Diversity, Equity and Inclusion in the CP community

Presenting survey results and recent findings

Andrea Rendl, CP-22 DEI chair

Zeynep Kiziltan, ACP DEI delegate

Christine Solnon, CP-22 program chair
Maria Garcia de la Banda, former ACP-president & presenter

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Overview

Diversity, Equity and Inclusion
Definitions

Understanding DEI in CP
- Diversity survey results
- ACP Summer school analysis
- Equity & Inclusion survey results

Conclusions
and next steps

Diversity

"Who is part of our community?"

Equity

"Does everyone have the same opportunities in our community?"

Inclusion

"Does everyone feel welcome, valued and respected in our community?"

Overview

CP Diversity survey

- Goals:
  - Assess current status ("Who" is in our community?)
  - Use as baseline to track our progress (repeat survey every year)

- Survey 2021:
  - open from Dec-21 to Jan-22
  - 96 responses 🙂
  - responses fully anonymised

CP Diversity survey: Main results 1/2

- **Gender identity***
  - **77%** male
  - **18%** female
  - **1%** non-binary

- **Professional roles***
  - **71%** academics
  - **19%** in industry
  - **5%** (Phd) students
  - **2%** other

* some respondents preferred not to answer this question, that is why the percentages do not add up.

CP Diversity survey: Main results 2/2

- Country of residence*:
    - Europe, North America, Australia: 85%
    - Other regions: 8%

- Country of origin*:
    - Europe, North America, Australia: 74%
    - Other regions: 18%

- More detailed results in the slide appendix
Raw data on ACP website

* some respondents preferred not to answer this question, that is why the percentages do not add up.

CP Diversity survey: Points for improvement

- Reach more people with the survey to make it more representative
  - Few responses from (PhD) students
  - Few responses from some countries

- Use different survey tool than Google forms:
  - where chain of answers is not stored when submitting the answer

- Possibly revise some questions (e.g. ethnicity)

Overview
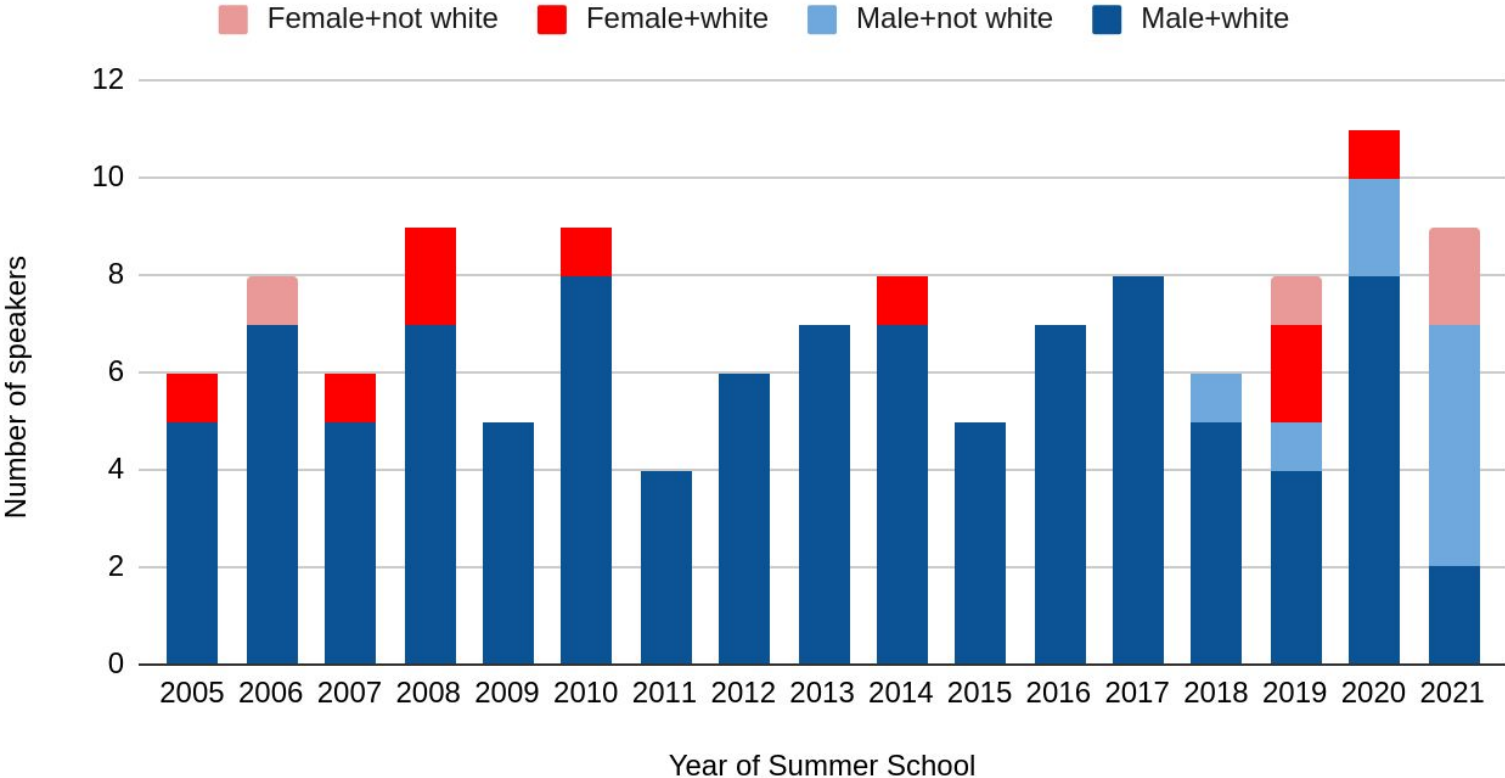
Assessing diversity of ACP Summer school speakers

- Goal:
  - Assess speakers' sex and country of origin
  - Compare to diversity survey results
  - Derive potential actions, if improvement necessary

- Data available from 2005 - 2021
  - Manually retrieved from internet

- Data will be made available on ACP website:
  http://www.a4cp.org/events/dei

Diversity of ACP Summer School Speakers

*We define "white" as: from Europe, North America or Australia / NZ, and "non-white" as: from all other regions.
we use only the sex or biological gender (not gender identity, since it's unknown)

"Fun" facts (ACP Summer Schools 2005 - 2018)

#1 More speakers named "Peter*" (6) than female speakers (5) or non-white speakers (2)

#2 More speakers named "Simon" (3) than non-white speakers (2)

**#3** Only 1 woman out of 25 native French speaking presenters

#4 Same number of times** a male speaker named "Chris*" presented, as women presented (8)

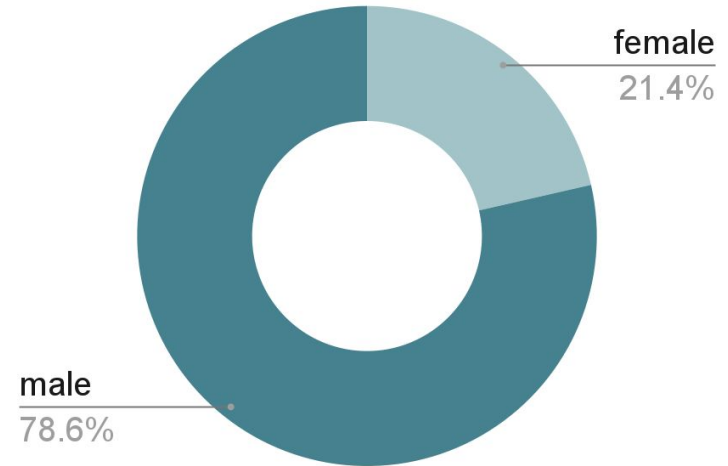* including variations of the name (e.g. Peter: Pierre, Pitr)
** as opposed to fact #1 and #2, fact #4 takes into account that speakers are often invited multiple times to present at a summer school

Recent efforts:
3 times more female speakers since 2019

2005 - 2018

female
7.4%

male
92.6%
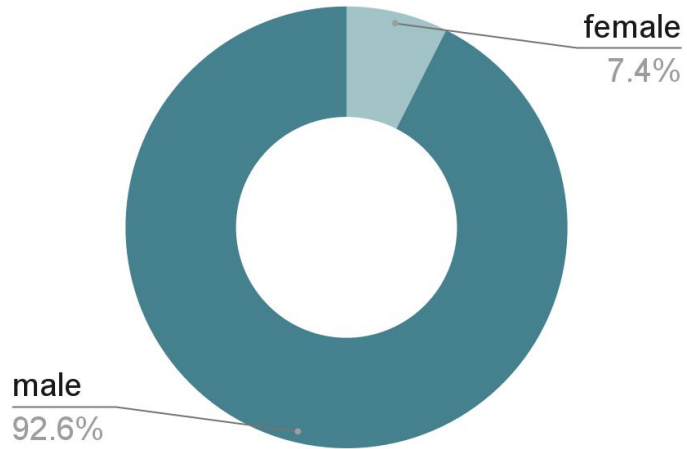
2019 - 2021

female
21.4%

male
78.6%

Female speakers are still highly underrepresented

	Diversity Survey responses 2021*	Sex of ACP Summer school speakers		
		2005 - 2018	2019 - 2021	2005 - 2021
Male	77%	92.5%	78.6%	89.4%
Female	18%	7.4%	21.4%	10.8%

* Note that the gender from the survey is the gender identity, and not the biological gender (sex).

Recent efforts:
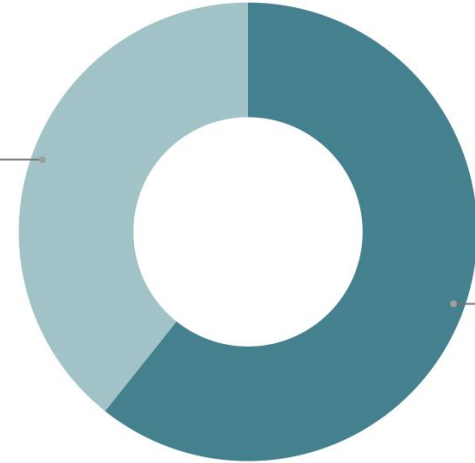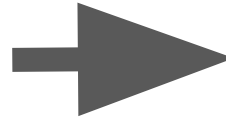# 20 times more non-white* speakers since 2019

2005 - 2018

non-white
2.1%
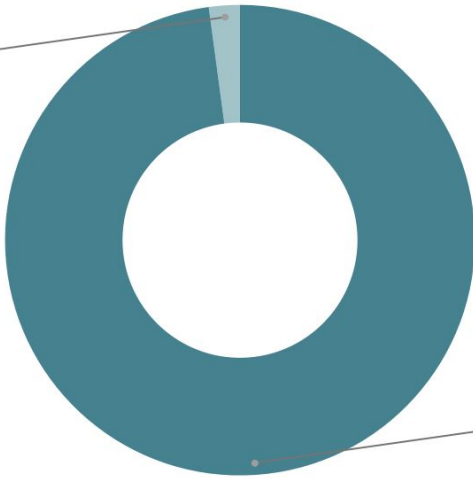
white
97.9%

2019 - 2021

non-white
39.3%

white
60.7%

*we define "white" as: from Europe, North America or Australian/New Zealand, and "non-white" as: from all other regions

"Non-white" speakers are still highly underrepresented

	Diversity Survey responses 2021*	Origin of ACP Summer school speakers		
		2005 - 2018	2019 - 2021	2005 - 2021
"white"	74%	97.9%	60.7%	89.3%
"non-white"	18%	2.1%	39.3%	10.7%

- "white": from Europe, North America, Australia/New Zealand
- "non-white": all other regions

Under-representation in more detail

So far we **never** had:

- a speaker from South-east Asia or Sub-saharan Africa

- a female speaker from Asia or Africa (excl. Turkey and Israel)

So far we have had **very few**:

- speakers from Africa, Asia, the middle East, and South America

- French speaking female presenters (compared to the large size of the French speaking CP community)

Diversity of organisers impacts diversity of speakers

- Speakers tend to be less or equally diverse than organisers (>82% of cases)

- In case **organisers are white males only**:

  - speakers are white-males only in 57% of cases (30% with diverse organisers)

  - always overrepresentation of white male speakers (>83% are white male speakers)

- More details: see slide appendix

Summary: ACP Summer School Speakers

- ACP Summer school speakers do not reflect diversity of our community
  - Female speakers under-represented
  - "Non-white" speakers under-represented

- Recommended actions
  - Invite more "non-white" and female speakers
  - Form diverse organising committees (soft quotas?)
  - Sensitise organising committees to unconscious bias

Overview

CP Equity & Inclusion survey

- Goals:
  - Assess current status and use as baseline
  - Obtain ideas & feedback for potential actions

- Survey 2022:
  - open from May - July 2022
  - 43 responses 😐

- Detailed results in slide appendix, raw data on ACP website

About the survey respondents

- Many respondents identified with under-represented* groups
  - 32.6**% from under-represented group
  - 53.5**% *not* from under-represented group

- Involvement in CP community quite balanced
  - 0 - 4 years: 20%
  - 5 - 10 years: 23%
  - 11 - 20 years: 30%
  - \> 20 years: 27%

* We asked the survey respondents to decide if they identify with an under-represented group, e.g. due to their ethnicity, gender identity, etc.
** The percentages do not add up, because some respondents preferred not to answer this question or were not sure if they identified with an under-represented group.

Results on Inclusion 1/2

"I feel a sense of belonging to the CP community"

- Strongly agree or agree:
  - 79% overall
  - 85% of under-represented group

- Disagree:
  - 9% overall
  - 0% of under-represented group

"My unique background is valued"

- Strongly agree or agree:
  - 51 % overall
  - 57% of under-represented group

- Disagree:
  - 7% overall
  - 7% of under-represented group

Note that we do not show the percentage of those who are neutral (neither agree nor disagree).

