



The Canadian Botanical Association Bulletin

Bulletin de l'Association Botanique du Canada

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1 - Introduction:

The CBA-ABC has had a very busy and productive year. To keep the membership up to date on our activities and progress we have prepared this special supplement to the CBA-ABC Bulletin. Some of this information will be presented as resolutions at or prior to the Annual General Meeting (July 9th noon EST, zoom to follow). We encourage you to review this information and send any comments, questions or concerns to Nicole Fenton (nicole.fenton@uqat.ca) or Deb Metsger (debm@rom.on.ca).

2 - Summary of the work of the IDEA (EDI) working group:

The IDEA (Inclusion, Diversity, Equity and Accessibility) working group of the CBA-ABC was formed of people who responded to a general call for members in September 2020. A total of twelve people have contributed to the committee since it was convened, currently there are ten members. The members of the IDEA working group represent some of the diversity of our membership, a mix of different career stages (three grad students, one recent hire, six established researchers, and one retired professor) and an even balance in gender.

The working group rapidly established two objectives:

Objective 1: Ensure everyone who wishes to be a member or to participate in a CBA/ABC activity feels safe and welcome.

- 1) Safety: Write a Code of Conduct to be adopted by the CBA-ABC membership;
- 2) Welcome: A variety of initiatives have been suggested that circle around one of three axes: determine our diversity; increase diversity of role models; increase activities of exchange with all spheres of society and different world views

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The Canadian Botanical Association Bulletin

The CBA Bulletin is issued three times a year (March, September and December) and is freely available on the CBA website. Hard-copy subscriptions are available for a fee.

Information for Contributors

All members are welcome to submit texts in the form of papers, reviews, comments, essays, requests, or anything related to botany or botanists. For detailed directives on text submission please contact the Editor (see below). For general information about the CBA, go to the website: www.cba-abc.ca

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Next issue

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Bulletin de l'Association Botanique du Canada

Le Bulletin de l'ABC paraît trois fois par année, normalement en mars, septembre et décembre. Il est envoyé à tous les membres de l'ABC.

Soumission de textes

Tous les membres de l'Association sont invités à envoyer des textes de toute nature concernant la botanique et les botanistes (articles, revues de publication, commentaires, requêtes, essais, etc.). Tous les supports de texte sont acceptés. Pour des renseignements détaillés sur la soumission de textes, veuillez consulter le rédacteur (voir ci-dessous). Infos générales sur l'ABC à l'url suivant: www.cba-abc.ca

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Prochain numéro

La date de tombée des textes du prochain numéro, le no 54(2), est le 1 août 2021

Objective 2: Structural change to the association to better reflect our commitment to diversity.

- 1) Modify the object of the organization in the By-Law to better reflect our commitment to diversity;
- 2) Establish a new standing IDEA committee within the CBA-ABC

We have been working on achieving these objectives over the last six months and we present in this supplement the following documents: a proposed code of conduct for members; a proposal for a modification of the object of the society; terms of reference for the new IDEA committee.

Code of Conduct

While the initial intention of the IDEA working group was to have both a general code of conduct for members AND a code of conduct for meetings in place for the 2021 meeting, we have realised that it is not feasible to achieve this within the set time frame. Here we propose a general code of conduct for members. The IDEA committee, once approved and struck, will be tasked with finishing the Code of Conduct for meetings. A resolution bringing forth this Code of Conduct for members will be presented at the Annual General Meeting in July 2021.

Code of Conduct for CBA/ABC members

The CBA is meant to be a welcoming and constructive forum for dialogue regarding all aspects of botany. As such, the CBA has adopted the following code of conduct as a way of encouraging respectful and inclusive behaviour amongst members and fostering inclusion, diversity, equity, and accessibility in our community.

In being a member of the Canadian Botanical Association / L'Association Botanique du Canada, we encourage you to read, understand and abide by these principles:

- We are all responsible for ensuring an equitable representation in science.
- We welcome people of all backgrounds, identities, and abilities.
- We respect the different perspectives present in scientific discourse. We regularly reflect on how our remarks and responses may be interpreted.
- We will listen to and respect requests to behave in a different manner.

