

15 July 2024 - CCP4 ED&I meeting

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

Apologies: Karen McIntyre

Agenda

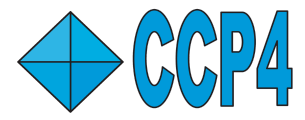
- How can we ensure that women and minoritised individuals who depend on the CCP4 power structures feel able to speak up at CCP4 meetings? Isabel Uson brought this up as part of her comments at the CCP4 Developers Meeting.
- Could we create a list of female and minoritised talent we could target for support and promotion? CCP4 regularly ask for proformas as a way of supporting developments, but this process is NOT TRANSPARENT. This was also highlighted by Isabel. We want to have a transparent process, and we want to motivate talent to apply. The list should be kept up to date too and fed to exec regularly.
- New format for Cosener's. This has not been debated yet, but Jon would like to come up with ideas to revitalise the meeting and make it work for everybody, not just a small subset of very outspoken men.
- CCP4 ED&I email - has this been approved?
- Roadmap - what more shall we include? When will we send this to Ivo / Exec for approval (like for the ED&I website)
- Hiring best practice guide – discussed at last meeting it would be good to produce a guide for job adverts but this could be extended to other stages or hiring

Discussed

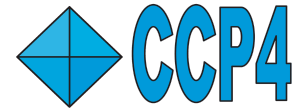
Ensuring women and minoritised individuals feel able to speak up at the CCP4 developers meeting – this will require drastic changes at the organisational level, as currently meeting is NOT accessible:

- Selection of chairs - someone who can control the session and doesn't have any bias towards speakers.
- Code of conduct should be brought into dev meetings too – e.g. comments on laptop capabilities/older hardware were NOT appropriate. This was highlighted in the room, suggesting CCP4 were shunning Eastern European users, for instance. Important to enable as much functionality as we can on the Cloud so disadvantaged users can make full use of the suite.
- Diversity in each session amongst chair and/or speakers.
- Need a change in behaviour at the dev meeting - needs to be explicitly outlined.
- ED&I breakout session.
- Transparency needs to be introduced. Briony and Jon suggest that the devs Zoom day is advertised publicly.

Minutes



Minutes



Targeting women and minoritised individuals for support and promotion:

- Scout individuals for support and make them aware of how to apply for support/funding
- Obvious missed opportunities in the past, with people who have left UK for other countries.

Action items

- Jon will email Karen about the ED&I email, this will be advertised on the ED&I website and CCP4bb
- Roadmap - we will invite Ivo to an ED&I meeting and present/review it
- Hiring best practice guide - Lou Holland maybe it could become part of the Roadmap?