Results on Inclusion 2/2

"I feel respected in the CP community"

- Strongly agree or agree:
  - 79% overall
  - 71% under-represented group

- Disagree:
  - 7% overall
  - 0% under-represented group

"Sometimes I feel pressured to hide or change things about myself to fit in"

- Strongly agree or agree:
  - 11% overall
  - 14% under-represented group

- Strongly disagree or disagree:
  - 70% overall
  - 78% under-represented group

Note that we do not show the percentage of those who are neutral (neither agree nor disagree).
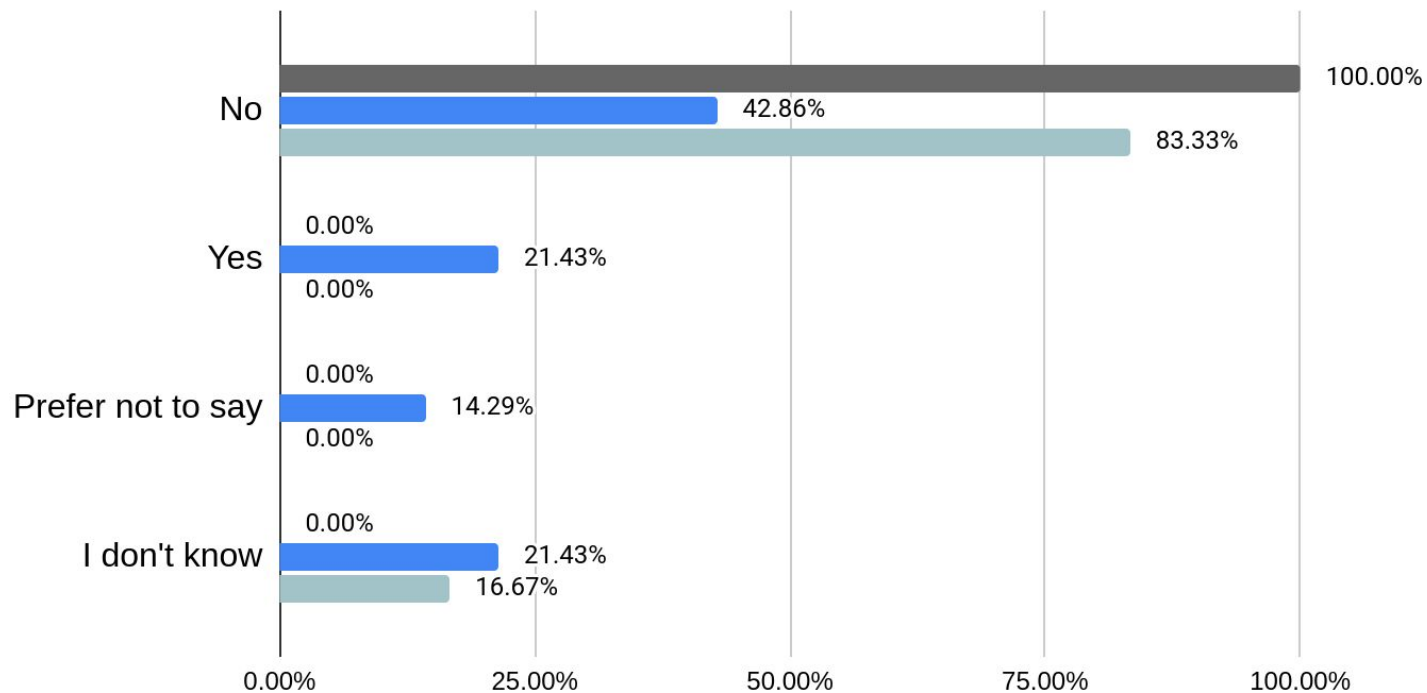
Results on Equity

"I think people from all backgrounds have equal opportunity to succeed in the CP community"

- Strongly agree or agree:
  - 56% overall
  - 43% under-represented group

- Disagree:
  - 21% overall
  - 22% under-represented group

Have you ever experienced discrimination in the CP community?

Legend: ■ Not under-represented ■ Under-represented ■ Other

No
- Not under-represented: 100.00%
- Under-represented: 42.86%
- Other: 83.33%

Yes
- Not under-represented: 0.00%
- Under-represented: 21.43%
- Other: 0.00%

Prefer not to say
- Not under-represented: 0.00%
- Under-represented: 14.29%
- Other: 0.00%

I don't know
- Not under-represented: 0.00%
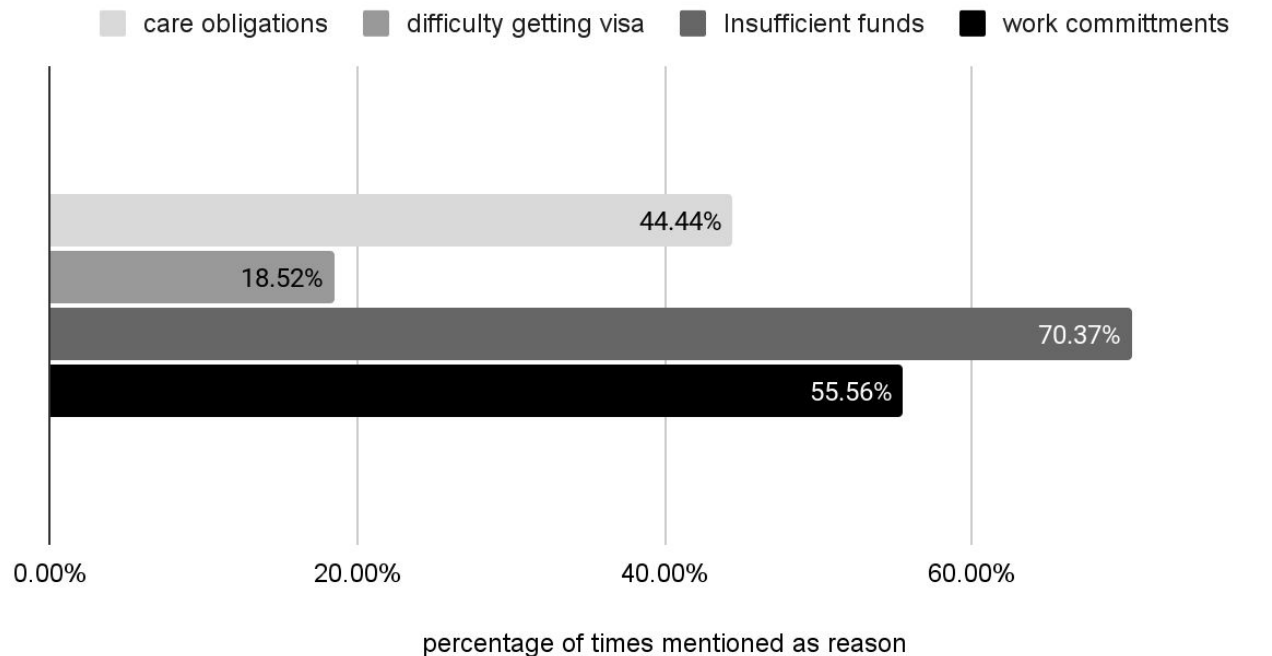- Under-represented: 21.43%
- Other: 16.67%

Percentage of responses

Ability to attend ACP events

63% sometimes **not able** to attend ACP events

- **92%** of under-represented group

- **21%** of not under-represented group

Reasons for not being able to attend ACP events

legend: care obligations | difficulty getting visa | Insufficient funds | work committments

- care obligations: 44.44%
- difficulty getting visa: 18.52%
- Insufficient funds: 70.37%
- work committments: 55.56%

0.00%   20.00%   40.00%   60.00%

percentage of times mentioned as reason

We asked for feedback on 7 initiative ideas

Idea #1: Virtual conference attendance

Idea #2: Financial support for attendance in case of care obligations

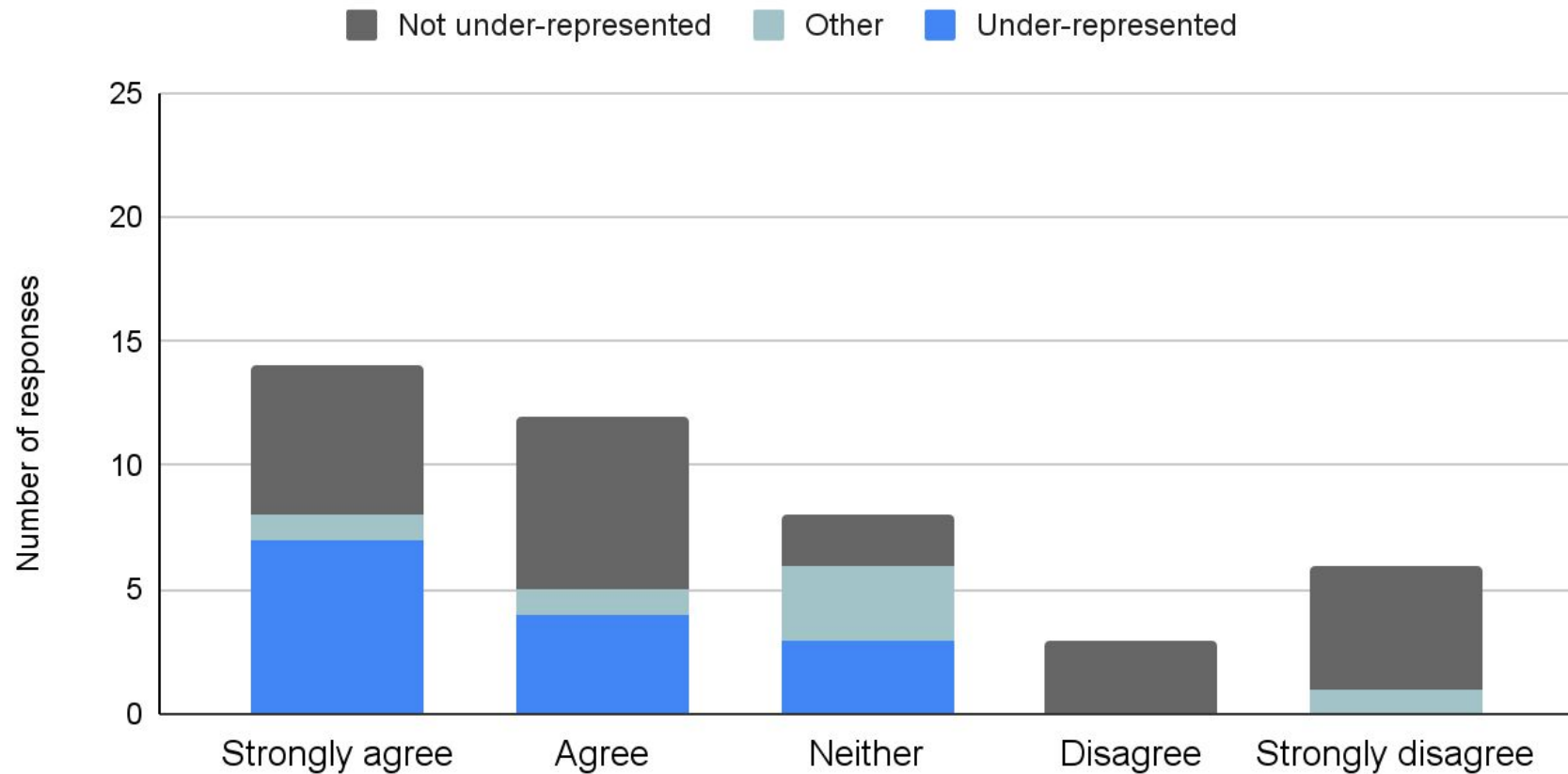Idea #3: Conference fees dependent on affiliation country

Idea #4: Soft quotas for committees, chairs, speakers, etc.

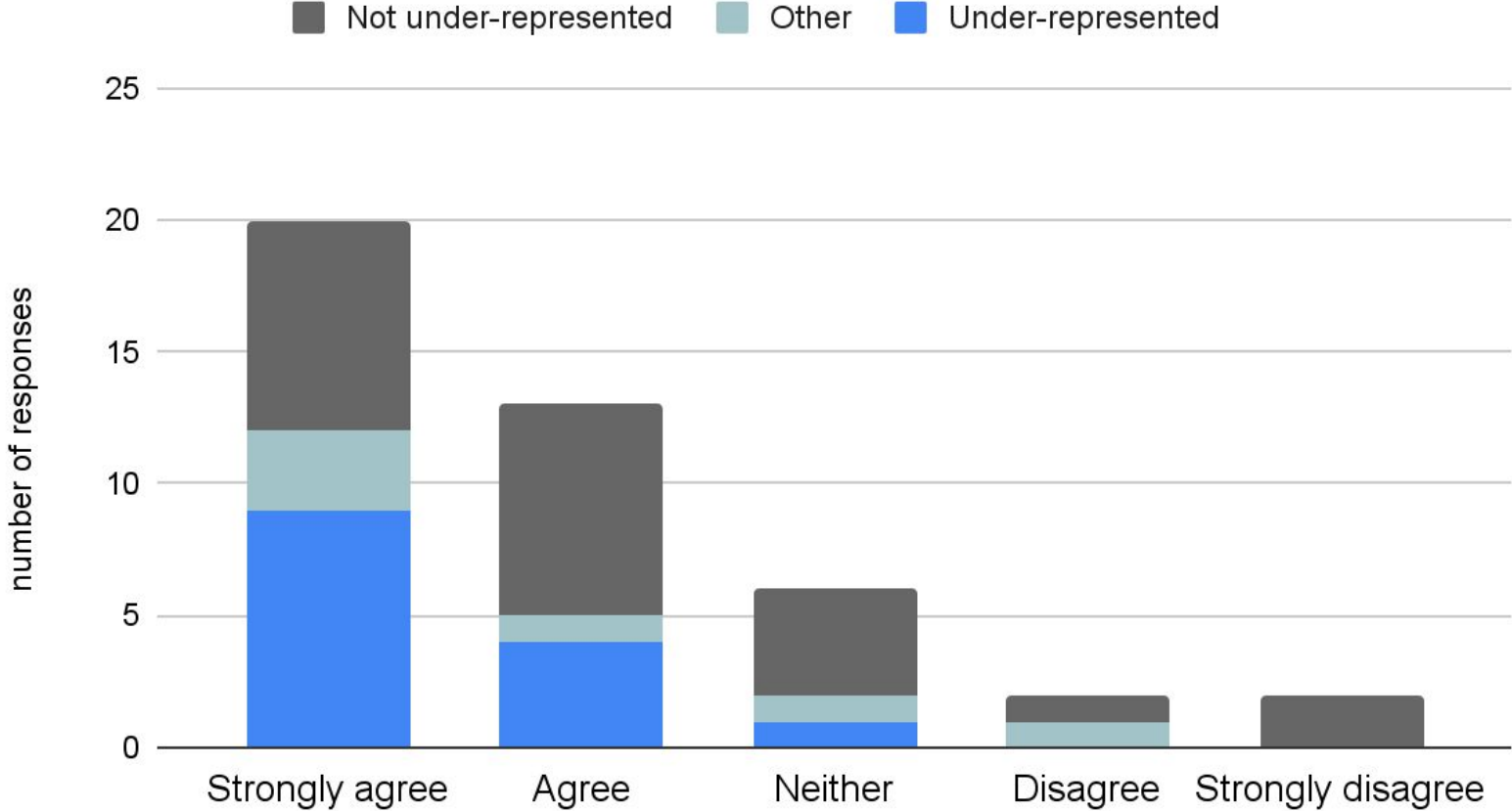Idea #5: Local outreach programs during conference

