

2026/06/23

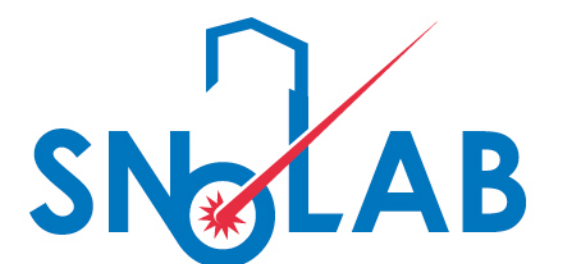
# Doing the Work : Advancing Equity, Diversity, and Inclusion at SNOLAB

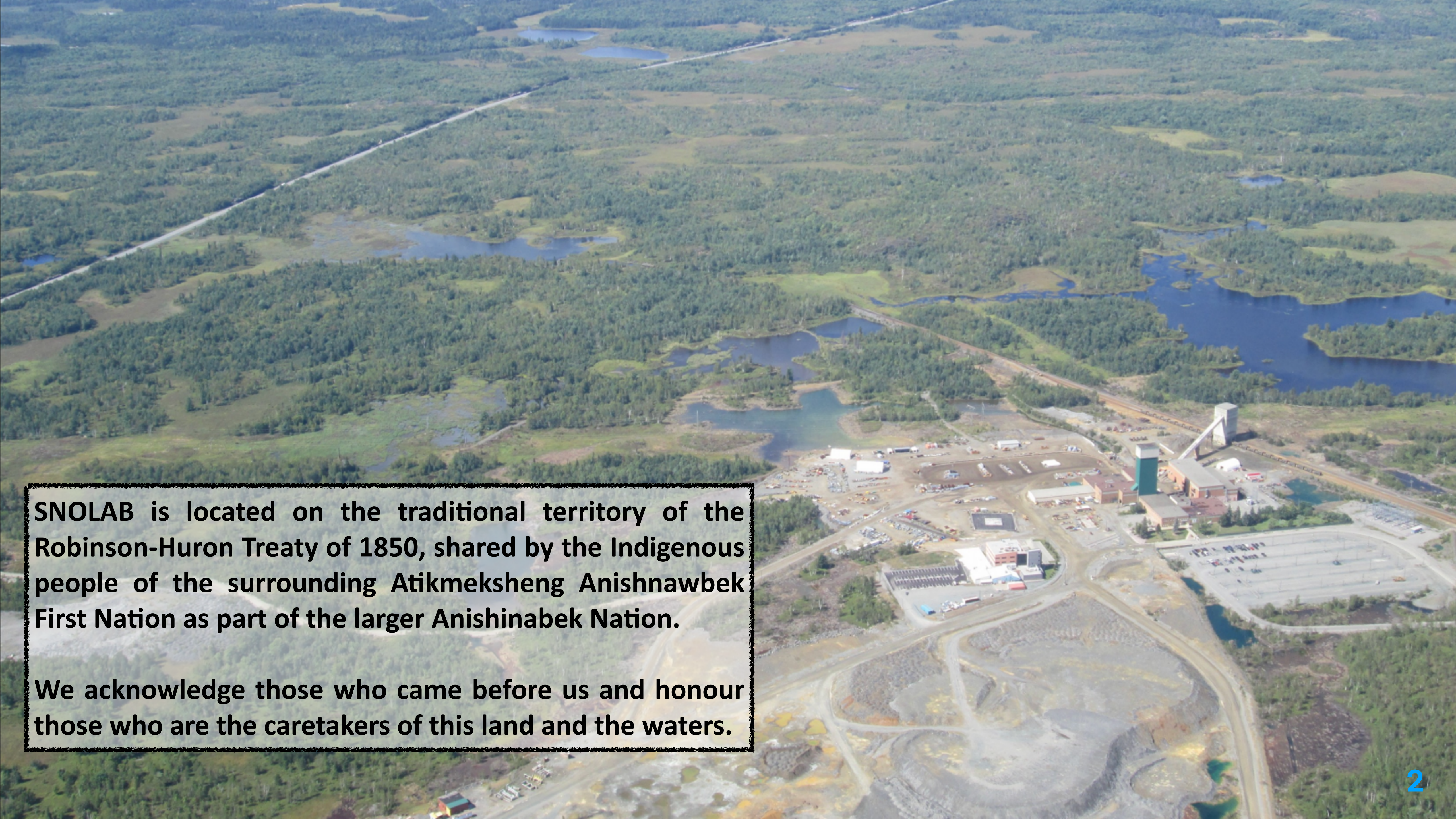
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**Erica Caden**

