



Canadian Association of Physicists

SUPPORTING PHYSICS RESEARCH AND EDUCATION IN CANADA

STRATEGIC PLAN 2025 - 2029

BACKGROUND

The following is the five-year Strategic Plan for the Canadian Association of Physicists (CAP) as developed by the CAP Board of Directors. The CAP Board was assisted by representatives from the community who brought important perspectives from our regular members, institutional partners, the CAP Foundation, high school teachers and the undergraduate and graduate student community.

The planning process was initiated with the release of a community survey sent to all CAP members, member Departments, and institutional partners with a request to circulate as widely as possible in our attempt to reach as many physicists and physics students in Canada as possible. CAP also received the assistance of the American Physical Society (APS) who sent the survey out to all APS members with a mailing address in Canada.

The CAP Board organized a Strategic Planning session that took place on May 24 and 25, 2024, with representatives from the broader CAP community including physicists in academia and industry, undergraduate and graduate students, CAP's institutional partners, and the CAP Foundation.

The planning session started with a review of the status of the 2019-2024 Strategic Plan, followed by an opportunity for the participants to review and revise the existing CAP Vision, Mission and Values Statements. This was followed by a presentation and discussion of the physics community survey results, 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. These outcomes were incorporated into the strategic planning discussions and led to the development of two key goals. It was recommended by the participants of the Strategic Planning session that each goal have a single strategy as a way to focus effort on achieving each goal.

The key goals that were identified were:

1. To establish the CAP as the voice of physics in Canada
2. To make the CAP relevant to all members of the physics community, aiming to

double the membership

Barbara Frisken and Bill Whelan drafted the Strategic Plan document from the meeting notes of the Strategic Planning session. This draft was first provided, for input and feedback, to participants of the Strategic Planning Session which included members of the CAP Board. A revised version was then provided to the CAP Executive, Executive Director and Program Manager for input and feedback. Drs. Frisken and Whelan reviewed and coordinated edits to the document following input at each stage from the groups outlined above. The document was then presented to the CAP Board and Advisory Council for input and feedback.

VISION

A vibrant and inclusive physics community that fosters discovery and innovation in Canada

MISSION

To champion physics and broaden our community in Canada

VALUES

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

VALUES

Excellence and Professionalism

1. The CAP values, promotes, and celebrates excellence in physics. The Annual CAP Congress showcases scientific excellence from both within Canada and abroad. The CAP's recognition programs draw attention to excellence in physics research, physics teaching and service in Canada. The CAP's scholarship programs recognize excellence among physics students in Canada.
2. All members of the CAP are accountable for their actions and comport themselves with a high level of integrity and ethical behavior.
3. Those members of the CAP 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 the diversity of ideas and people. The CAP is 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. All members of the CAP will work to address systemic barriers and biases so that all individuals and groups have equal opportunities to participate in and contribute to the physics community.

Collegiality and Mentorship

1. All members of the CAP will carry out discussions and deliberations, scientific and professional, in a respectful and collegial manner. The CAP recognizes 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 early-career physicists through its support for events focusing on early-career physicists, including those held at its Annual Congress. Experienced, practicing CAP members in all sectors across all sub-disciplines of physics will encourage, mentor and collaborate with physics students and early-career physicists.

GOALS

- 1. Establish the CAP as the voice of physics in Canada**
- 2. Make the CAP relevant to all members of the physics community, aiming to double the membership**

GOAL 1

Establish the CAP as the voice of physics in Canada

STRATEGY

Enhance communications and engagement among the physics community and with external groups and partners.

The CAP will be the leading voice for physics in Canada. We will enhance and streamline internal communications and processes, including restarting Physics in Canada, to ensure members have effective and timely access to information about our national physics community. We will enhance external communications and engagements with physicists in all sectors, with educational institutions, and with the general public and all levels of government. External communications will highlight the valuable contributions physics and physicists are making, including to interdisciplinary teams tackling important societal challenges, and will raise awareness of the benefits and connections of physics with society and the public.

GOAL 2

Make the CAP relevant to all members of the physics community, aiming to double the membership

STRATEGY

Identify, enhance and implement value-added benefits, services and programs for both existing and new (prospective) members to improve the value proposition of membership across all member categories.

To improve our relevance and effectiveness, the CAP will engage the national physics community to develop and implement a member recruitment and retention plan (tailored for each membership category). This will ensure that the focus and delivery of our programs and services are meeting the needs and interests of our physics community. We will lead and champion initiatives aimed at supporting the professional and technical development of physics students and physicists at each career stage.

The CAP will grow and strengthen our network by building connections and relationships with physicists who traditionally are not represented in the CAP, including in the private, government and not-for-profit sectors. We will also become a national online physics resource hub for the public, educators and industry, to support physics education and outreach activities undertaken by members and to help promote interest in physics and physics-related careers. At the same time, we will provide members with meaningful experiences and opportunities to volunteer and engage with the CAP and the physics community through these efforts.