

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

Christine Kraus & Erica Caden,  
on behalf of the  
SNOLAB EDI Committee

**SNOLAB** is a research facility focused on **particle astrophysics** (neutrinos and dark matter) with additional areas taking advantage of the unique underground environment (life sciences and quantum computing). The **userbase** consists of small, medium and large collaborations and spans over **1200 researchers** worldwide. International **collaborations** include researchers, engineers, students and more coming to the deep underground SNOLAB.



“**Skilled People: Foster and develop diverse talent in an inclusive environment**” is one of the pillars of SNOLAB’s 2023—2029 Strategic Plan

To achieve this goal, we will:

- **Embed** Equity, diversity, and Inclusion (EDI) into everything we do
- Increase **professional development** and training opportunities, and
- 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

## SNOLAB lifecycle and EDI expectations:

Phase 0: expression of interest → Code of Conduct (CoC) - draft  
Phase 1: Conceptual Design → CoC and EDI Statement/Plan  
Phase 2: Technical Design → CoC and progress on EDI Plan/Activities  
Phase 3: Operations → CoC and progress on EDI Plan/Activities

**SNOLAB strongly encourages collaborations to embed EDI into their research and follows up at each stage of the life cycle.**

## Why EDI matters for experiments:

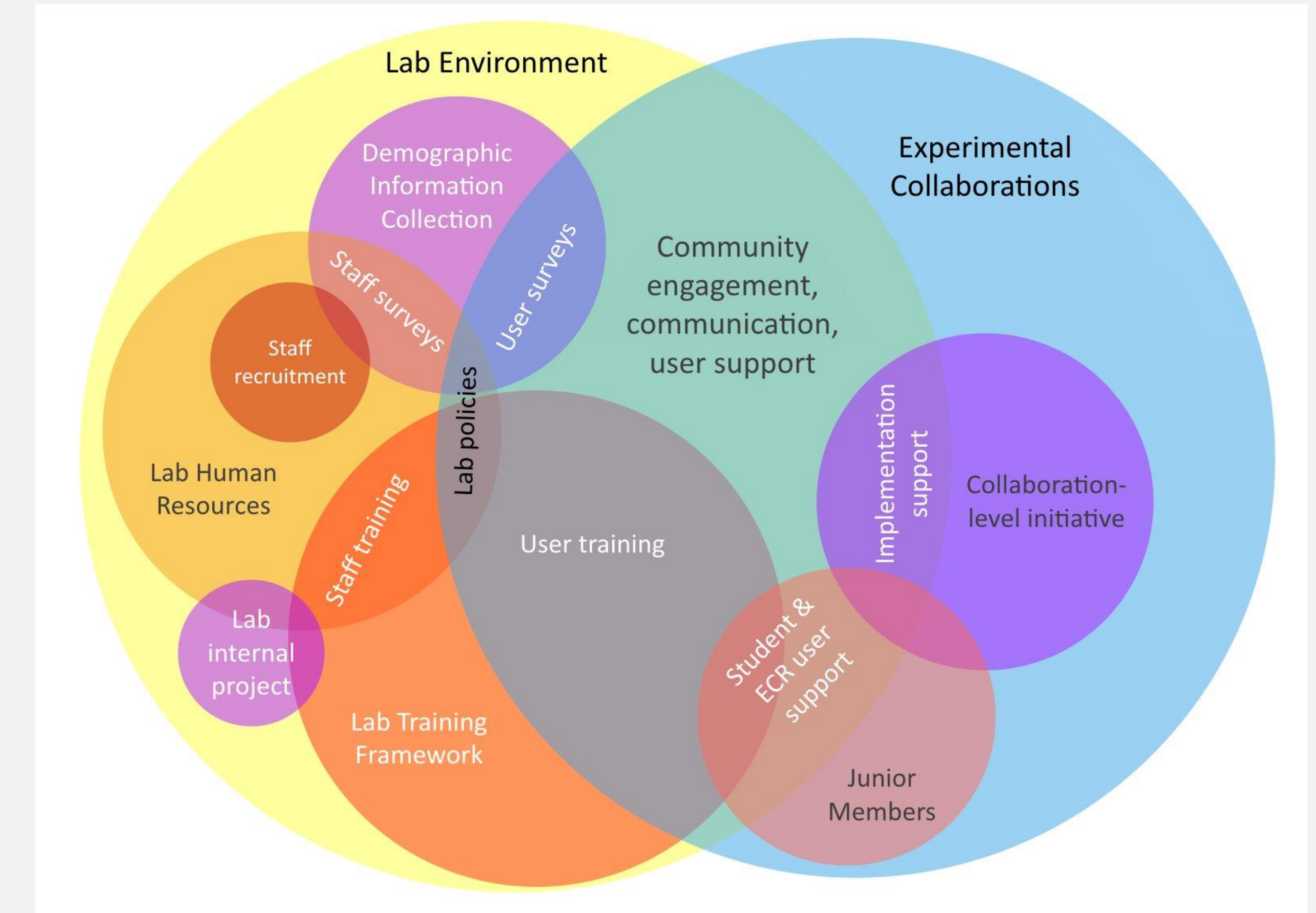
- Teamwork leads to better results
- Taking advantage of diverse expertise, including across disciplines
- Participation of students and early career members, opportunities and sustainability
- Improving overall research culture



EDI workshop and EDI panel during SNOLAB student activities – Summer 2025



The **SEEDLING** (Science & Engineering Experiments at Depth: Learning) project 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.