Idea #6: Mentoring system for under-represented groups

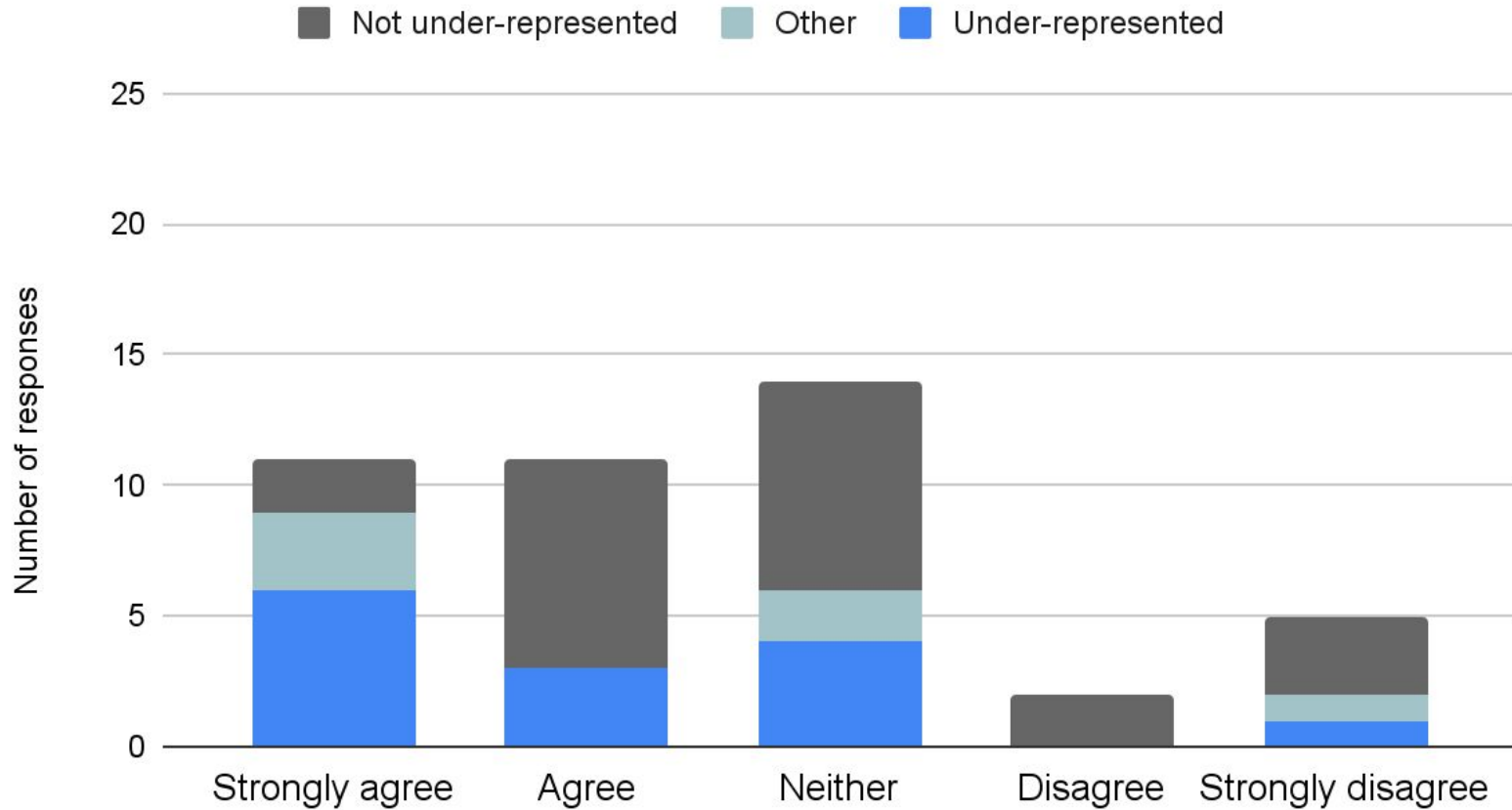Idea #7: Modest increase in registration fees for DEI initiatives

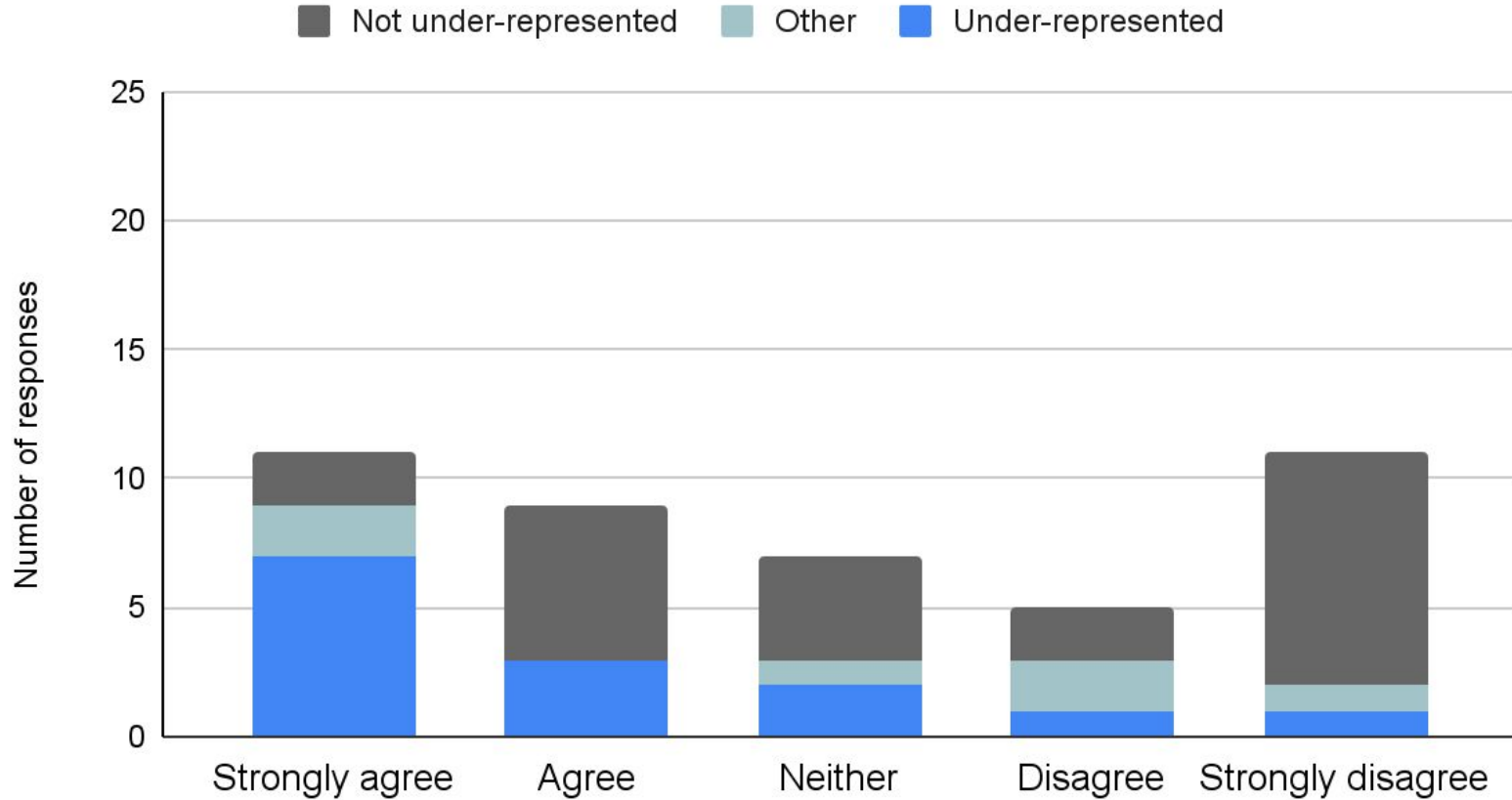# Idea #1: Offering virtual participation at CP conferences

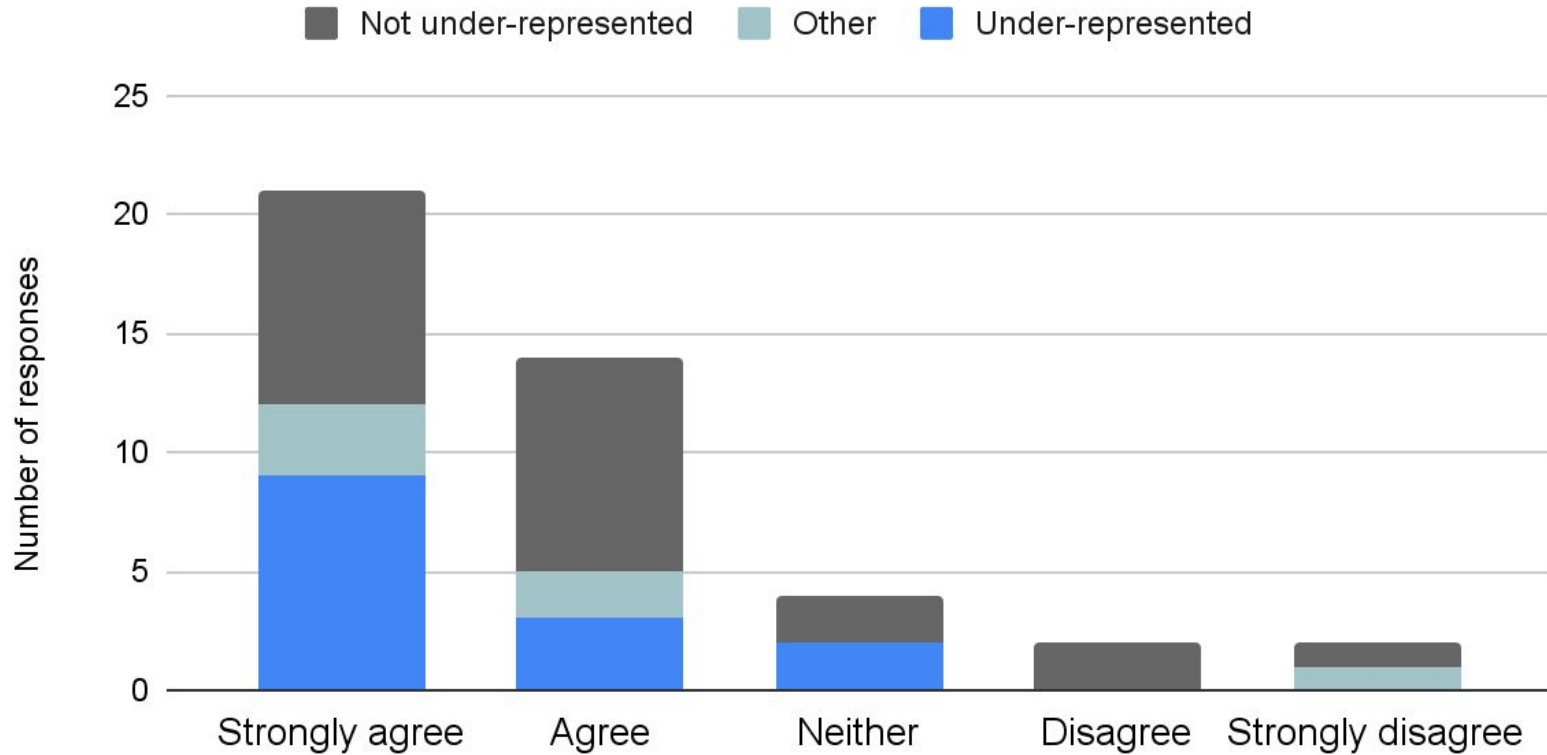Idea #2: Financial support for attendance for those with care obligations