Senior Research Scientist

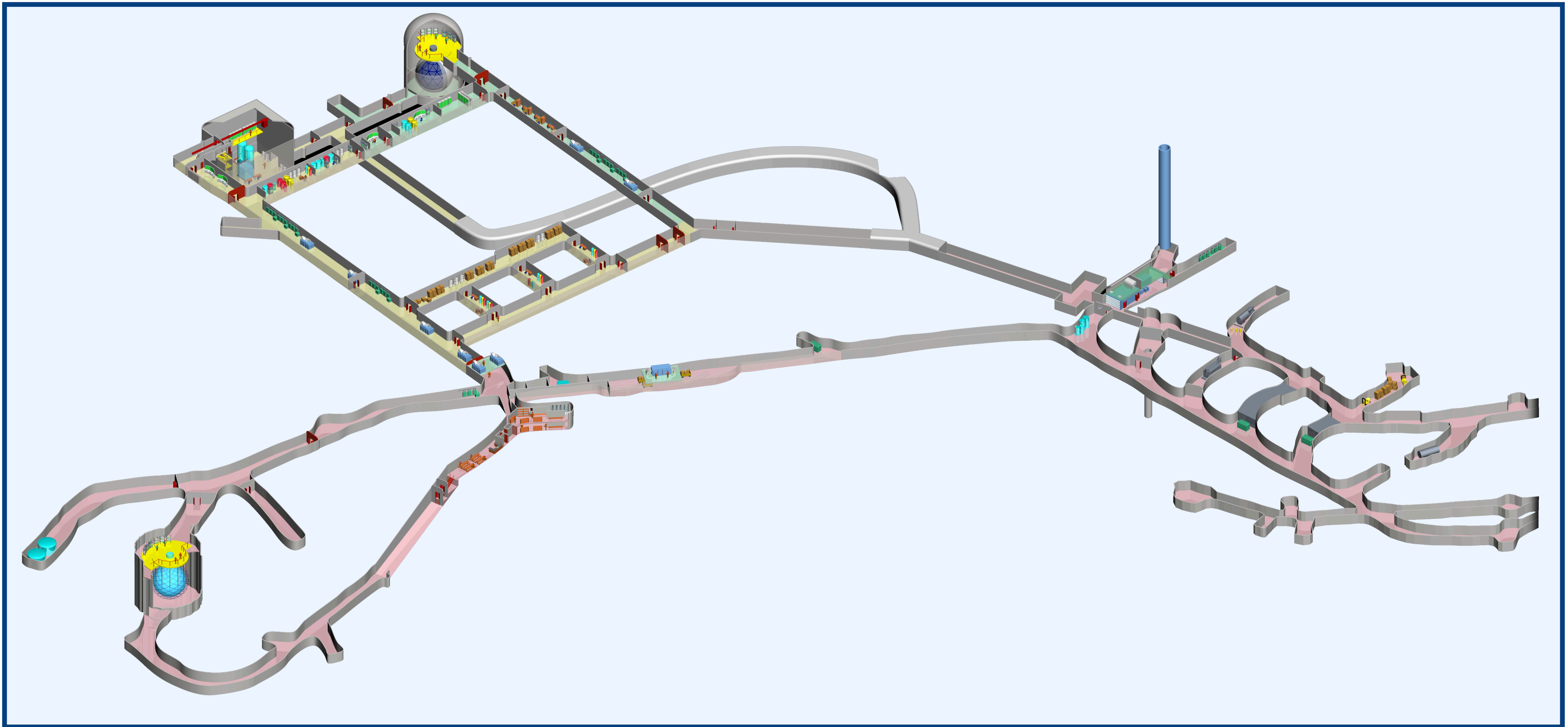
[ecaden@snolab.ca](mailto:ecaden@snolab.ca)





**SNOLAB is located on the traditional territory of the Robinson-Huron Treaty of 1850, shared by the Indigenous people of the surrounding Atikmeksheng Anishnawbek First Nation as part of the larger Anishinabek Nation.**

**We acknowledge those who came before us and honour those who are the caretakers of this land and the waters.**



SNOLAB is a research facility focused on particle astrophysics (neutrinos and dark matter) with additional areas taking advantage of the unique underground environment, such as life sciences and quantum computing.



## 2023-2029 Strategic Plan



**Excellent science**



**Cutting-edge research infrastructure**



**Skilled people**

# Strategic Goal: Foster and develop diverse talent in an inclusive environment.



## To achieve this goal, we will:

- Embed Equity, Diversity, and Inclusion (EDI) into everything we do
- Increase professional development and training opportunities,
- Focus public engagement efforts on K-12 students

## Expected outcomes:

- Canadian leadership in advancing EDI in research facilities
- A new generation of Highly Qualified Personnel (HQP) prepared to discover and innovate in a global economy
- Greater access to STEM skills and opportunities in Northern Ontario



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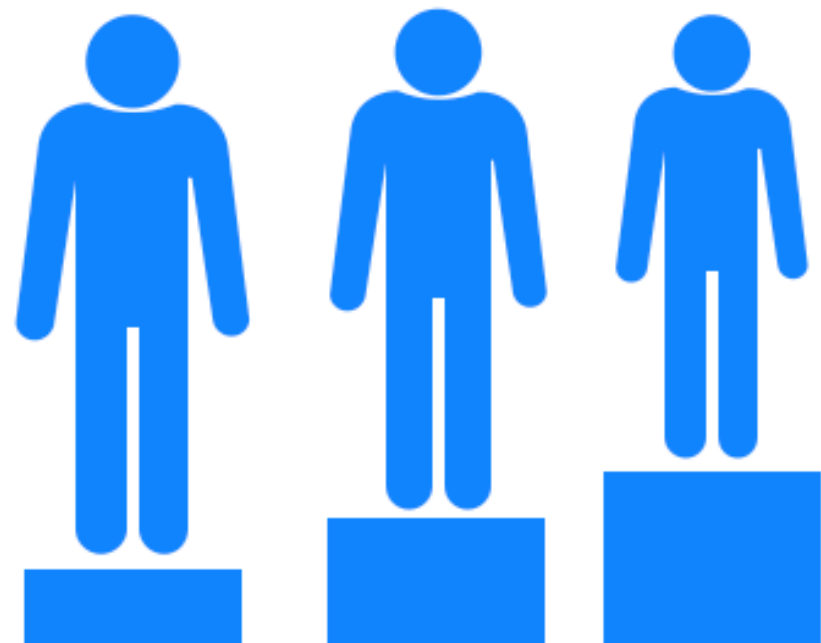
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# Definitions

