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Academic Leadership Roles in Equity, Diversity and Inclusion in the Sciences: A Mathematician's Perspective

A scan of science faculties across Canada reveal a handful of associate/assistant decanal roles dedicated to equity, diversity and inclusion (EDI), and many of these positions were created recently. I am the inaugural occupant of such a role in the Faculty of Science at Simon Fraser University, a position I have held since the start of 2020. In this presentation, I will discuss what I have observed and learned over the past two years and reflect on the promise and peril of such roles. I will outline the success and failures of our initiatives related to faculty hiring, graduate student training and creating inclusive work and learning spaces. In addition, I will offer my reflections on where mathematics sits within the sciences in its response to EDI.