Idea #3: Variable conference fees dependent on country of affiliation
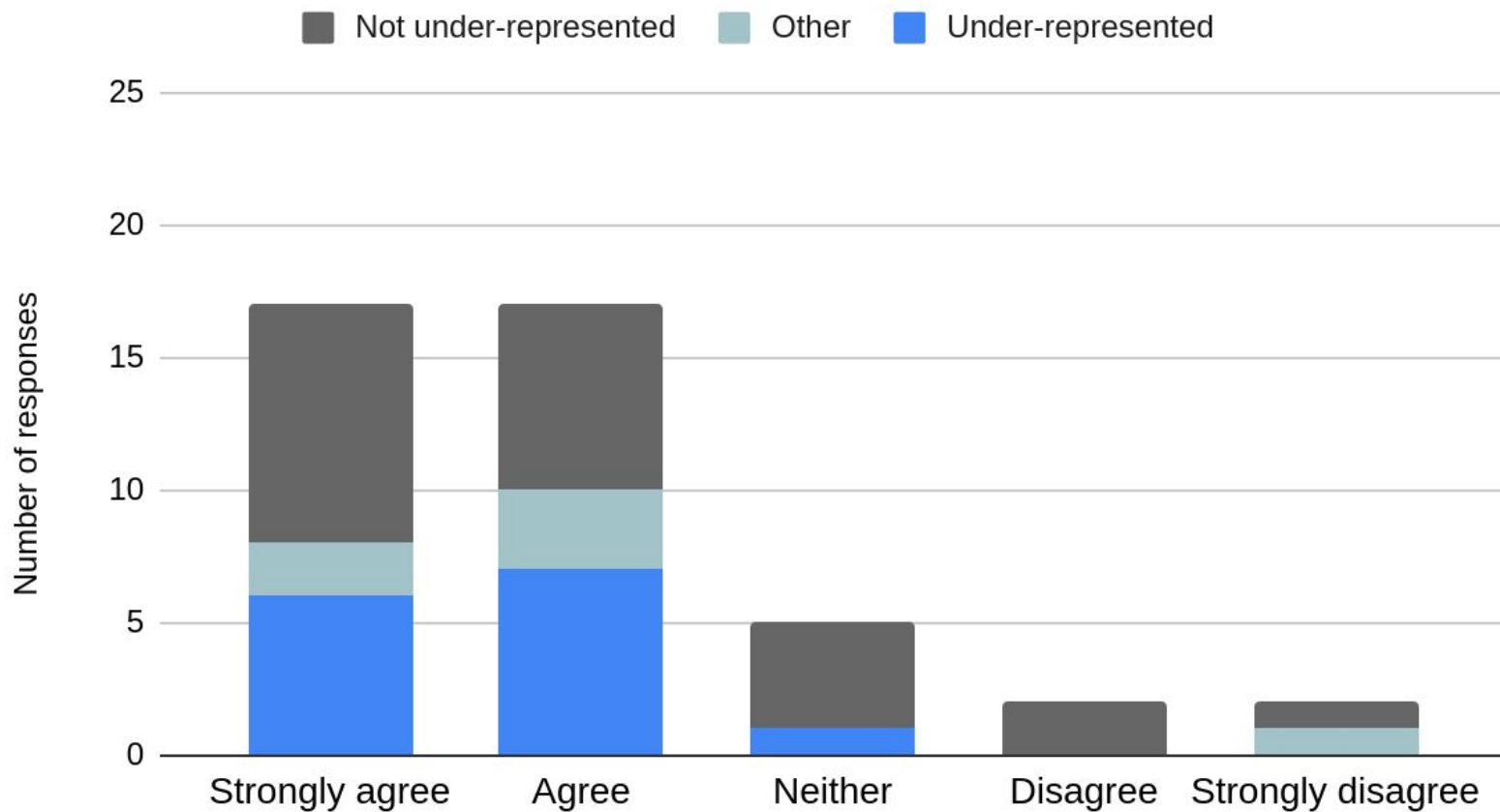
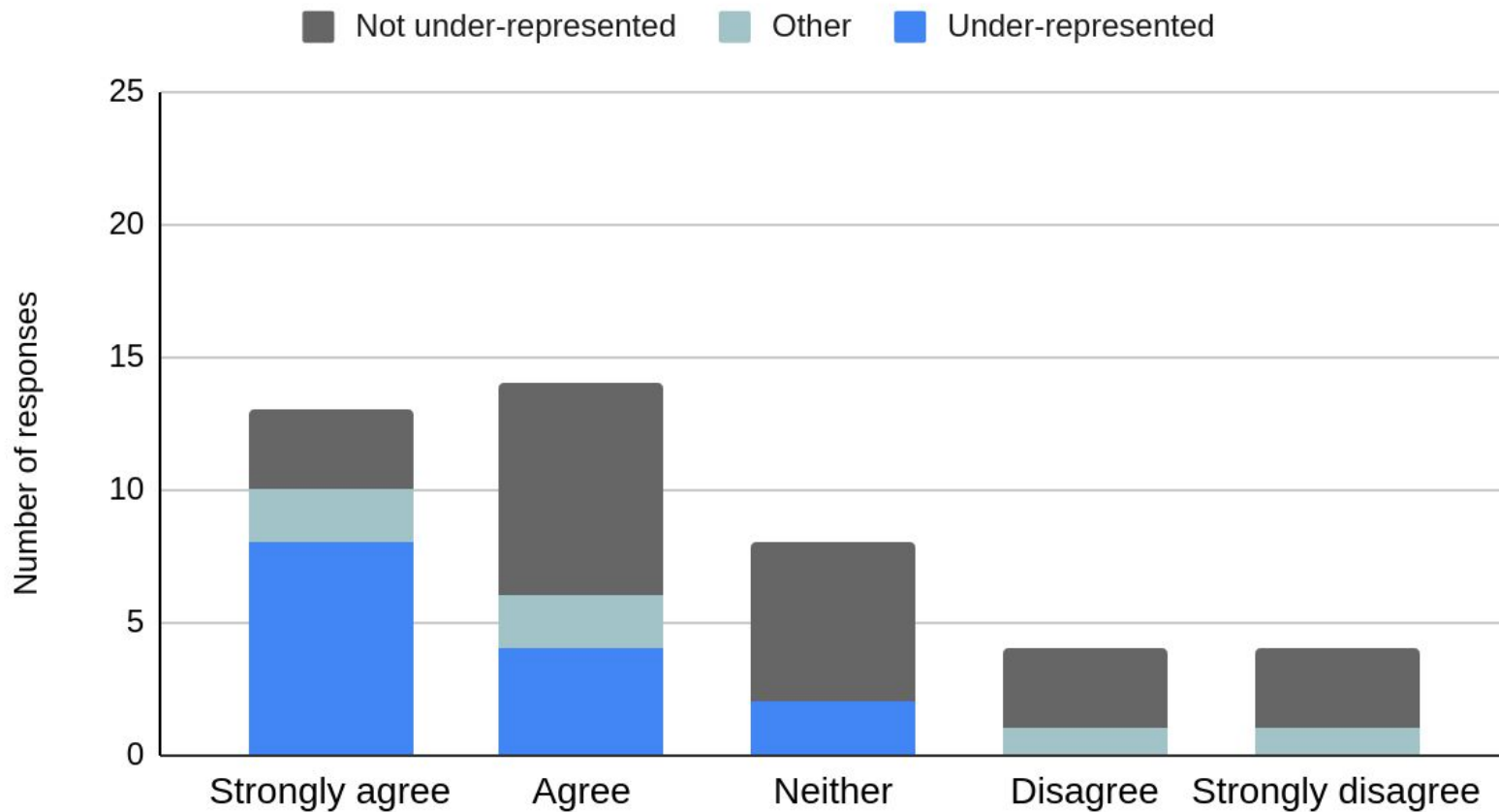# Idea #4: Imposing soft quotas on committees, chairs, etc.

Idea #5: Local out-reach programs at CP conferences to attract under-represented groups

Idea #6: Mentoring system for under-represented groups

Idea #7: Modest increase in registration fees for DEI initiatives

Findings from E&I Survey 2022

Under-represented community members are more likely to:

- Experience discrimination
- Not be able to attend ACP events
- Strongly support DEI initiative ideas

Findings from E&I Survey 2022

Most community members:

- Feel a strong sense of belonging
- Feel respected
- Support many DEI initiative ideas

Overview

Conclusions

- Main findings
  - We have a strong community!
  - Diversity of ACP Summer School speakers needs improvement
  - Our community supports DEI initiative ideas 🙂

- Surveys provide baseline for:
  - Better understanding status quo
  - Identifying areas of improvement

- Please participate in future surveys so results become more representative!

Check out the detailed results!

- Everything is on the **ACP website:**
  http://www.a4cp.org/events/dei

  - This slide deck with detailed results in appendix
  - The raw data:
    - Diversity Survey results 2021
    - Equity & Inclusion survey results 2022
    - ACP Summer School speaker analysis

Next steps

- **Get involved!**
    - Do you want to receive updates on DEI initiatives?
    - Do you have ideas/feedback for DEI initiatives?
    - Are you able to get involved (e.g as mentor, leader, etc)?
    - **Sign up here** (non-committal): https://tinyurl.com/cp2022dei

- ACP Executive committee will evaluate DEI initiative ideas
    - Main contact person: Zeynep Kiziltan (DEI delegate)
      dei@a4cp.org

Do you want to provide feedback?

- **DEI Feedback form**
    - Feedback on surveys, initiative ideas, this presentation, etc.
    - Anonymous or with email address
    - Link to form: https://tinyurl.com/cpdei-feedback

Appendix

Detailed Results
- Diversity survey 2021
- Equity & Inclusion survey 2022
- ACP Summer School speakers analysis: additional data

ACP Diversity Survey Results 2021
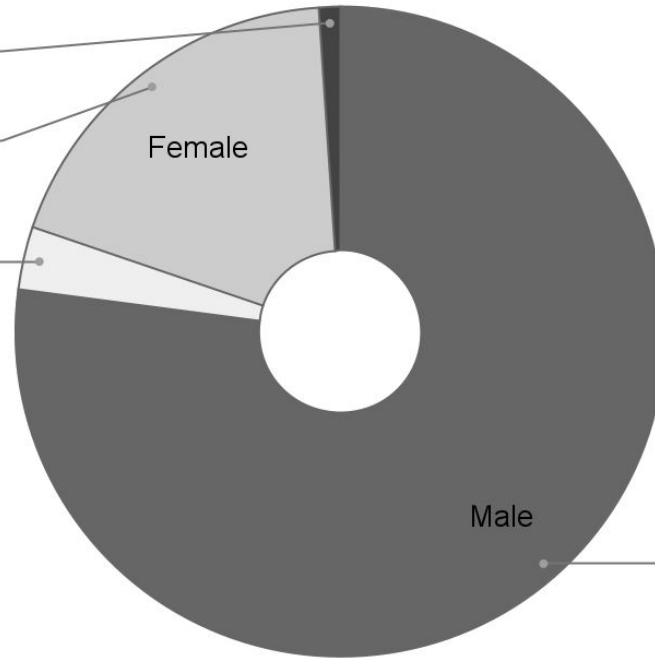
What gender do you identify as?

Non-binary
1.0%

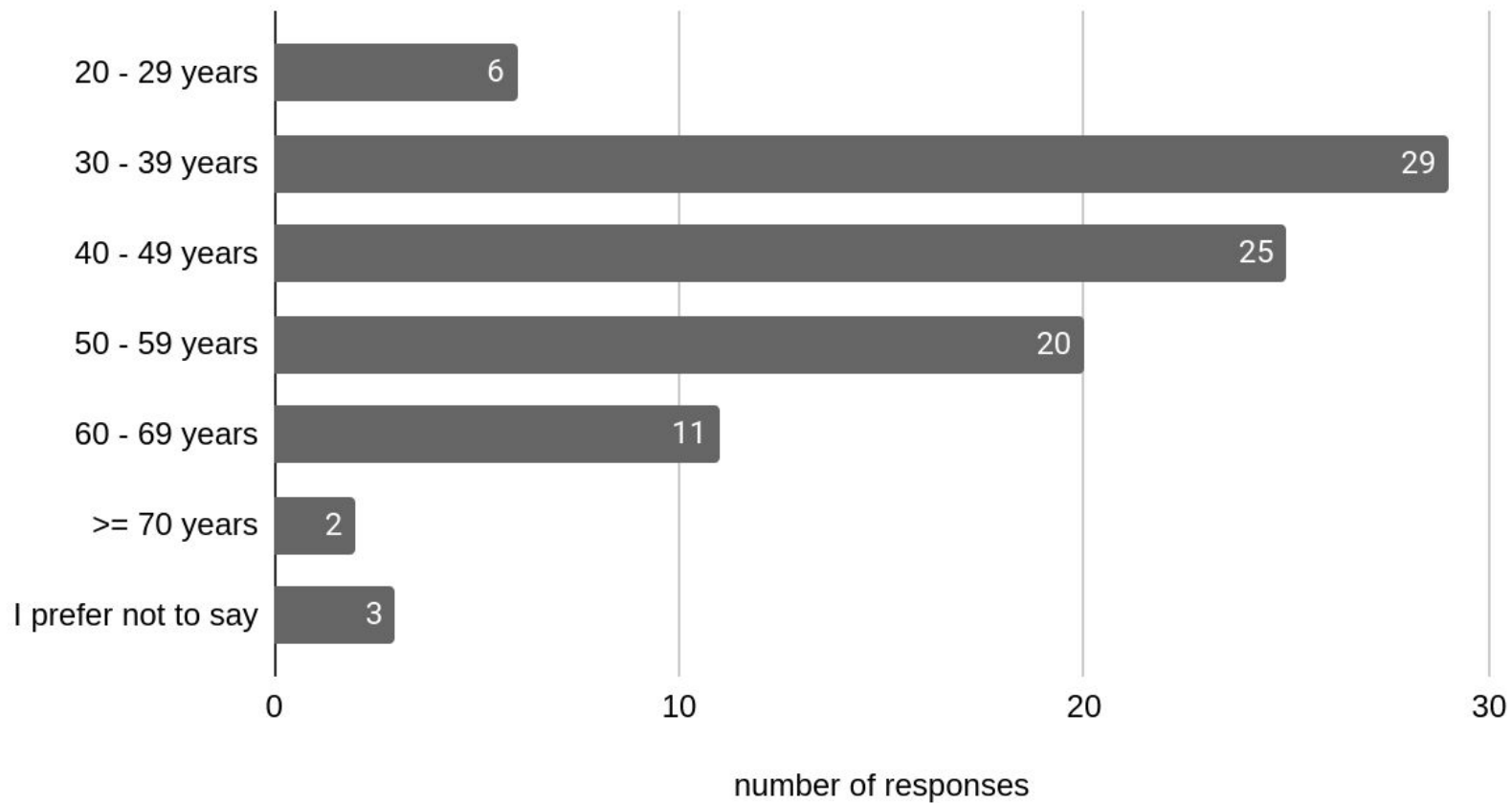Female
18.8%

I prefer not to you say
3.1%

Female

Male

Male
77.1%

Which one of the following titles / roles describes yours best?

