

CPTSC Diversity Policy

CPTSC is committed to developing and supporting a professional community characterized by diversity, equity, inclusivity and justice (DEIJ¹). To build this community, we foster discussions and research on social justice and on diverse, equitable, inclusive, and antiracist programs in technical and scientific communication. We identify and address barriers arising from bias, discrimination, racism, and organizational structures that contribute to systemic discrimination.

Action areas:

To foster discussions and research on diverse, equitable, and inclusive (DEI) programs in technical and scientific communication, we will

- provide research grants to promote antiracist programs and pedagogies,
- create sessions at the CPTSC annual conference focused on DEIJ issues and sharing ideas on antiracism,
- regularly publish articles, including those funded by CPTSC research grants, about antiracist programs and pedagogies and other articles focusing on social justice and inclusivity in *Programmatic Perspectives*,
- provide information to journal and conference reviewers on strategies for antiracist reviewing practices, and
- work with standing committees to support DEIJ initiatives.

To identify and address discrimination, racism, and organizational structures that contribute to systemic discrimination, we will

- create pathways to leadership for our members by
 - making the nomination process more transparent and accessible,
 - developing a process for recruiting members into leadership roles, especially those from historically underrepresented groups,
 - hosting open forums on leadership roles in the organization,
 - creating mentoring structures and orientation for new executive committee members;
- include leadership from the Diversity Committee on the Executive Committee,
- conduct an environment scan within CPTSC using an outside consultant to identify areas of potential systemic barriers,
- review outcomes annually to assess progress and report results at the annual meeting, and
- develop areas for continuous improvement.

We will take specific actions to address incidents of discrimination and racism that arise. To do this we will

- develop an online form for reporting incidents,
- develop guidelines for investigating a reported incident without burdening those reporting,

¹ We recognize that naming initiatives poses a number of challenges. Acronyms and abbreviations are most useful when they can accurately represent our motivations, goals, and actions. As a result, they can change over time. In choosing this abbreviation, we strive to be more encompassing, but we recognize that naming and addressing social issues is an ongoing and ever-changing process. For more on the use of acronyms see: <https://www.scientificamerican.com/article/why-the-term-jedi-is-problematic-for-describing-programs-that-promote-justice-equity-diversity-and-inclusion/>

- develop response guidelines, and
- implement the process outlined in the CPTSC bylaws.

CPTSC's goal is to make our work on DEI and antiracism more visible, transparent, and forward looking.