## Equity:

Ensures everyone has access to the same opportunities to grow, thrive, and do their best work



## Diversity:

Encompasses all the ways that individuals or groups are uniquely different from one another



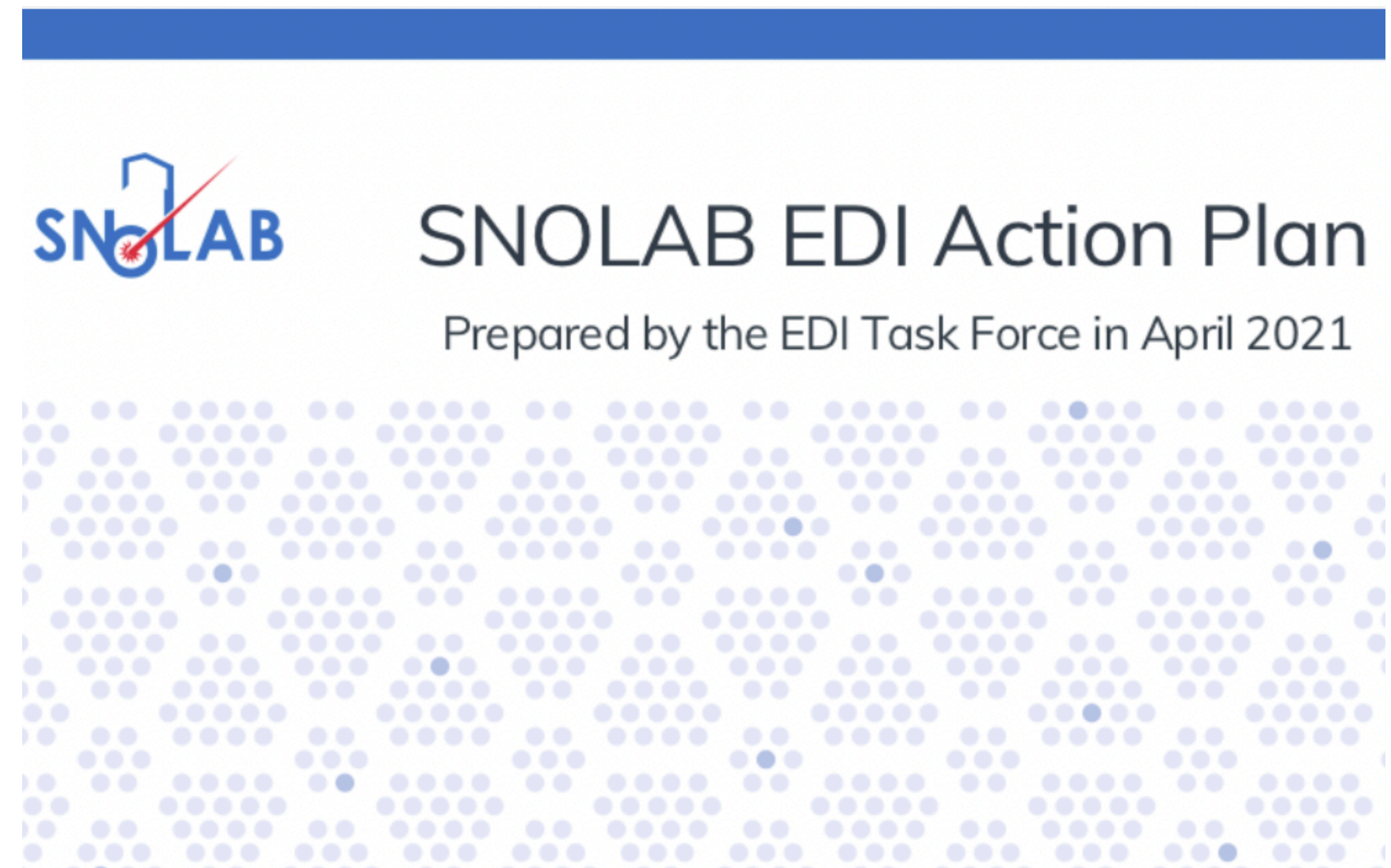
## Inclusion:

Fostered by creating an environment where any individual or group feels safe, welcomed, respected, valued, and empowered



# EDI at SNOLAB

- Appointment of EDI Officer
- Washroom accessibility
- Panel participation
- Conference support
- Self-reporting
- Improve ASR process
- Outreach participation
- Policy review
- Land acknowledgment
- Dimensions Charter
- Gender Neutral washroom u/g
- Upgrade Travel Policy
- EDI Statement
- Update strategic documents
- Live captioning
- Name and gender changes
- EDI training
- EDI poster campaigns
- SNOLAB experiment policies



