



Canadian Association of Physicists

SUPPORTING PHYSICS RESEARCH AND EDUCATION IN CANADA

## **DRAFT STRATEGIC PLAN**

### **2019-2024**

#### **BACKGROUND**

The following is the draft five-year Strategic Plan for the Canadian Association of Physicists as originally developed by the CAP Board of Directors on April 20 & 21, 2018. The CAP board was assisted by representatives from the community who brought important perspectives from our institutional members, the CAP Foundation, high school teachers and both the undergraduate and graduate student community. Strategic planning began with a review of the role of Strategic Planning and the status of the preceding 2014-2018 Strategic Plan.

During the planning session, the participants reviewed and revised the existing CAP Vision and Mission and developed a set of Values Statements. This was followed by an assessment of the CAP's Internal Strengths and Weaknesses, and External Opportunities and Threats (SWOT), and by the identification of which Opportunities could be turned into Possibilities and which Threats could be mitigated and turned into Obstacles (PO Analysis). These outcomes were incorporated into the strategic planning discussions and lead to the development of two key Goals, each with a number of key Objectives / Strategies.

The main themes that arose for Goals during the Strategic Planning Session were the need to:

- Strengthen the profession of physics by engaging all connected communities
- Achieve organizational and operational excellence to provide services in an effective, efficient and transparent manner

This document has been provided to those who participated in the Strategic Planning Session for feedback, prior to presenting the key elements to Council and members during 2019 Congress. Comments were solicited from the Advisory Council and Key Stakeholders, and received from Francine Ford, Bruce Gaulin, and Mike O'Neil. A new draft of the Strategic Plan document was then edited by Bruce Gaulin and circulated to the Board and interested participants (see above) on April 24, in advance of the CAP Board meeting April 26-28. The Strategic Plan document was discussed in detail at CAP Board meeting, and the final version of the 2019-2024 CAP Strategic Plan document was edited by Bruce Gaulin in response to these comments. It is this version of the 2019-2024 Strategic Plan that is to be presented to CAP membership at the 2019 CAP AGM.



# Canadian Association of Physicists

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## **VISION**

*A vibrant, inclusive and engaged Canadian physics community that benefits our country.*

## **MISSION**

*To advocate, communicate and celebrate the role, value and contributions of Canadian physics.*

## **VALUES**

- *Excellence and Professionalism*
- *Equity, Diversity and Inclusivity*
- *Collegiality and Mentorship*



## VALUES

### Excellence and Professionalism

- 1- The CAP values excellence in physics, and both disseminates it and celebrates it. The Annual CAP Congress showcases scientific excellence from both within Canada and abroad. The CAP's prizes and awards draw attention to excellence by Canadian physicists in research, teaching and professionalism.
- 2- All members of the Canadian Association of Physicists are expected to be accountable for their actions and to comport themselves with a high level of integrity and ethical behavior.
- 3- Those members of the Canadian Association of Physicists who hold a Professional Physicist designation are held to an enhanced code of ethics. They carry out high quality work while avoiding conflicts of interest and practicing due diligence to safeguard the well-being of all Canadians.



### Equity, Diversity and Inclusivity

- 1- Excellence in physics is built on diversity of ideas and people. We are committed to fostering an inclusive and equitable environment where all are welcomed and treated with dignity and respect.
- 2- All members of the CAP will work together to build a culture of inclusion and maintain an environment free from harassment, discrimination and workplace violence. We will work to address systemic barriers and biases so that all individuals and groups have equal opportunity to participate and contribute to the physics community.

### Collegiality and Mentorship

- 1- All members of the CAP will carry out our discussions and deliberations, scientific and professional, in a respectful and collegial manner. We recognize that a diversity of opinion is expected and healthy in the consideration of complex problems.
- 2- The CAP has a responsibility to foster and grow the physics community in Canada. The CAP highlights the contributions of young physicists at its Annual Congress and through its support for events targeting young physicists. Experienced, practicing CAP members across all sub-disciplines of physics encourage, mentor and collaborate with developing physicists.



## OBJECTIVES

1. Strengthen the profession of physics by connecting and engaging the breadth of physics interests in Canada.
2. Achieve organizational and operational excellence such that service is provided to our membership in an effective, efficient and transparent manner.

### Objective 1

Strengthen the profession of physics by connecting and engaging the breadth of physics interests in Canada.

#### Strategies [Committee(s) Responsible]:

- Improve the impact and visibility of the CAP Congress. Make the CAP a “must attend” conference [CAP Board and Congress Program Committee].
- Improve / expand social media and web communications to the public [Communications Committee]
- Establish a High School Teachers Network and identify the needs of the community [HS Teachers Working Group under Student Affairs]
- Establish the CAP Student Advisory Council to identify the needs of all physics students. [Student Affairs Committee]
- Implement strategies to recruit young physicists to the CAP and to retain them thereafter. [Membership Committee]
- Improve the CAP’s recognitions for members and the celebration of their achievements. [Nominations/Coms]
- Develop opportunities to increase the value of the CAP for physicists in industry [Industrial Affairs Committee]
- Increase our advocacy with Federal and Provincial governments. [Science Policy Committee]



## **Objective 2**

Achieve organizational and operational excellence such that service is provided to our membership in an effective, efficient and transparent manner.

### **Objectives /Strategies [Committee(s) Responsible]:**

- Improve the organizational structure [Governance Committee]
- Embed EDI in all organizational practices [EDI Committee]
- Exploit new information technology and communications infrastructure [Communications Committee]
- Strengthen partnerships with CAP institutional members so as to aid in decision making and outreach activities. [Board]
- Review Programs and Activities to ensure financial stability of the CAP [Finance Committee]
- Aim to increase our membership base. [Membership Committee]