more

Full-time non-academic (regular) - \$100 for 1 year / \$185 for 2 years

Government or private sector employees and others in non-academic positions earning \$50,000 CAD or more

Retired (academic or non-academic) - \$80 for 1 year / \$150 for 2 years

Medium-low income - \$80 for 1 year / \$150 for 2 years

Academic or non-academic employees earning between \$30,000 and \$50,000 CAD

Low income - \$50 for 1 year / \$90 for 2 years

Academic or non-academic employees and unemployed individuals earning less than \$30,000 CAD

Student or postdoctoral fellow - \$50 for 1 year / \$90 for 2 years