Object of the Society

The object of the society was established in 1979 in the Letters Patent of the society as : “The purposes of the Corporation are to encourage research and education in botany and to represent its members both nationally and internationally.”

This object, adopted in 1979 is very broad, non-specific, and does not reflect our evolution over the last 40 years or our commitment to diversity. Consequently we have, with the collaboration of the board and the IDEA Working Group, drafted a new object of the society which reads as follows:

“The Canadian Botanical Association/ L'Association Botanique du Canada covers a diversity of organisms; fungi, lichen, algae, as well as plants and the organisms associated with them. The objectives of the association are:

- to promote botanical research and understanding by gathering, developing, and sharing botanical knowledge with academic, professional, and lay publics from all spheres of society;
- to provide an inclusive forum for discussion of botanical teaching, research, outreach, and knowledge regardless of origin;

- to respond to issues of botanical concern and support botanical initiatives and activities throughout Canada, and internationally.”

As changing the object of the society is a change in the By-Law of the association, we will be circulating a special resolution to be voted on virtually during the month of May. **Please keep your eyes on your email-inbox for the documents on this subject. Special Resolutions require a 2/3 majority vote, so your participation in this vote is very important.**

Establishing the terms of reference for the new IDEA standing committee

In order to have a group within the CBA-ABC that will be active on IDEA, we have established the terms of reference for a standing committee on IDEA that will be able to both undertake many of the actions proposed above and monitor our progress towards our IDEA objectives. The terms of reference for the committee have been adopted by the board and are as follows:

Terms of Reference

CBA/ABC Inclusion, Diversity, Equity and Accessibility (IDEA) Committee

Preamble

The Canadian Botanical Association/Association Botanique du Canada strongly believes that botanical knowledge, research, and outreach must support all people, whatever their race, culture, age, ability, experience, or stage of life. It recognizes that our diversity includes LGBTQS2+ and BIPOC from Canada and coming from other countries. It also believes that its membership should represent the reality of Canada as a diverse, multi-cultural, and inclusive community of botanists who all promote meaningful engagement to all spheres of society. Recognizing that there are different ways of knowing, the CBA/ABC encourages greater reconciliation of world-views, cultures, and identities.

Purpose

To foster and uphold an environment of Inclusion, Diversity, Equity, and Accessibility within the Association. While maintaining such an environment is the collective obligation of the entire membership — as outlined in the Code of Conduct — the committee oversees and unifies the efforts of the Association in this area.

Establishment

The IDEA Committee was established pursuant to the decision of the Board of Directors on January 15th, 2021.

Responsibilities

- Identify and raise awareness of IDEA-related issues within the CBA;
- Gather suggestions from members and provide a forum for consultations and discussions;
- Engage CBA sections in activities geared towards IDEA issues;
- Explore, recommend, manage, and disseminate IDEA initiatives;
- Monitor the success and limitations of the actions/measures undertaken;
- Review periodically the Code of Conduct;

- Receive any concerns or complaints; discuss, analyze, and, if possible, mediate and recommend a constructive solution;
- Encourage and support the local organising committees to ensure that the annual meeting follows the principles of IDEA;
- Promote the inclusion of underrepresented persons being nominated in all CBA awards.

Composition and Operations

The Committee is run according to the Article 5.11 found in the CBA Bylaw; as such,

- The Committee will be co-chaired by two Directors appointed by the Board of Directors and will consist of a maximum of 8 members with a quorum of 5. Nominations, including self-nomination, will be called for via the CBA Bulletin and website;
- Committee members will be chosen by the Committee Co-Chairs in such a manner that the committee will represent a diversity of perspectives;
- The Committee composition must be validated by the CBA Board of Directors, and the names of the Committee members disclosed at each Annual General Meeting, in the Bulletin issue following the meeting, and on the website;
- Committee members will serve for a two-year term beginning after the annual meeting with the possibility of one renewal;
- The Committee will meet at least 3 times a year, or as needed;
- The Committee may consult external independent experts for advice on specific matters.

Reporting/Accountability

The Committee Co-Chairs will report periodically to the Board and present the committee's recommendations for approval to the Board of Directors. The Committee will also give regular updates in the Bulletin to the CBA membership.