Role	number of responses
Student (e.g. undergraduate, Master, etc)	1
PhD Student	4
Post doc	9
Researcher / Specialist (academia)	12
Researcher / Specialist (industry)	18
Assistant or associate Professor	26
Professor	21
Retired professor	1
Independent Researcher	1
Amateur researcher	1
I prefer not to say	2

number of responses
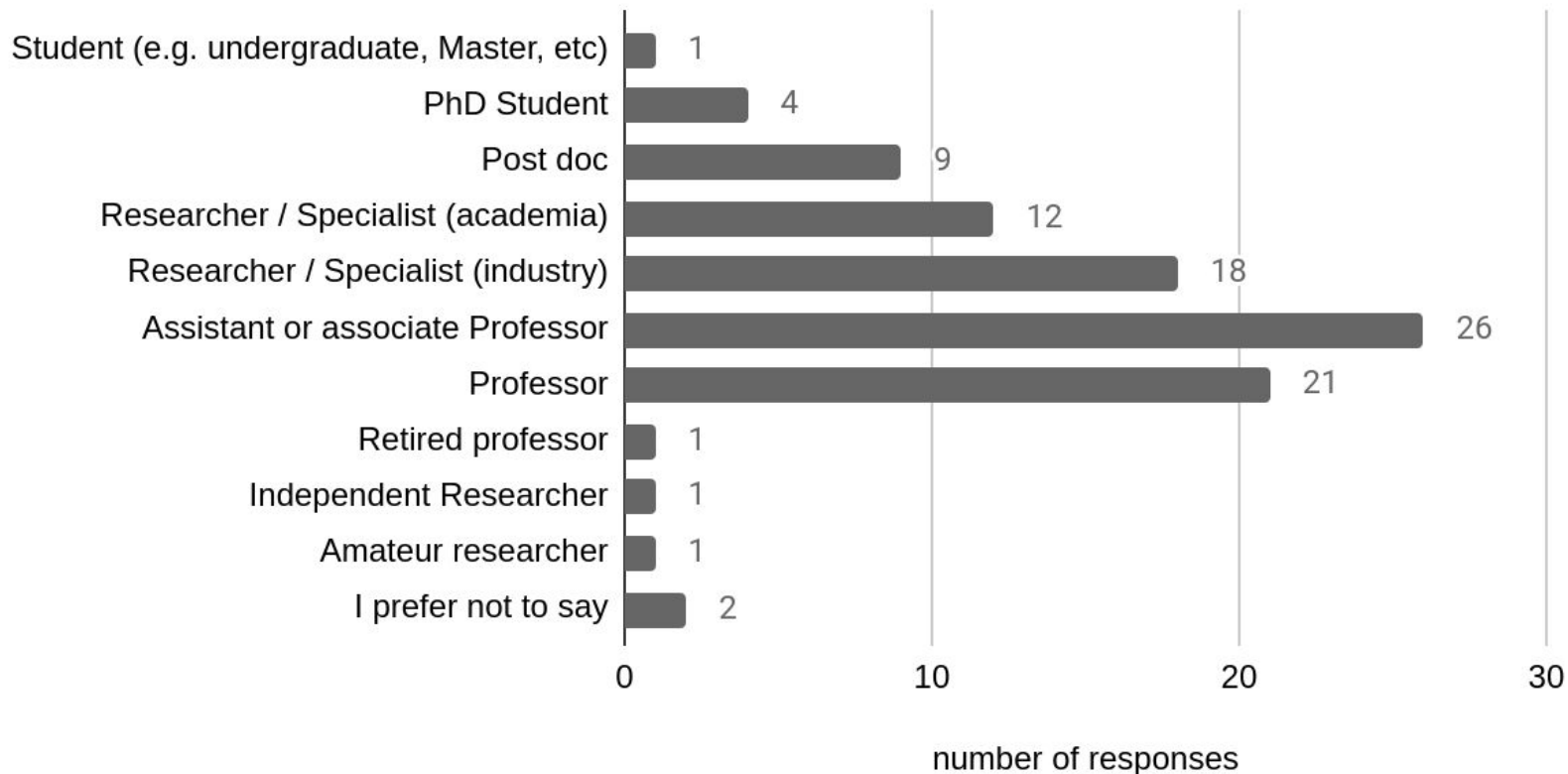
How many hours per week do you work on average?

	number of responses
< 20 hours	7
21 - 30 hours	1
31 - 35 hours	7
36 - 40 hours	28
41 - 50 hours	31
51 - 60 hours	15
> 61 hours	4
I prefer not to say	3
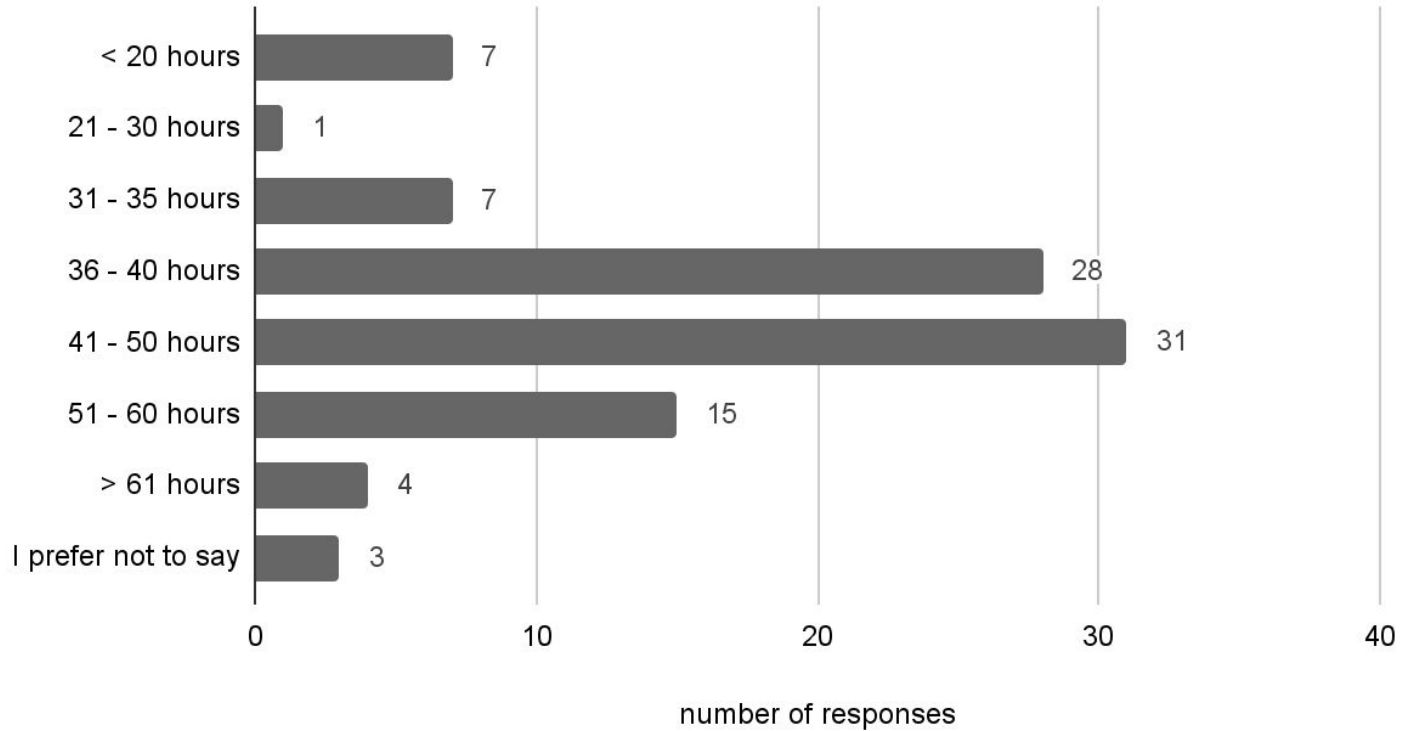
How many hours per week do you undertake care responsibilities on average (e.g. taking care of children, etc)
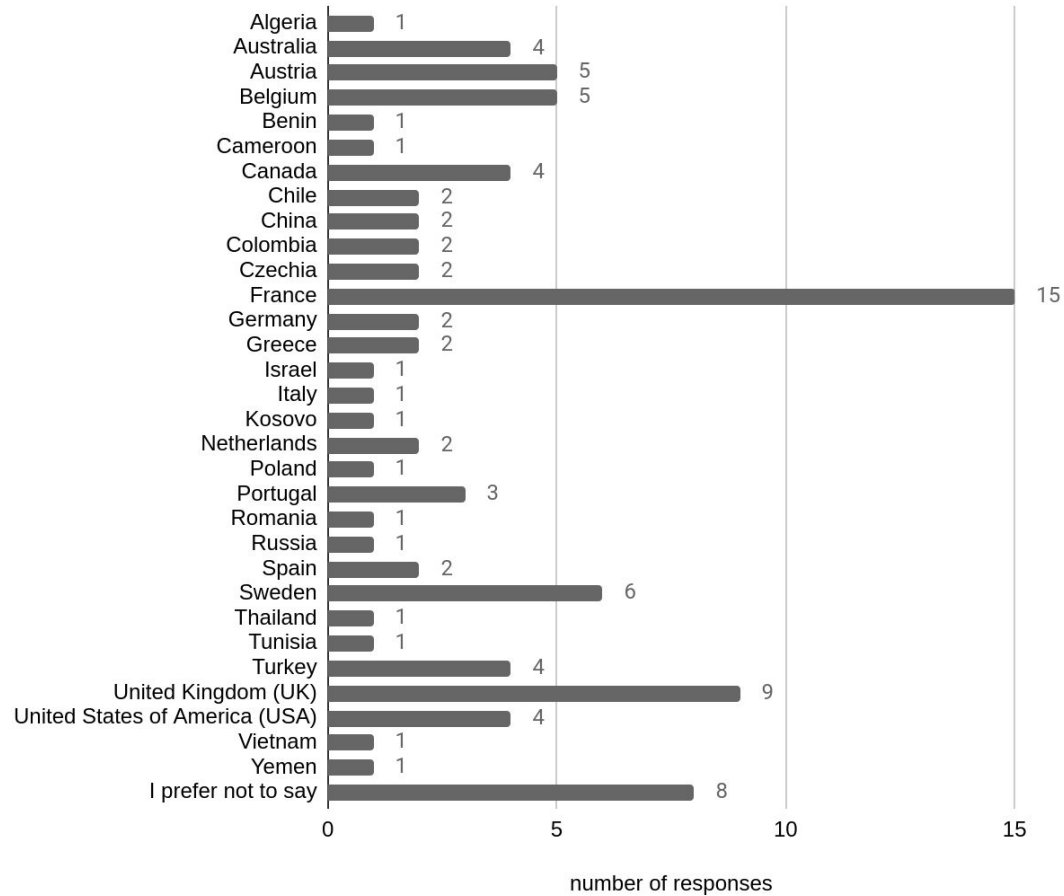

