

15 March 2024 - CCP4 ED&I meeting

Attendees: Lucy Schofield, Mads Gabrielsen, Briony Yorke, Jon Agirre

Apologies: Karen McIntyre

Discussed

ED&I website

We need the roadmap – currently under development – to be visible on the website.

- Current state of ED&I within CCP4
- Goals and objectives
- Actionable strategies
- Engagement & communication

We agree to look at other organisations' roadmaps, see what can be learned from them. Example from [Science Council](#).

Change in culture

Mads highlights that other organisations may not have heard of things such as a 'code of conduct' – important to be conscious that we might be at the forefront. Opportunity for leadership.

How we handle grant applications - often last minute, demanding hours that can't be fulfilled by primary caretakers. Need strict rules to be put into place e.g. no new actions raised on Fri, no emails after 6pm – i.e. people need to learn how to schedule-send emails. Set these as expectations, not rules. Need to plan things well ahead of time, so that we can avoid having critical actions happening on school holidays, half terms, etc.

Coding for crystallographers workshop

Briony will ask CCP4 / Global Phasing / Astex for funding.

There are lots of workshops/schools for understanding crystallography, but less for the computational element.

UK-wide / some international

Aimed at early careers (Masters/PhD)

To announce at Working Group 2 (19 March 2024)

Advertise ED&I website

Roadmap - hard plan, change in culture

Coding for crystallographers

Action items

ED&I team to produce hard copy of the roadmap, PDF file to be uploaded to the ED&I page before or after CCP4 exec approval. Lucy to kickstart the document.