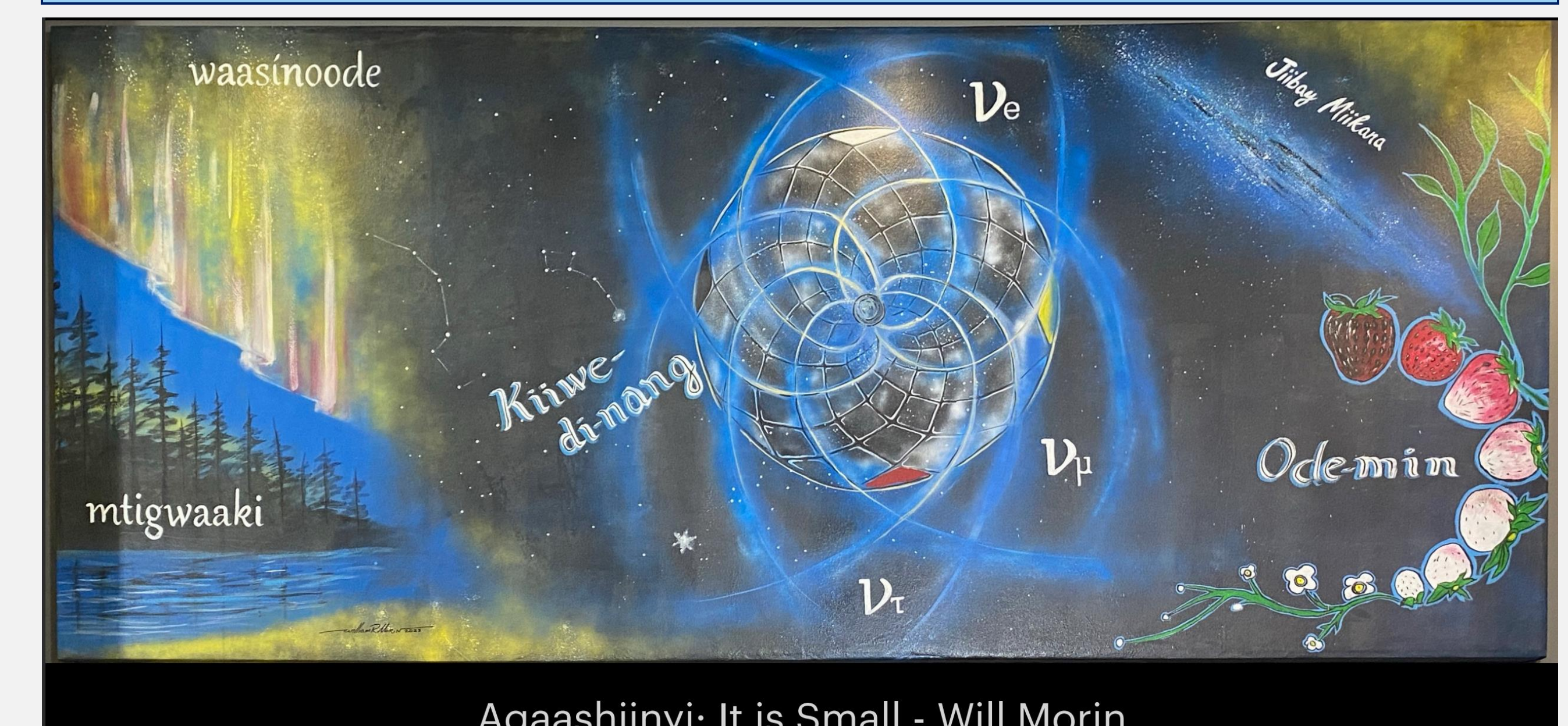


**Embedding EDI within research laboratory structures is a multi-faceted approach requiring leadership, conversation, collaboration-level buy-in and patience.**

## SNOLAB has an EDI committee and officer.

**Recent activities:**

- Community demographic survey
- Supporting collaborations in EDI
- Targeted projects
- Student programs:
- Building student skills
- Outreach and Leadership development
- Indigenous engagement



**SNOLAB is committed to continue the discussion in the wider field and lead by example.**