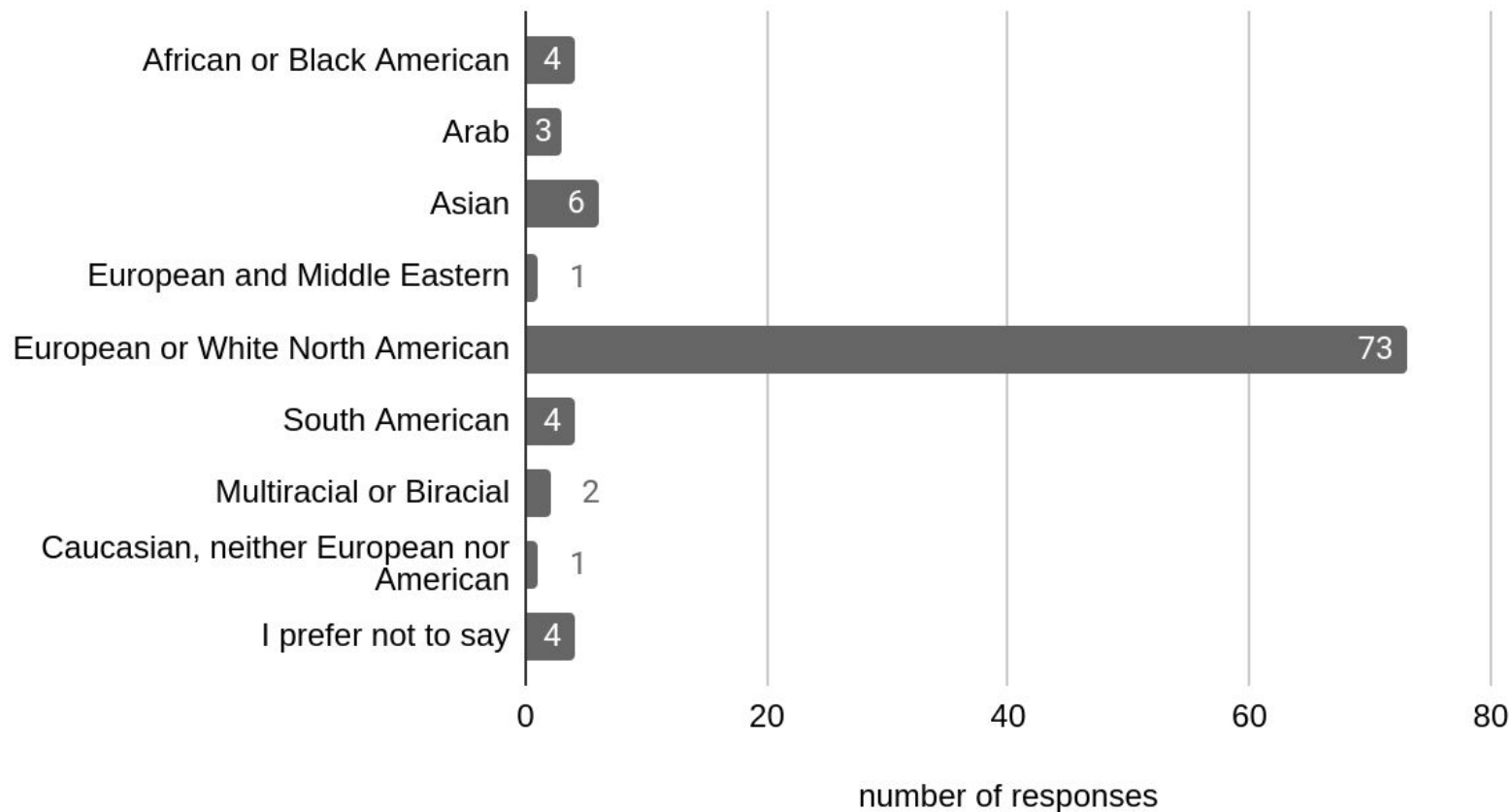| Category	number of responses
0 hours	33
1- 10 hours	29
11 - 20 hours	11
21 - 30 hours	7
31 - 40 hours	8
41 - 50 hours	3
> 51 hours	2
I prefer not to say	3
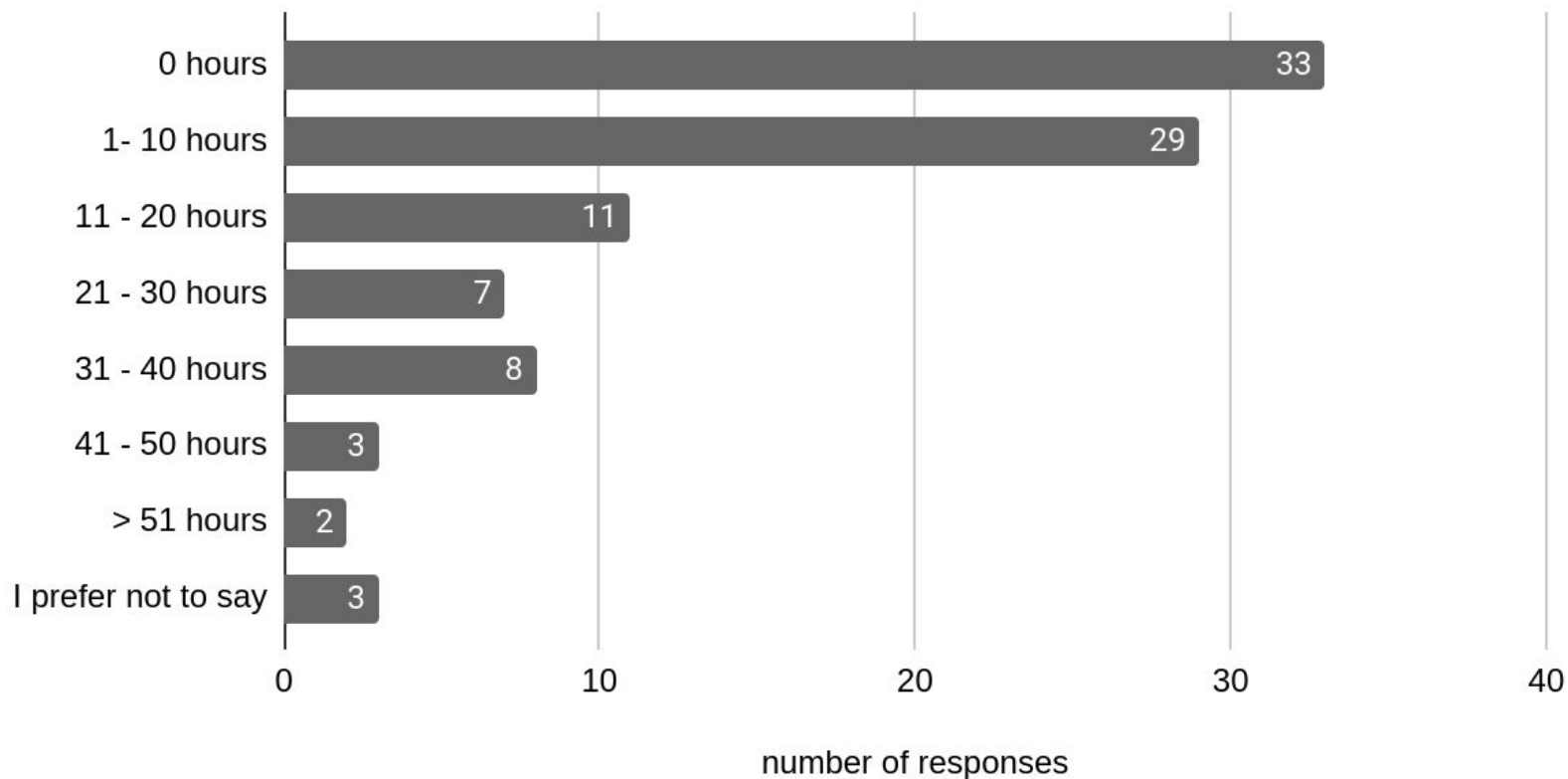
What is your country of residence?

Country	Number of responses
Algeria	1
Australia	8
Austria	6
Belgium	2
Benin	1
Cameroon	1
Canada	4
Chile	2
China	1
Colombia	1
Czechia	1
France	17
Germany	2
Greece	1
Ireland	4
Israel	1
Italy	2
Netherlands	2
Poland	1
Portugal	3
Saudi Arabia	1
Sweden	8
Thailand	1
United Kingdom (UK)	11
United States of America (USA)	8
I prefer not to say	6

number of responses
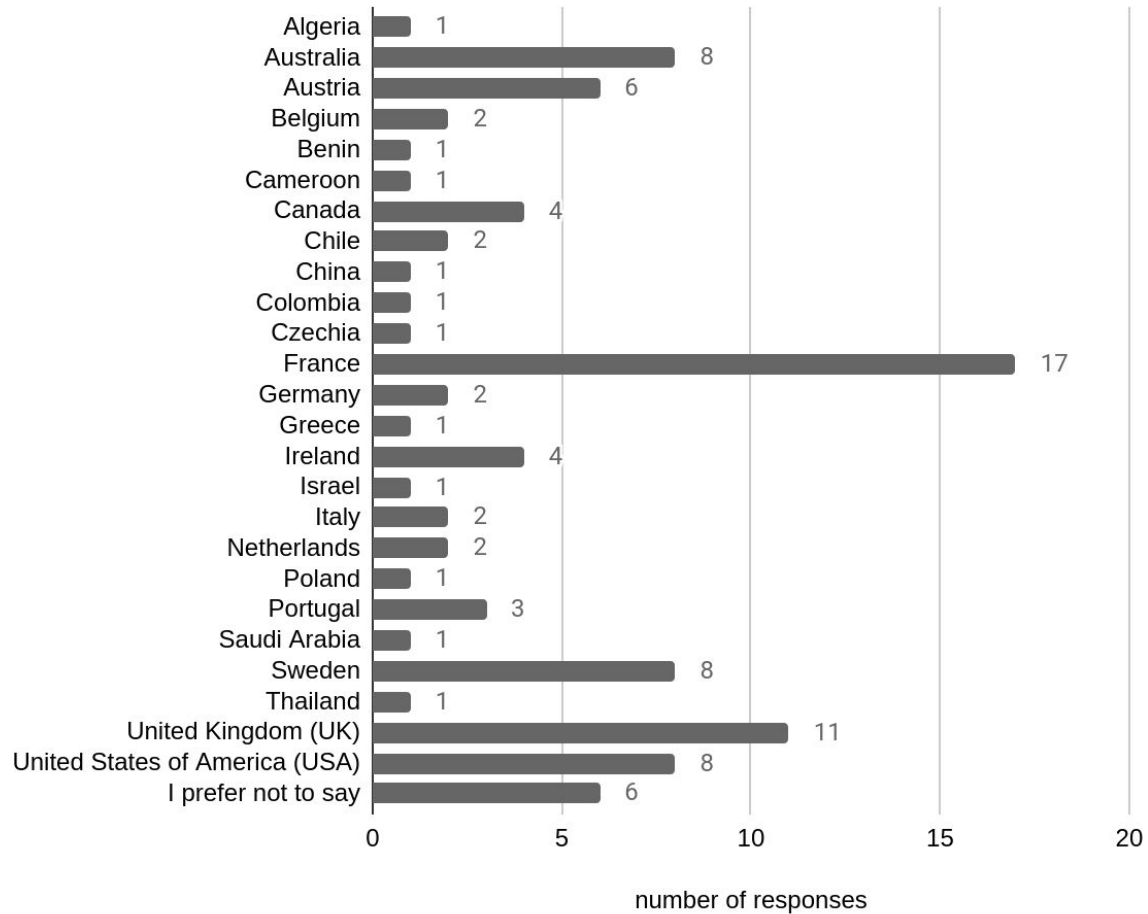
What is your country of origin?

Country	number of responses
Algeria	1
Australia	4
Austria	5
Belgium	5
Benin	1
Cameroon	1
Canada	4
Chile	2
China	2
Colombia	2
Czechia	2
France	15
Germany	2
Greece	2
Israel	1
Italy	1
Kosovo	1
Netherlands	2
Poland	1
Portugal	3
Romania	1
Russia	1
Spain	2
Sweden	6
Thailand	1
Tunisia	1
Turkey	4
United Kingdom (UK)	9
United States of America (USA)	4
Vietnam	1
Yemen	1
I prefer not to say	8

number of responses

What is your ethnicity?

Ethnicity	Number of responses
African or Black American	4
Arab	3
Asian	6
European and Middle Eastern	1
European or White North American	73
South American	4
Multiracial or Biracial	2
Caucasian, neither European nor American	1
I prefer not to say	4

number of responses

Are you a person living with any disabilities?

number of responses (multiple responses possible)
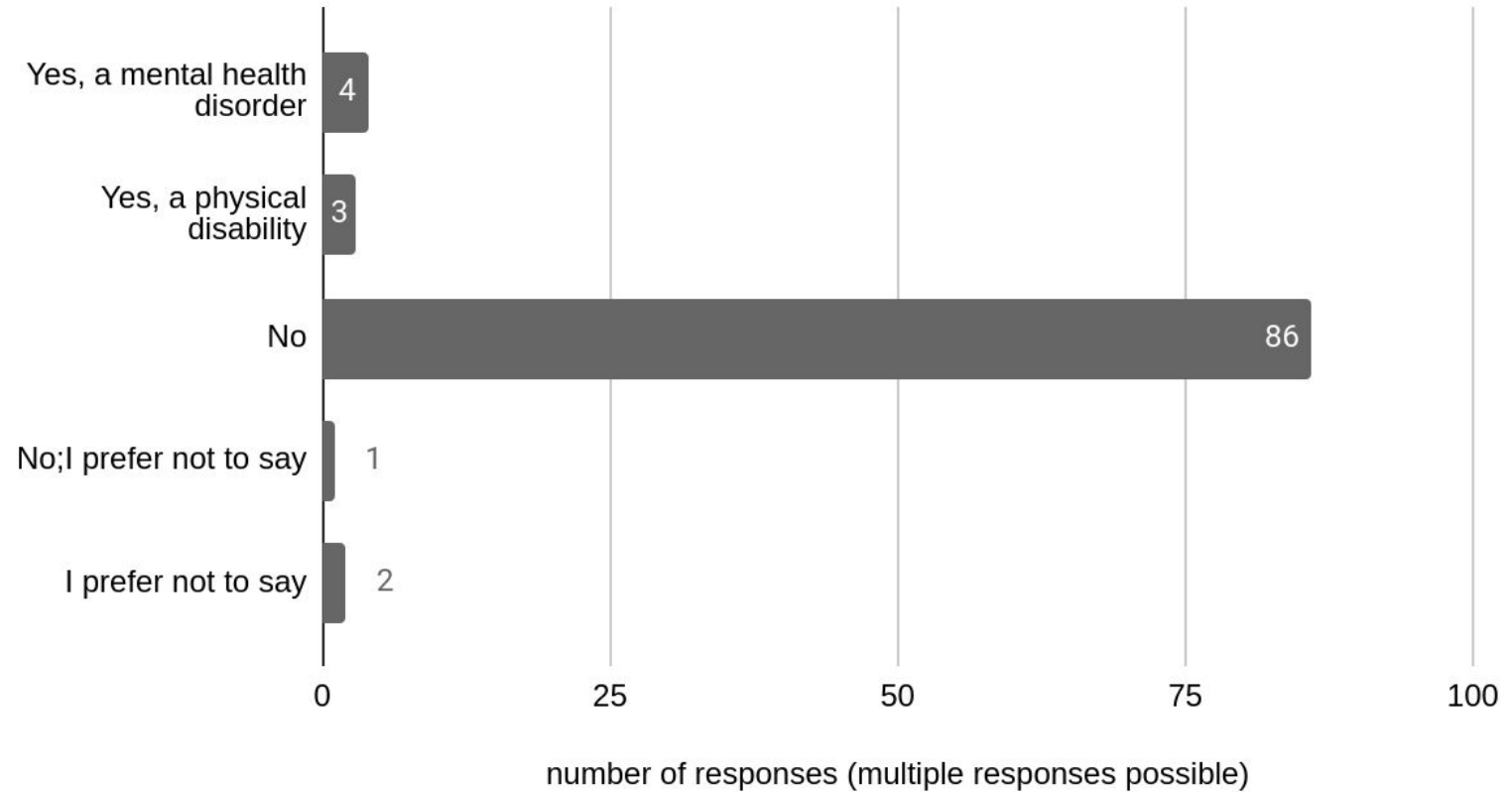
ACP Equity & Inclusion Survey Results 2022

Do you identify as belonging to an underrepresented group in the CP research community? (e.g. due to your ethnicity, gender identity, etc)