Review

The Terms of Reference are to be reviewed by the IDEA Committee every 3 years in consultation with the members of the Association, and must be approved by the Board of Directors.

3 - Administrative Re-boot

In September 2020, in anticipation of expanding the Association's scope of activities in the area of IDEA, and in preparation for improving and updating its online file storage, the CBA/ABC Executive undertook an extensive review of the Association's files, By-law, and obligations under the Canada Not-for-Profit Act. We discovered that in some instances, practices had slipped into tradition rather than being compliant. Here, we give a brief history of the CBA/ABC and its administration as a reminder to us all. This is followed by a summary of current activities and goals of the Board of Directors, then, some of the adjustments and changes that the Board has resolved to make in order to streamline operations and to facilitate compliance with the By-law and all government reporting requirements.

Background of the Association

The Canadian Botanical Association/ L' Association Botanique du Canada was founded in 1964, became a corporation in 1979, and in 2014, in its 50th anniversary year, was continued as a not-for-profit corporation under the Canada Not for Profit Corporations Act, and adopted the Institut de Recherche en Biologie Végétale in Montreal as its permanent address.

The CBA/ABC is administered by its Board of Directors, which includes the Officers, Directors at Large, Student/ Post-Doctoral Directors, the Webmaster, and the Bulletin Editor. The CBA/ABC Board is composed of members representing all regions of the country who coordinate and engage in the activities of the association. In addition to the year-to-year operation of the Association, Board members are responsible for: **attracting** new members, **improving** accessibility to existing members, **promoting** Association activities; **liaison** with sister societies; **participating** in regional botanical events, **keeping** the Association current and relevant, and **supporting** the conservation, study, and documentation of the taxa within its Mandate. Board members also oversee the administration of the Association's Award Program. The Five CBA Sections – Development, Ecology, Mycology, Systematics and Phytogeography, and Teaching – offer additional activities on a discipline-specific basis and support the participation and training of students.

Service on the CBA/ABC Board is an excellent way to become acquainted with colleagues from all botanical sectors across the country and to promote Botany in Canada. Service as a Section Chair or a Regional Director-at-Large is a prerequisite to becoming President Elect of the Association.

Current Activities

For the past several years, the CBA/ABC Board has been working to revitalize the Association's operations and improve its communications online and through social media channels.

- News and events are now broadcast through Facebook, Instagram, and Twitter.
- In 2019, under the leadership of webmaster Zoe Panchen, the CBA/ABC website was revamped to improve navigability and ease of updating it.
- In 2020, Erin Zimmerman was hired as Executive Editor of the CBA/ABC Bulletin and is working to expand its scope and encourage more and more people to contribute to it.
- By 2022, CBA/ABC will launch an online membership renewal system.

Administrative Changes to be Enacted

A) Fiscal Year: The current CBA/ABC Fiscal Year End is May 31st.

Based on the recommendations of the Accountants and the Treasurer, the CBA/ABC Fiscal Year will be switched to December 31st so that it will correspond to the Membership year, and the tax year. This will ensure that there will always be sufficient time to prepare and circulate financial statements prior to the Annual General Meeting, even when it is held in late Spring.

B) Terms of Office for the Board of Directors (Article 5.05)

In 2014, the following terms of office were adopted for the Board of Directors:

- Directors elected to the office of President, President-Elect, Past President, Secretary, Treasurer, and Directors-at-large shall be two years (Article 5.05b).
- Directors elected to the offices of Secretary, Treasurer, and Directors-at-large shall be eligible for election to one successive second term of two years (Article 5.05d).
- Directors in the Student/Post-doctoral subcategory of Membership shall be one (1) year and they shall not be eligible for election to a second term (Article 5.05e).
- Directors elected in the offices of Webmaster and Editor shall be three years; they shall be eligible for re-election to successive 3-year terms without limitation (Article 5.05f).

In practice, an old tradition of electing one regional director at large for three (3) years, and two directors for two (2) years had been mistakenly continued. Going forward, directors-at-large will serve a two-year term renewable one time.

Similarly, Student/Post-doctoral directors have been serving two-year terms when they shouldn't have been.