# SNOLAB Project Lifecycle

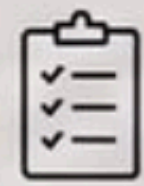
Initiation

Planning

Execution

Closure

GW0 –  
Project  
Initiation

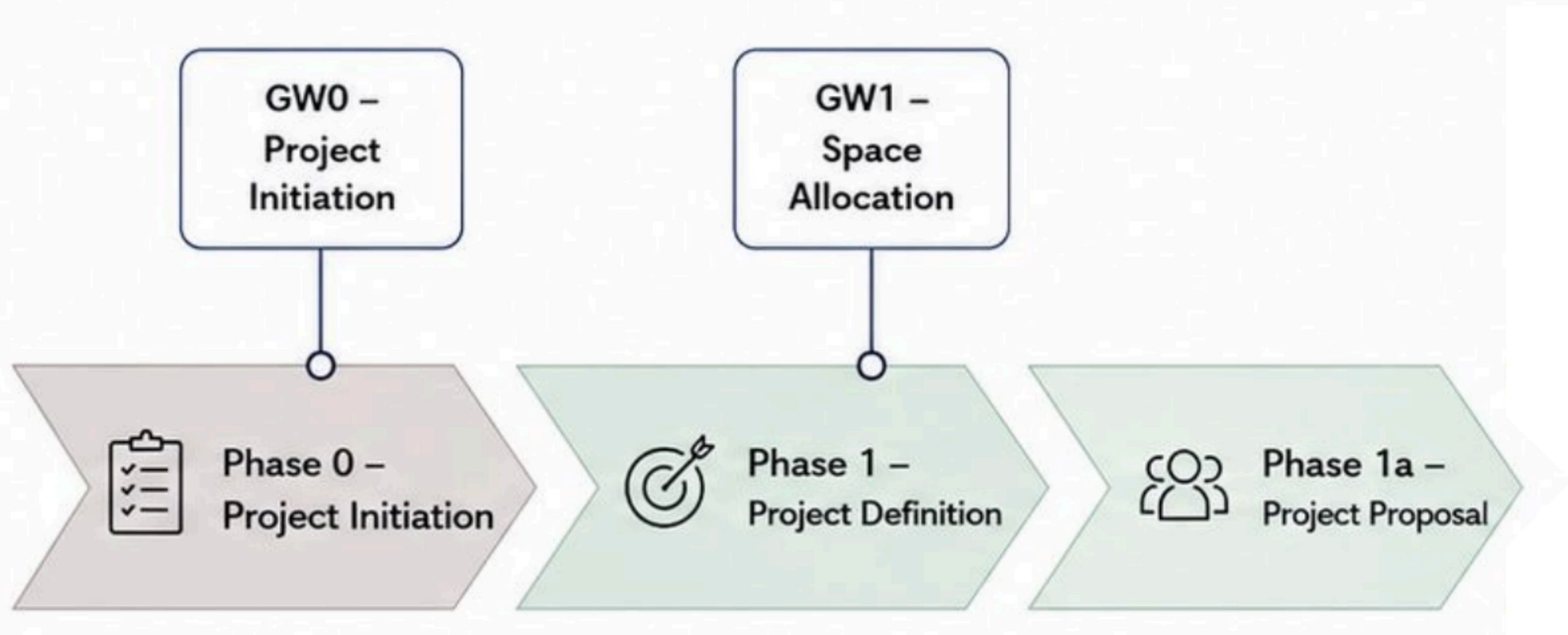


Phase 0 –  
Project Initiation

## Phase 0

Initial Code of Conduct and reporting on EDI Strategy via bi-annual reports

# SNOLAB Project Lifecycle



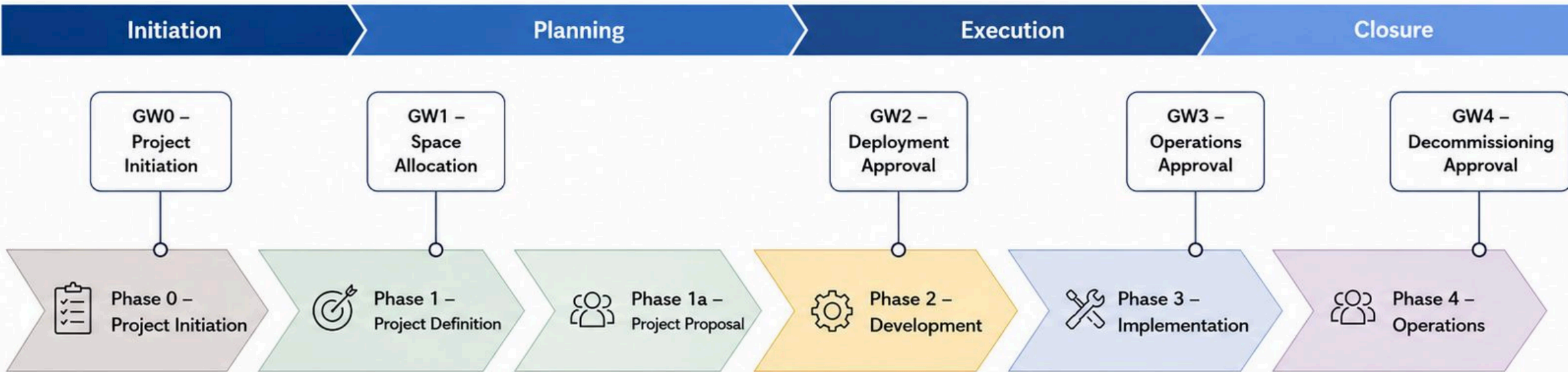
## Phase 0

Initial Code of Conduct and reporting on EDI Strategy via bi-annual reports

## Phase 1

- Code of Conduct (updated)
- EDI Statement or Policy
- EDI Plan

# SNOLAB Project Lifecycle



## Phase 0

Initial Code of Conduct and reporting on EDI Strategy via bi-annual reports

## Phase 1

- Code of Conduct (updated)
- EDI Statement or Policy
- EDI Plan

## Phase 2+

- Code of Conduct (updated)
- EDI Statement or Policy
- Progress Report on EDI Plan



**SNOLAB PROJECT LIFECYCLE  
MANAGEMENT  
Guidance for new Equity, Diversity, and  
Inclusion Review Charge Questions**

**Document Number: SL-SCI-RES-60-001-F29**

**Revision Number: 00**

**Document Owner: Director of Research**

**SNOLAB Project Reviews - EDI Charge Question:** “Does the project have a suitable code of conduct and EDI strategy aligned with SNOLAB requirements and is there data on the performance of the EDI strategy.”

