



CANADIAN
METEOROLOGICAL AND
OCEANOGRAPHIC
SOCIETY

Impact Project: Ancillary Recommendations

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Project and Report Provided by
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About this Document

This document contains more granular suggestions for specific entities within CMOS. It is meant to be circulated directly to those entities for consideration.

3. Prizes & Awards Committee
4. Student & Public Education Committee
5. Student Committee
6. Membership & Centre Chairs Committee

Prizes & Awards Committee

- Consider taking on responsibility for managing and awarding CMOS Scholarships (responsibility currently lies with the Scientific Committee), and utilizing sub-committees or working groups to distribute the workload for reviewing prize, award and scholarship applicants.
- Better promote prize, award and scholarship opportunities – especially among students and early career professionals.
- All Prizes & Awards Committee members should complete an EDIA training course to reduce biases in the determination and awarding of CMOS prizes, awards and scholarships.
- Rename, retire and/or create new prizes, awards and scholarships to better reflect the diversity of the weather, water and climate enterprise.
- Rename, retire and/or create new prizes more inclusive of the broader atmospheric sciences, including climate science.
- Consider creating new awards for excellence in science communication, science journalism, scientific leadership, and advancing a more equitable, diverse, inclusive and accessible scientific enterprise.

Student and Public Education Committee (SPEC)

The SPEC is doing great work, and has already outlined its planned activities in the CMOS Implementation Plan. Its approach of primarily building capacity among teachers and youth education organizations, as compared to directly delivering educational programs to youth, is an especially effective avenue to prioritize. If volunteer capacity allows, additional suggestions for activities include:

- Convening the Centres for a discussion about science fair engagement. Explore the idea of offering additional benefits or opportunities for award winners, such as tours of research facilities or the opportunity to join in field work. Consider connecting with Youth Science Canada early in the year to get the full list of regional science fair locations and dates, and putting a call out to all members for anyone interested in mentoring science fair projects, or judging/providing CMOS awards.
- Expanding the Speaker Tour into a CMOS Talks Series hosting more events, with a focus on cross-cutting issues and panel discussions, as compared to narrow, discipline-specific presentations on a specific research project. Given the shift to primarily targeting members (as compared to the public), this activity may be better suited for the Scientific Committee. Consider asking Centres and the ARRCU SIG, the Private Sector Committee, the University and Professional Education Committee, the Student Committee, and the Scientific Committee to all contribute by organizing one talk/panel discussion as part of the series.
- Convening the Centres for a discussion about youth engagement, with an emphasis on education, support and career exposure activities for youth – especially those from equity-deserving communities. Consider helping Centres identify local youth organizations, ideally centred around STEM education for equity-deserving youth, and engage with them around possible ways to collaborate.
- Connect with the BC Interior Centre and Saskatchewan Centre to learn about the weather stations they have installed in local schools and libraries, and explore if this is an activity that could be encouraged and replicated through other Centres.

Student Committee

- Revamp the early career landing page on the CMOS website to be more inviting, and to include a brief overview of the key resources available to ECPs (like the job board), and opportunities for them to get involved,
- Add the Slack Channel link in prominent places on the website, including the early career landing page, and the early career links/resources page,
- Create a Senior Advisor role for the Committee to help with maintaining momentum and continuity in response to high student turn over. The Advisor should be a working or retired professional (not a student), ideally with experience/interest in contributing to student professional development. This person would attend Committee meetings and provide advice when needed, and would serve as an informal mentor to the Committee Chair. Consider making this role a minimum three year position.
- Create a Student Committee framework outlining core, recurring activities and initiatives of the Committee, to help with maintaining momentum. Student feedback suggests strong interest in content and activities related to career exposure.
- Create an e-mail list of Canadian university clubs related to CMOS fields, and use this list to help promote Committee activities and recruit members.
- Continue to organize student events at the Congress. Consider creating a sub-committee to explore hosting a one day Student Conference or Workshop the day prior to Congress.

Membership & Centre Chairs Committee

- Create a free or discounted membership for early career professionals, available for three years after graduation from their highest level of education. Be sure to heavily promote this new opportunity. Track the uptake of this offer to see if it is effective at increasing early career membership.
- Update the CMOS website to clarify student memberships include post-doctoral fellows.
- Set up auto renew for memberships.
- Send an email to members reminding them about the CMOS job board, volunteers opportunities, the need to opt-in to *The Bulletin*, Access to AGU Mentoring365, the ARRCU listserv, the student and early career Slack Channel, and the availability to sign up for the paid subscription service for notifications of government contract and RFP opportunities. These are all struggling with low visibility among members.
- Send an orientation email to those who join or renew their membership, letting them know about key benefits and resources at CMOS (like those mentioned in the previous bullet), and including a call to volunteer with Centres, Committees or SIGs.
- Provide an option when joining or renewing membership to contribute extra funds to support CMOS scholarships.
- Collect demographic information when joining or renewing membership. Include the information below, and report on these stats in the Annual Review. Of note, it should be made clear to those registering that answering the below information is optional.
 - discipline / area of work
 - stage of career (student, early career, mid career, late career, retired)
 - sector (academic, industry, NGO, government, other)
 - primary language (English, French, other)
 - If they belong to any of the following equity-deserving groups (check all that apply):
 - Indigenous
 - Visible minority
 - 2SLGBTQI+
 - Gender diverse
 - Disabled
 - Immigrant to Canada (including refugees, landed immigrants/permanent residents, those with work or study permits, and/or those who later became Canadian citizens)
 - None of these answers are applicable to me.
 - Prefer not to answer.
 - Other (please specify).
- Create a basic CMOS promotional powerpoint slide and brochure to share with Centres, and encourage them to use these resources to recruit new members.