During the month of May, the Board of Directors will put forward a Special Resolution to be voted on virtually, to revise this Term of Office. The new term will read:

Directors in the Student/Post-doctoral subcategory of Membership shall be one (1) year and they shall be eligible for election to a second one (1) year term.

Please keep your eyes on your email-inbox for the documents on this subject. Special Resolutions require a $\frac{2}{3}$ majority vote, so your participation in this vote is very important.

C) Terms of Membership to CBA/ABC

- To be considered a member, a person must pay membership dues.

CBA/ABC relies on membership fees for annual operations, as seed money for annual meetings and to provide student awards. However, the Association has been lax in enforcing the rules and ensuring that paid dues are a requirement for membership and for participation in Association business meetings. Going forward the following rules will be enforced:

- Members who do not pay their dues within three calendar months of the renewal date shall cease to be members (Article 3.05).

D) Information to be Circulated to the Membership 21 days prior to the Annual General Meeting

- Any resolutions proposed by Individual Members
- Slate of Nominations for Board of Directors
- Annual Financial Report

E) Participation in Annual General Meeting

- ONLY current members can vote at an AGM.
- The quorum at an AGM is **15% of the CBA/ABC membership.**

4 - Changes to Best Student Presentation Awards at the Annual CBA/ABC Meeting

To accommodate students at different research stages in their program, the two traditional CBA/ABC awards, Lionel Cinq-Mars and Iain and Sylvia Taylor, will each include two subcategories: “proposal-stage” and “results-stage,” worth \$250 and \$500, respectively.

Lionel Cinq-Mars Award

In 1976, the CBA/ABC established a cash award “for the best oral presentation by a student of their own research, as a contributed paper at the Annual Meeting.” In 1978, the award was named in memory of Lionel Cinq-Mars (1919-1973), a charter member of CBA/ABC and a member (one of the Directors) of the first Executive (1965-66). He also served another term as a Director of CBA/ABC from 1967 to 1969.

Cinq-Mars obtained a B.A. from Laval (1940), a B.Sc.Agr. from the College d’agriculture at La Pocatie (1944), and a M.Sc. from Macdonald College (1949). He worked for several years (1948-62) as a plant pathologist for the Federal Department of Agriculture (his specialty was apple diseases). He was appointed Professor of Botany at Laval in 1962, and became popular as a teacher and researcher. In 1968, he was officially appointed Conservateur de l’Herbier Louis-Marie, although he had been responsible for the reorganization of the herbarium since his arrival at Laval. Cinq-Mars was an expert field botanist, amassing a personal herbarium of about 10,000 sheets. He was considered an expert on the genera *Viola* and *Amelanchier*. He led three field trips for the Montreal Botanical Congress (1959) and headed the organizing committee for the 1970 CBA/ABC Annual Meeting at Laval.

Iain and Sylvia Taylor Award

The Canadian Botanical Association gives an award for the best student poster presented at the CBA Annual Meeting. The award is made in honour of Iain and Sylvia Taylor, two members who have for many years actively contributed to the development of the CBA.

For both the Cinq-Mars and Iain and Sylvia Taylor Award, any student enrolled at a Canadian institution of higher learning is eligible, as well as Canadian students at foreign institutions, both undergraduate and graduate. Abstracts must be submitted for the Annual Meeting at which the student will compete for the Award. To ensure that each student in the competition has a fair evaluation, the award has two sub-categories depending on the research stage that students are at:

Proposal-stage. Value: \$250. Rewards the best plan for future research, outlining its rationale and significance, the questions/objectives/hypotheses adopted, and the methodology that will be used. If some preliminary results are available, they should be presented in the context of “what is next.” Both undergraduate and graduate students are welcome to apply, but the latter must be in their first year of studies.

Results-stage. Value: \$500. Rewards research that has been completed (or nearly-completed); focusses on the results obtained, their discussion, and importance.

Students who wish to compete must indicate this by checking the appropriate box on the abstract form, including the stage of research subcategory: proposal or results. Oral presentations will be evaluated by a panel of judges (at least one from each of the sections of CBA) which is chaired by the President-Elect. For details about submission deadlines, see the Annual Meeting Website.

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