To provide additional support to collaborations and to review committees, this document is intended to provide guidance on what should be established and presented at project reviews depending on the current phase of the project.

# SNOLAB Project Biannual Report



## 1. Project Identification and Reporting Date

**Name of the Project: Best Neutrino Detector Ever**  
**Reporting Date: Summer 2026**

## 2. Project Contact

Contact Name: Erica Caden  
Position/Title: **Senior Research Scientist**  
Email: erica.caden@snolab.ca

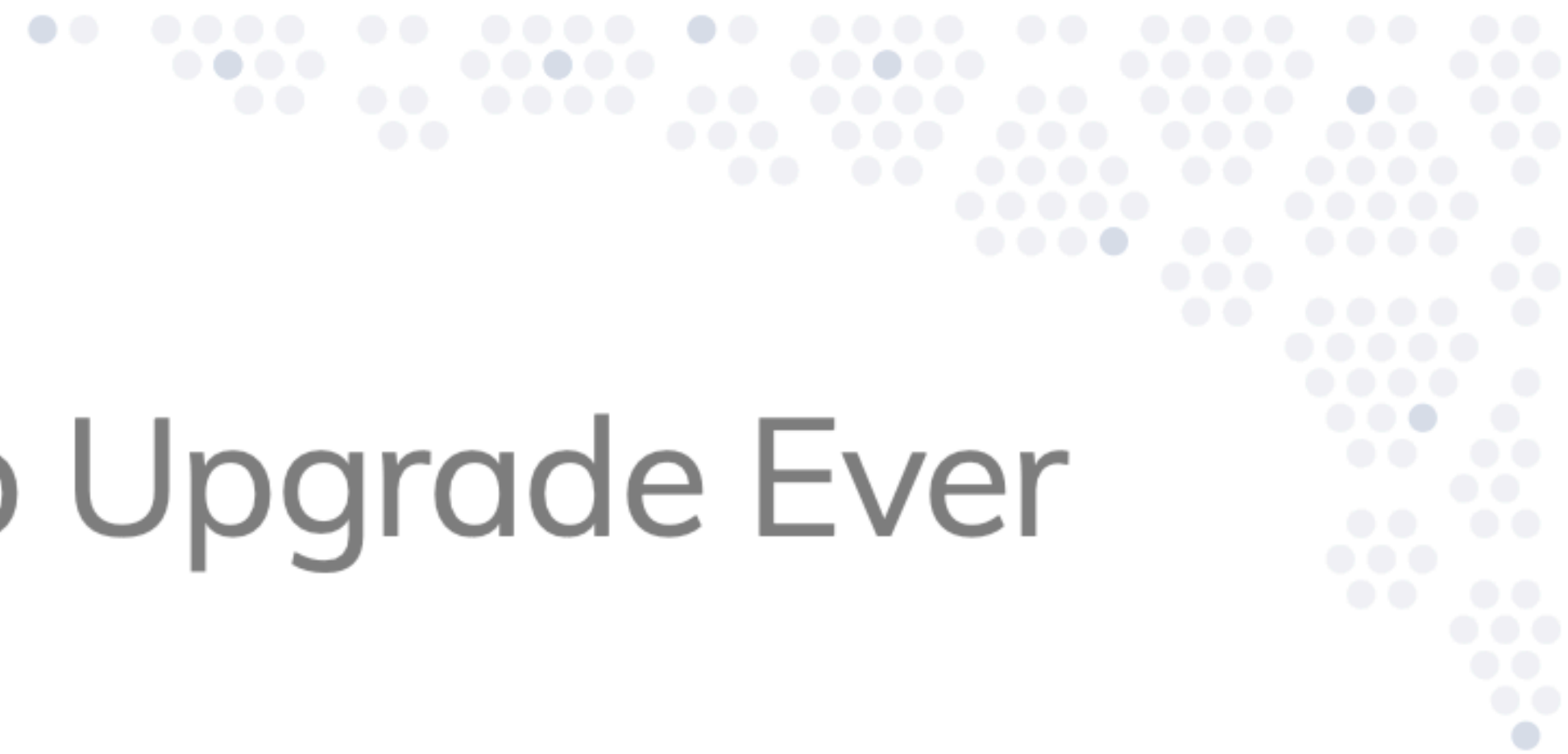
## 3. Project Overview, Updates, and Plans

*Provide a general project **update**, including in particular:*

- *Report on the technical progress over the last reporting period (design, procurement, construction status, etc.) and update for any ongoing research and development required for the Project delivery;*
- *Report on progress on data collection, data analysis, targets achieved and major scientific results;*
- *...*
- *Provide any update and status of efforts to maintain an equitable, diverse, and inclusive culture within your collaborative activities.*

## 4. Collaboration Demographics

- **Please update the provided excel spreadsheet with your collaboration demographics including names, institutions, and career status.**



# Best Neutrino Lab Upgrade Ever

Erica Caden, et al

1 April, 2026

## **Instructions:** |

All sections of the proposal template must be completed. This template is intended to support the proposal of all types of projects, including:

- New or ongoing experimental programs or projects,
- Large or complex initiatives, and
- Infrastructure or facility upgrades.

