



CANADIAN MATHEMATICAL SOCIETY (CMS)
CMS MEETINGS CHILDCARE POLICY

November, 2018

The Canadian Mathematical Society (CMS) considers equity important and recognizes the multifaceted roles and responsibilities researchers and educators bring with them to CMS Meetings.

The CMS regards making suitable childcare arrangements as an indispensable part of its meeting planning. The CMS pledges to include childcare arrangements at the earliest possible stage of meeting planning.

The CMS will evaluate each meeting location to determine the best way to support parents by providing childcare information and accommodation. These actions will include as many of the following as possible:

- Make available childcare for dependent children (up to 12 years old) with onsite or nearby facilities that allows for frequent check-ins from parents. This may involve the use of local agencies that specialize in professional onsite childcare with their own liability insurance. If such an option is not available, the CMS may provide funds as a bursary to parents to cover a portion of local childcare costs;
- Support baby wearing, or the practice of using a baby carrier, to keep the baby in close physical contact within the meeting facilities;
- Make available a nursing/pumping room, with possible access to a refrigerator and storage;
- Allocate reasonable funds to acquire childcare space and services;
- To support feeding schedules, the conference program will ensure there are breaks of at least 20 minutes every 2- 3 hours
- Offer caregivers (a spouse, grandparent, or nanny) free access to the meeting facilities;
- Ensure conference venues are accessible for parents with strollers;
- Provide child-friendly menu options at social events, such as receptions and banquets;
- Provide a meeting specific parent social network forum as a virtual place for parents to easily share information before and during the meeting.
- Provide local information and resources for parents with children including local parks/playgrounds and transportation options.

The CMS recognizes that the nursing space provided must be a clean, private, and a comfortable setting to feed a baby and/or pump milk, and must allow ample space for parents, babies, and strollers.

Many breastfeeding women are comfortable to breastfeed their babies in the meetings area and during talks. The CMS is supportive of these activities, and the CMS will not tolerate meeting participants making any negative comments, uncalled-for remarks, or harassing breastfeeding mothers in any way.