

Hello CCS Members,

Warm greetings from your new Equity, Diversity and Inclusion (EDI) committee. We are here to help promote EDI initiatives in the society, and are excited to share some of the new features you might notice at the CO3 conference this year. We welcome feedback on any of our work and look forward to meeting you in person this April. This committee was created by CCS President, Lauren Guillette, in May 2022 and self-nominations for committee membership were solicited via emails to CCS members. Suzanne Gray is the chair and can be reached at edi@comparativecognition.org. The full committee is listed here (<https://comparativecognition.org/edi.php>) and includes Principal Investigators, postdocs and graduate students. The CCS EDI Committee has advanced the following five initiatives to create a welcoming and inclusive environment for all.

(1) Code of Conduct:

The committee has designed a Code of Conduct to promote a welcoming environment that is safe, collaborative, supportive, and productive for all society members and conference participants. By attending and presenting at this conference, you agree to adhere to the [CCS Code of Conduct](#).

(2) Pronouns:

We encourage CO3 conference attendees to add their personal pronouns to their name badges. We will have a label maker at registration so that people can 'write in' how they would like to be addressed and add the label to their conference badges. EDI committee members will be at the registration table to help with the process.

What are personal pronouns?

Personal pronouns are words that express the gender of others. Statements like “**She** gave a talk about **her** research” or “**He** is standing by **his** poster” affirm the gender of the person in question.

Advantages to displaying pronouns?

We seek an inclusive environment that supports all participants. If you are comfortable doing so, displaying your pronouns prompts others to express and affirm your gender, and promotes inclusivity.

[Click here for more information](#)

(3) Allyship:

CCS EDI members are all Allies during the conference and will have “ALLY” presented on their name badges at the conference. To quote from Dr. Maysa Akbar in the APA EDI Inclusive Language Guideline:

Allies are people who recognize the unearned privilege they receive from society's patterns of injustice and take responsibility for changing these patterns. Being an ally is more than being sympathetic and feeling bad for those who experience discrimination. An ally is willing to act with, and for, others in pursuit of ending oppression and creating equality. Real allies are willing to step out of their comfort zones. Those who decide to

undertake the ally role must recognize and understand the power and privileges that one receives, accepts, and experiences and they use that position to act for justice.

Find out more about what it means to be an ally here: <https://guidetoallyship.com/>

And more about inclusive language here:

<https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines.pdf>

(4) Demographic Survey:

The committee is putting together a brief demographic survey that will be sent out to all CCS members prior to the conference. This voluntary survey will collect information about our community so that we can track progress with the goal of increasing diversity and inclusion across the years.

(5) EDI integrated into CCS activities:

EDI members will be present at all conference events (e.g. Member-at-Large Mentoring event, Undergraduate Engagement Committee event, etc.) and at meetings used to plan events in order to support equity, diversity, and inclusion in all CCS activities.

If you have any questions, please reach out to: edi@comparativecognition.org.

CCS EDI Committee

<https://comparativecognition.org/edi.php>

Suzanne Gray (chair)

Angelle Antoun

Jon Crystal

Élias Daigle

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Lauren Guillette

Debbie Kelly

Ben Whittaker