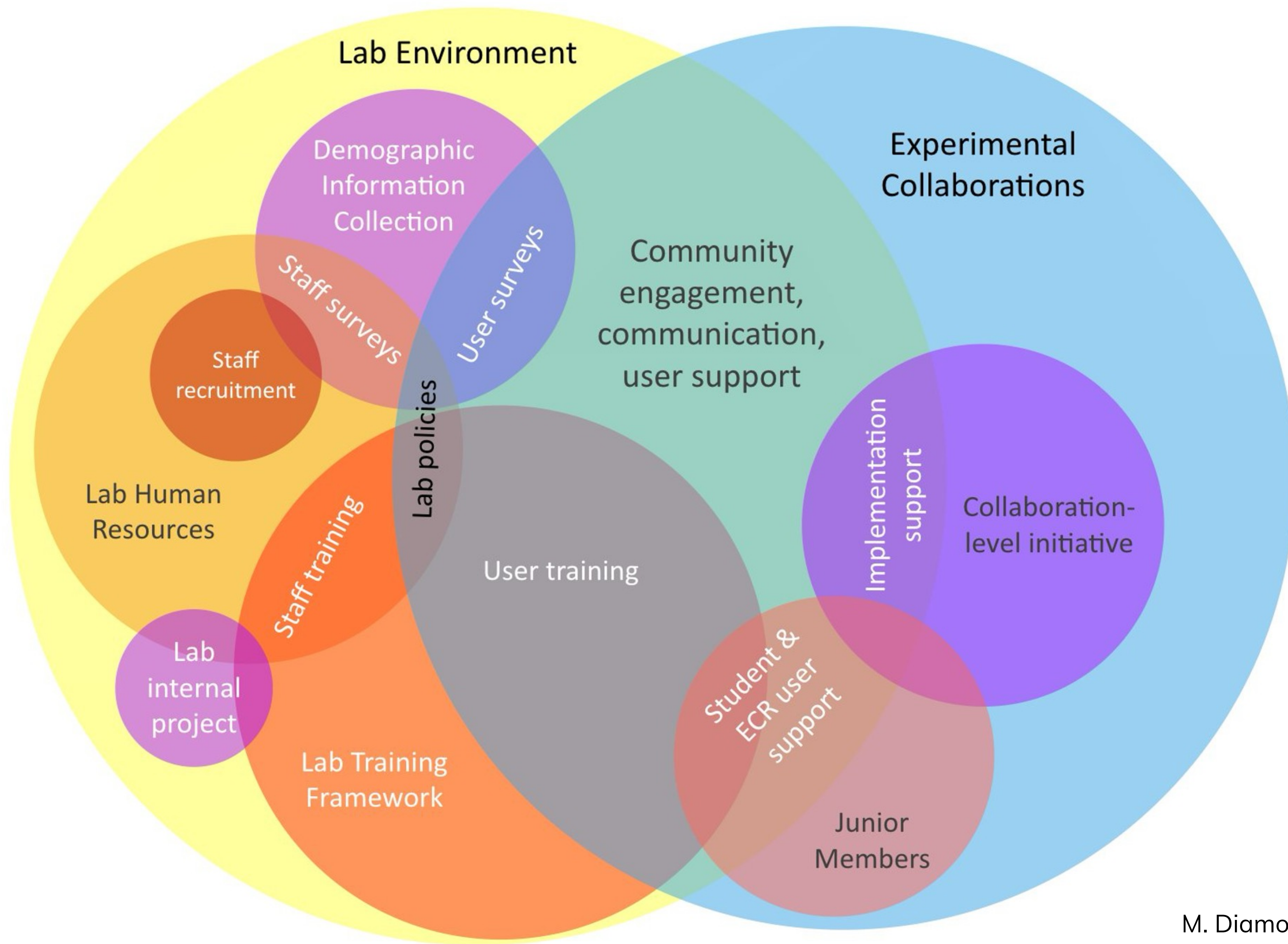
SNOLAB projects are expected to follow SNOLAB's established lifecycle and review processes. Please refer to the following SNOLAB lifecycle documentation:

- [Project Life Cycle Management](#)
- [Project Gateway Review Terms of Reference](#)
- [SNOLAB EDI Guidance for Project Lifecycle Management](#)