I don't know
7.0%

I prefer not to say
7.0%

No
53.5%
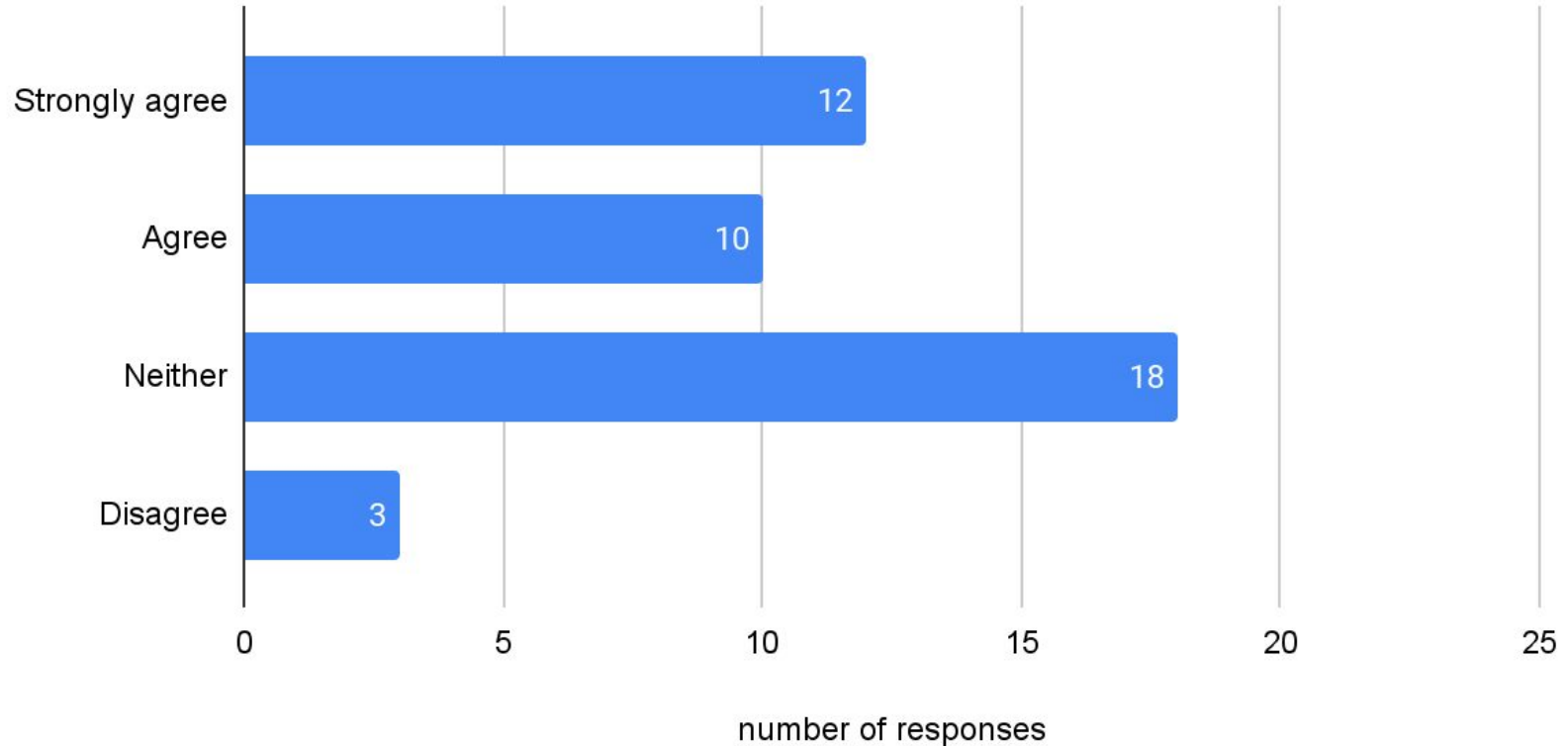
Yes
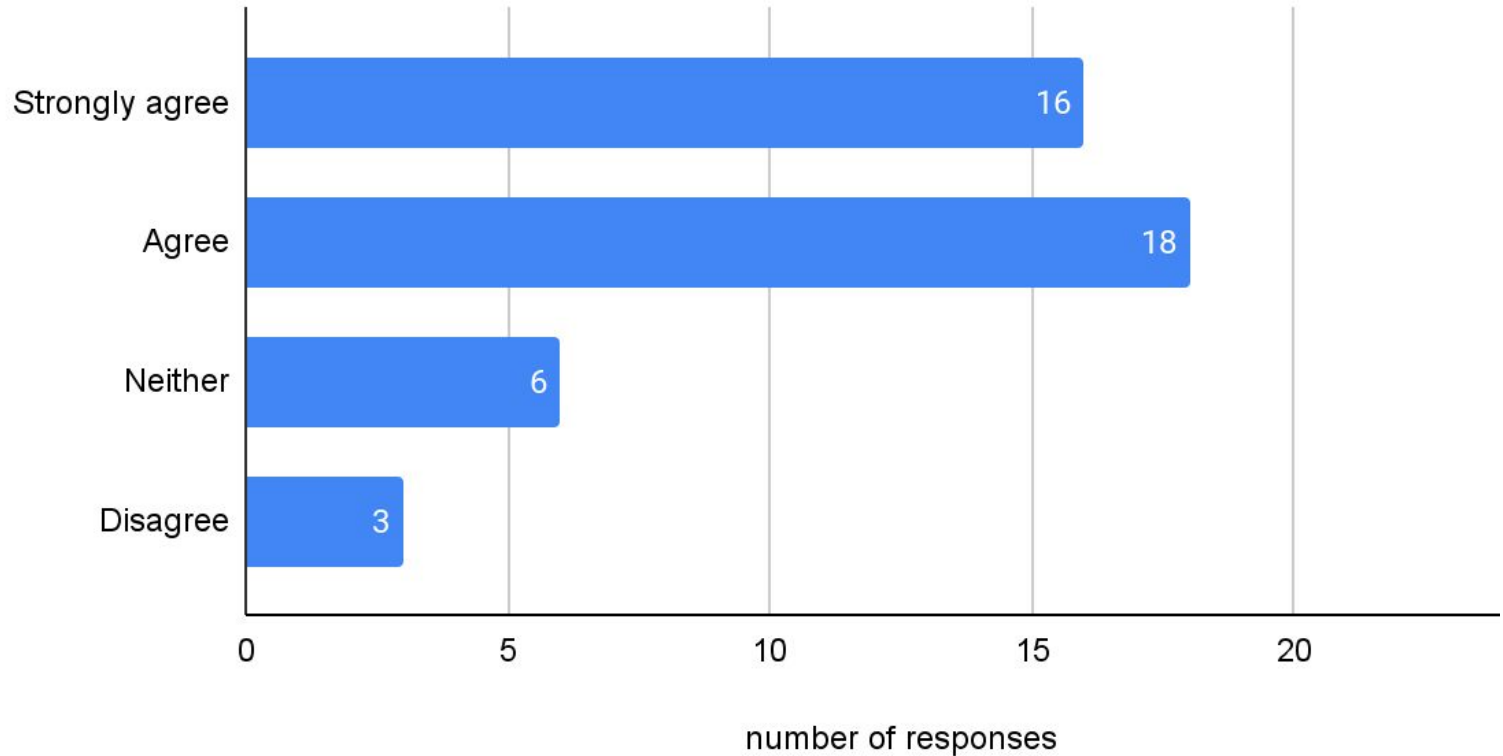32.6%
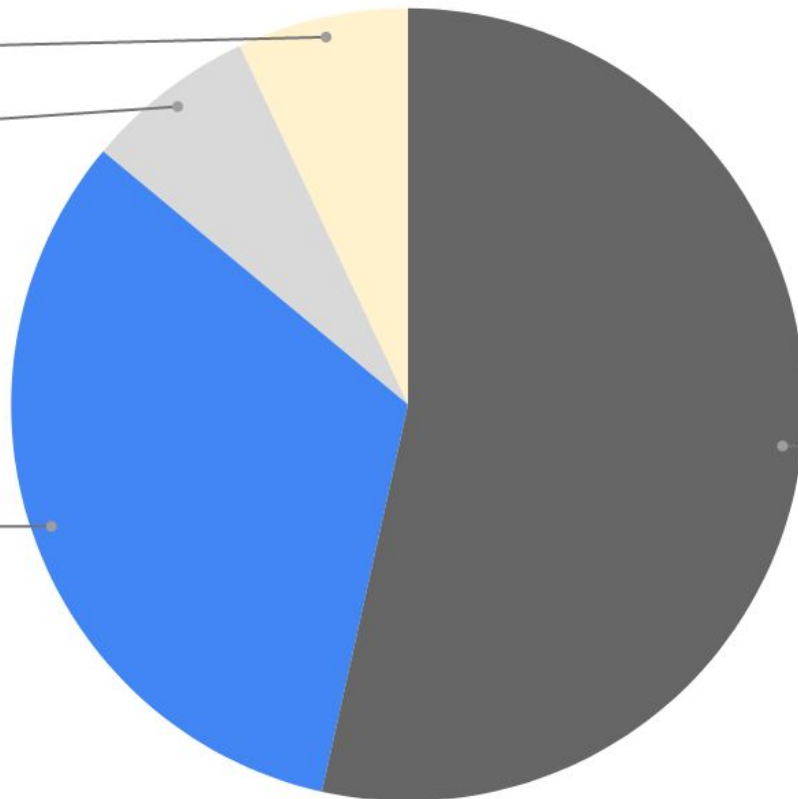
I feel a sense of belonging to the CP research community.

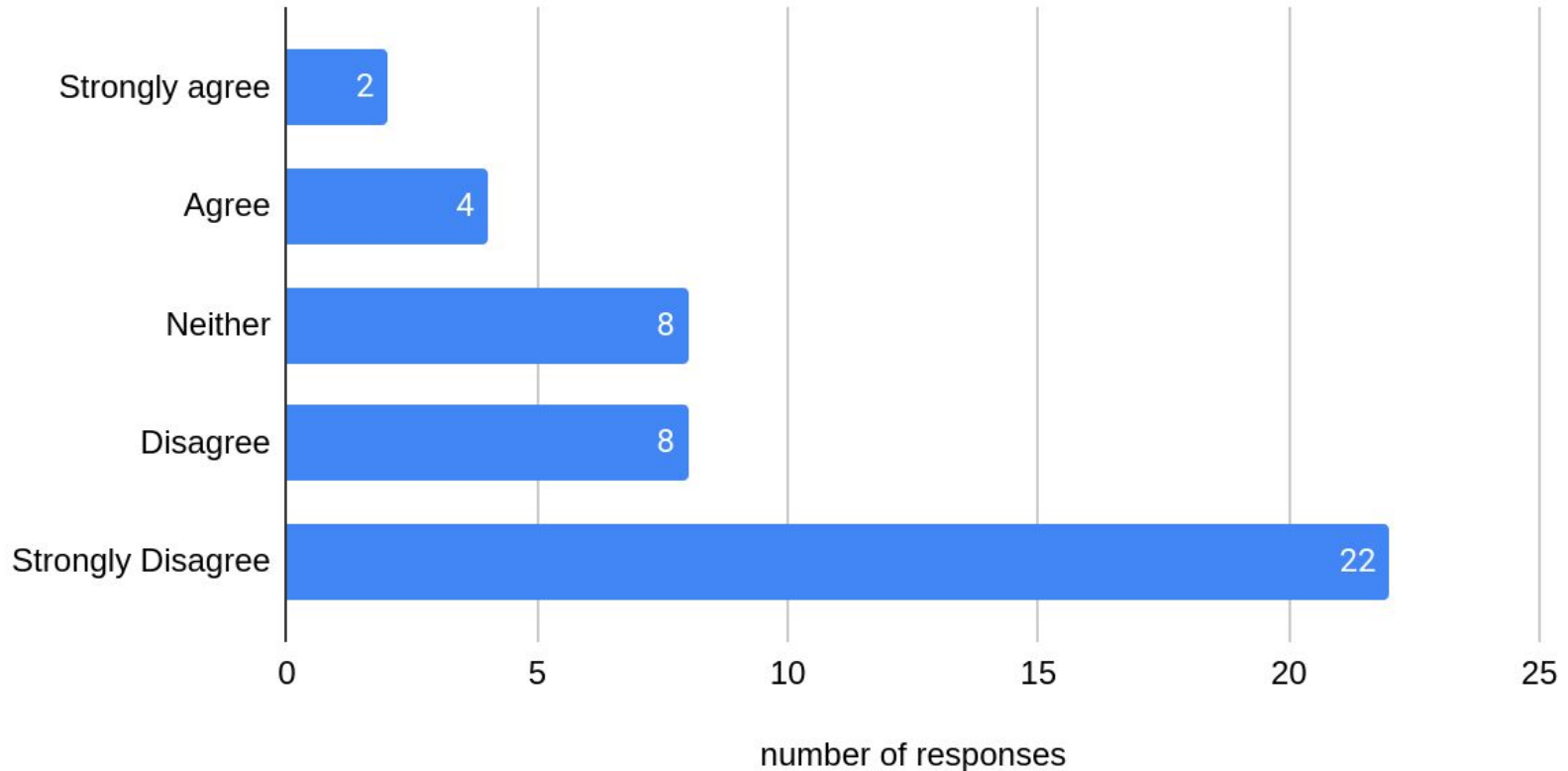| Response	number of responses
Strongly agree	20
Agree	14
Neither	5
Disagree	4