# Underground, ultra clean facilities have unique challenges



**INSPIRE** rooms: Inhale, Nourish, Self-reflect, Pray, Invigorate, Relax, and Exhale.



# Strategic Goal: Foster and develop diverse talent in an inclusive environment.

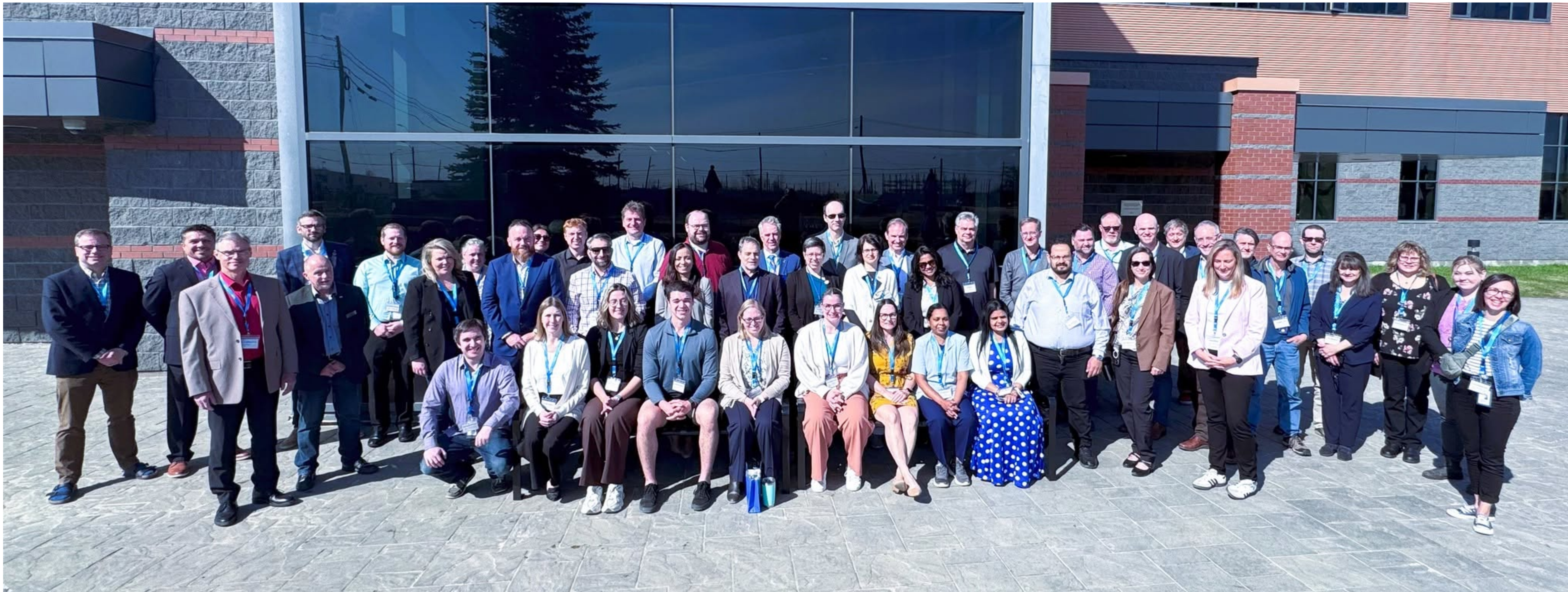


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Expected outcomes:

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- Greater access to STEM skills and opportunities in Northern Ontario



- Hosted 2025 Conference for Project Management Professionals
  - Partnership with TRIUMF, CNL, CLS
- Professional Development Opportunities for SNOLAB Staff

# Sudbury Underground Science Institute



# Sudbury Underground Science Institute

## EDI Panel and Workshop





## TRISEP-2024 Group Problem #2

Calculate the expected CEvNS events from a 10 kpc galactic supernova: in 100 kg of Si, Ge, Cs, Lu, and Pb. Compare the recoil spectrum of the different targets.

**Spend 10-15% of your time thinking about this and coming up with a solution:**

You are in a collaboration with about 55 people from 6 different countries and 10 different institutions. This collaboration has been recently formed and there is work on the governance documents ongoing, such as bylaws. Discuss in your group how the bylaws can ensure that younger members (Graduate students and Postdocs) have an appropriate voice in critical decisions that affect the scientific goals. Then draft that part of the bylaws.

TRI-INSTITUTE SUMMER SCHOOL ON ELEMENTARY PARTICLES

PI · SNOLAB · TRIUMF  
**TRISEP**

[www.trisep.ca](http://www.trisep.ca)

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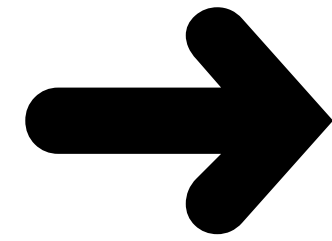


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**SEEDLING** (Science & Engineering Experiments at Depth: LearnING) is an educational pilot program by designed for Canadian students in **Grades 4–8** and supported by NSERC.

The program is continuing to grow, rebranded as **Wonderground** for future iterations.



**DPE, M2-7: Tomorrow's scientists: How a new program at SNOLAB is engaging youth in STEM**



**TED** 2026

# ALL OF US

Presented by  
**TED<sup>x</sup>** SNOLAB Live

Laurentian University  
The Foundry on April 28th  
from 10 a.m. to 2 p.m



# Why EDI matters for experiments

- Teamwork leads to better results
- Taking advantage of diverse expertise, including across disciplines
- Participation of students and early career members, opportunities and sustainability
- Improving overall research culture



# Ideas for Collaboration EDI Initiatives

<b>EDI Committee</b>	<b>Newsletter</b>	<b>Climate Survey</b>
<b>Junior Board Members</b>	<b>Mentorship Program</b>	<b>EDI Lessons Learned</b>
<b>Board Diversity</b>	<b>Authorship Policy</b>	<b>Onboarding</b>
<b>EDI Lectures and Workshops</b>	<b>Distribution of Conference Talks</b>	<b>Accommodation Security</b>

### Published in



Frontiers in Physics  
Social Physics

2.2 impact factor    5.2 citescore

### Part of a Research Topic

Science And Technology In  
Deep Underground Laboratories

79k views    19 articles

### PERSPECTIVE article

Front. Phys., 11 January 2024

Sec. Social Physics

Volume 11 - 2023 | <https://doi.org/10.3389/fphy.2023.1340272>

# Enhancing equity, diversity, and inclusion in physics: perspectives from North American underground laboratories



Erica Caden <sup>1\*</sup>



S Samantha Kuula <sup>1</sup>



Rochelle Zens <sup>2</sup>

1. SNOLAB, Lively, ON, Canada

2. Sanford Underground Research Facility, Lead, SD, United States

**Article metrics**

**1** Citations    **2,6k** Views    **928** Downloads

[View details](#)



**Embedding EDI within research laboratory structures is a multi-faceted approach requiring leadership, conversation, collaboration-level buy-in and patience.**

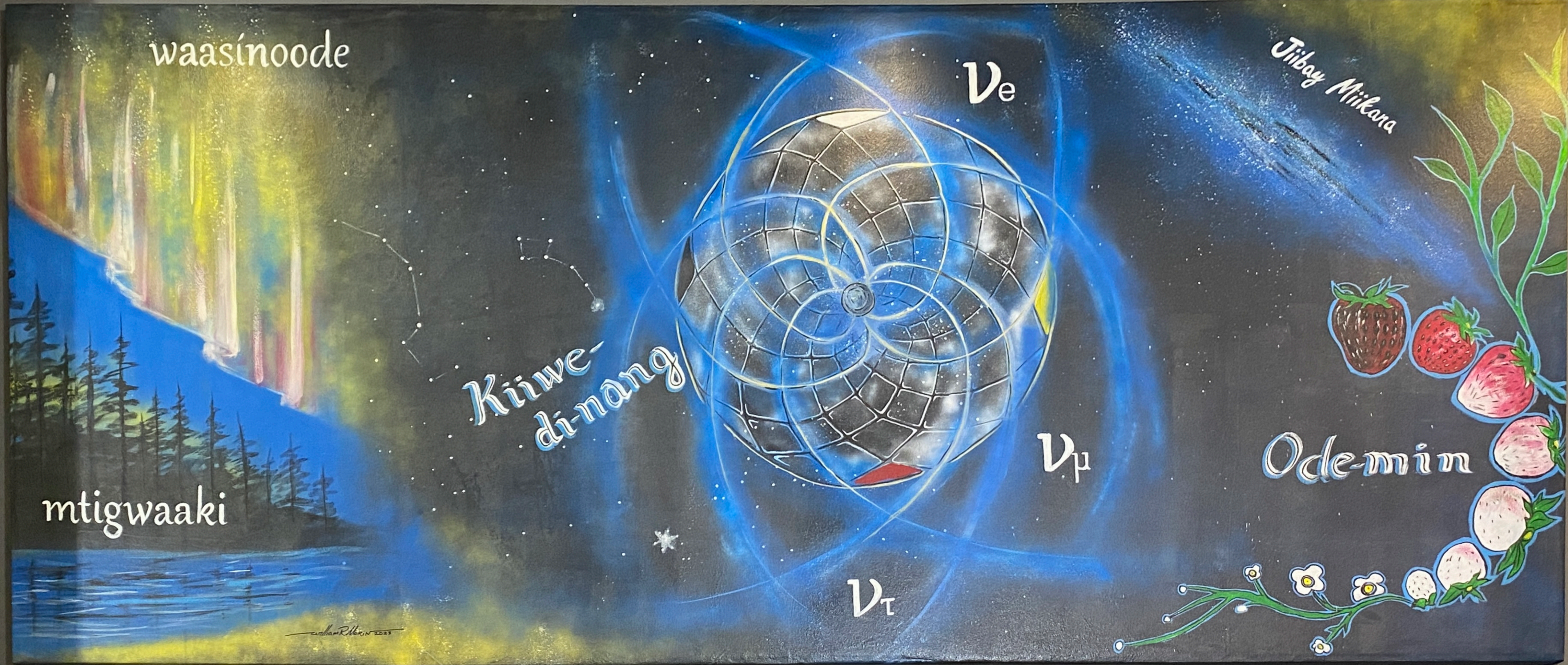
**SNOLAB is working to Embed Equity, Diversity, and Inclusion (EDI) into all areas of our work**

**We are working to increase professional development and training opportunities**

**SNOLAB is focusing on public engagement efforts on K-12 students**



MishiiKenh Kwe 23



Agaashiinyi: It is Small - Will Morin

# Possible Components of EDI Plan or Roadmap

## Buffet Lunch Approach

- **EDI Committee:** This could be an organizing body that oversees the creation of other topics listed here and generates other ideas.
- **Junior Board Members:** Giving early career scientists a chance to be part of the decision-making and let them learn how experimental leadership works.
- **Newsletter:** This is a way to share information broadly and regularly with the collaboration, without additional meetings.
- **Board Diversity:** Appreciating that this is hard to act on collaborations could minimally conduct a yearly survey of who is represented to support targeted recruitment of new members to ensure diversity.

# Possible Components of EDI Plan or Roadmap

## Buffet Lunch Approach

- **Climate Survey:** SNOLAB can support this with an existing survey to gather data on the demographics of the collaboration, sentiments about the collaboration culture, and actionable ideas for improving both.
- **Onboarding:** Ensuring there is a defined and welcoming onboarding process.
- **Housing/Accommodations/Security:** How can you make sure students and collaboration members are safe, and have access to other resources, when they are working on site and living in shared housing?
- **Distribution of conference talks:** How are these talks assigned? What review and oversight are there on the content and delegation?

# Possible Components of EDI Plan or Roadmap

## Buffet Lunch Approach

- **Mentorship program:** Do you have a program to mentor early career members?
- **Authorship Policy:** How are collaborators named as authors on papers? When do they rotate on and off the list? Is an author required to opt-in to every paper? How is the author-list organized, and does that change per paper? Are technical staff allowed on the list? Undergraduate students?
- **EDI lectures and workshops:** This is an opportunity for the collaboration to learn about EDI issues. Speakers can be external, or collaboration members can conduct their own research on the subjects.
- **EDI Lessons Learned:** What has been learned from the other initiatives? Were they successful in increasing the diversity/equity/inclusion of your collaboration? What metrics are you measuring, how, and how often?