number of responses
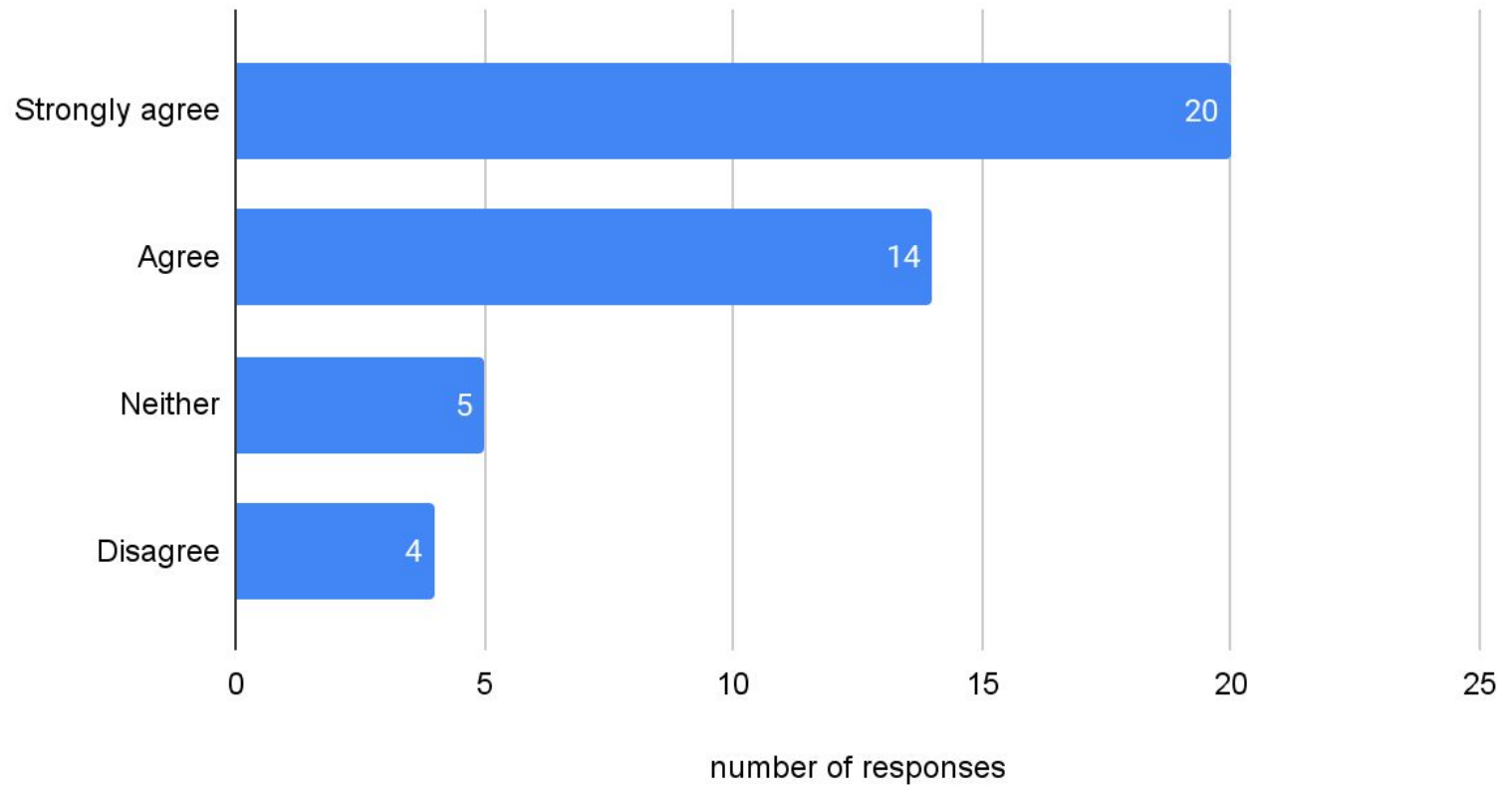
I feel my unique background and identity are valued in the CP research community.
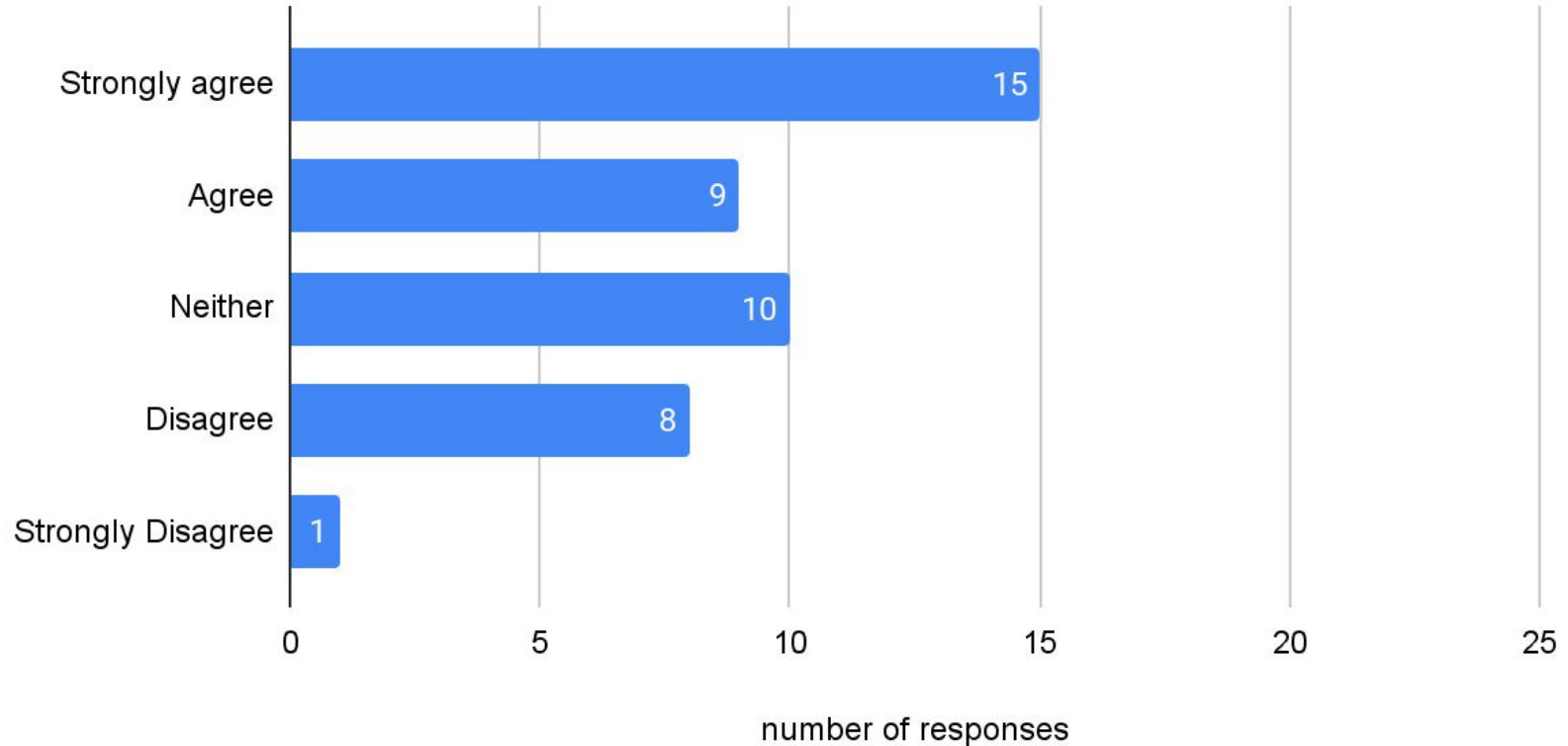

number of responses

I feel respected by the other members in the CP research community.

I sometimes feel pressured to hide or change things about myself in order to fit in with the CP research community.
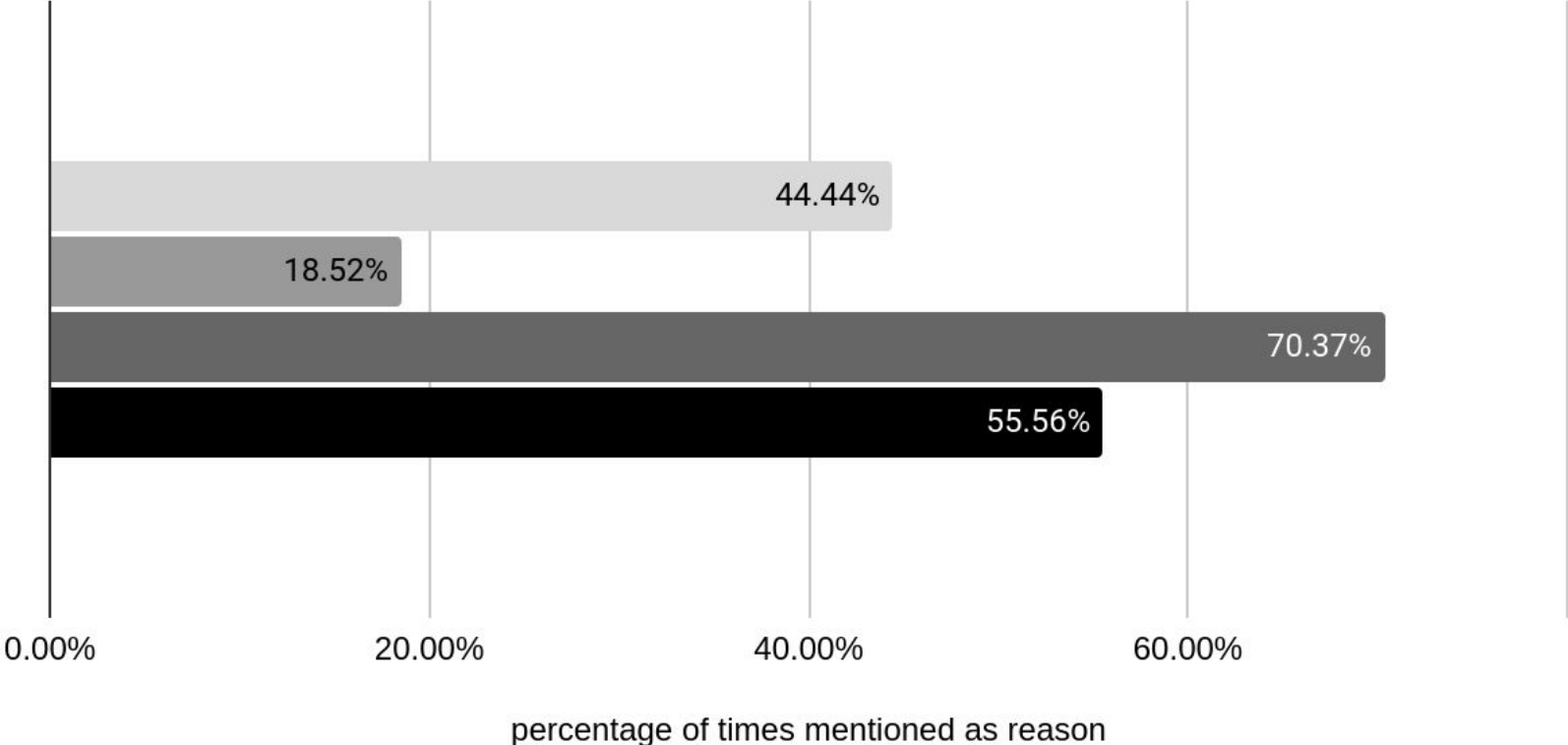

Response	number of responses
Strongly agree	2
Agree	4
Neither	8
Disagree	8
Strongly Disagree	22

I think people from all backgrounds have equal opportunities to succeed in the CP research community.
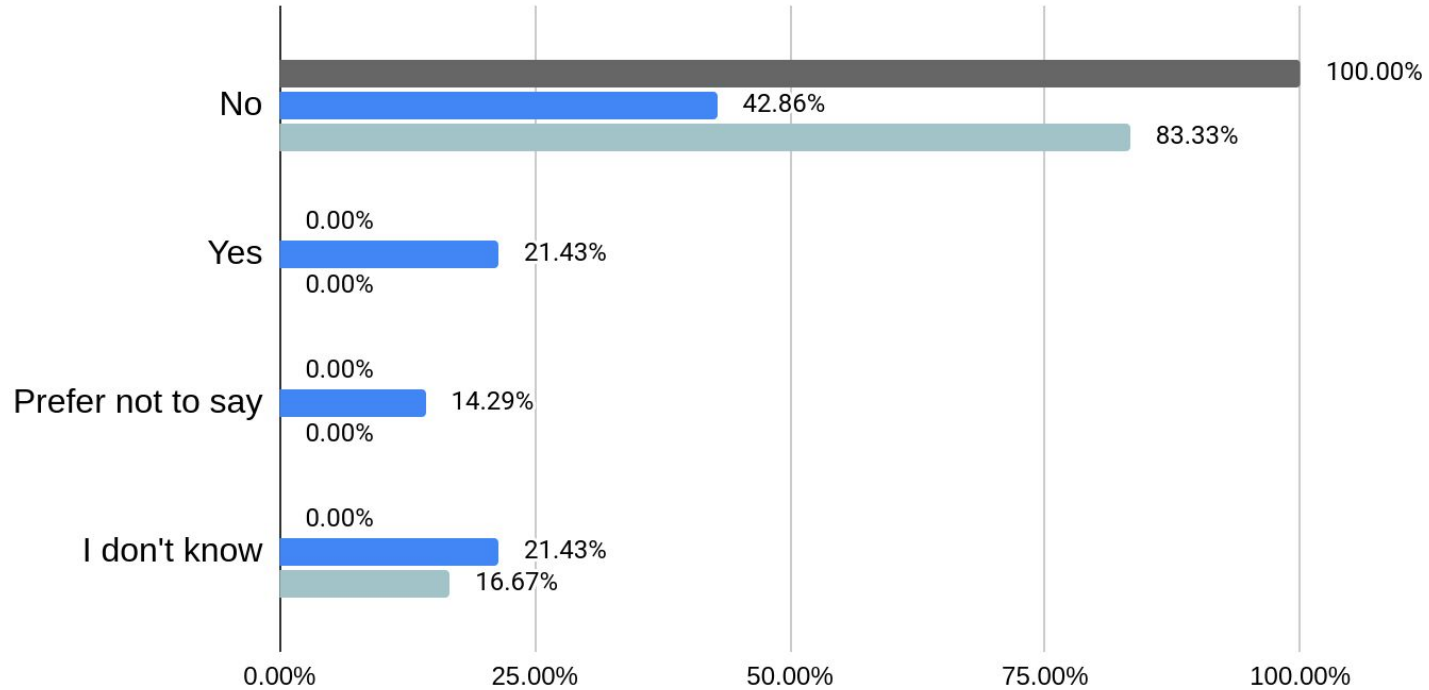

number of responses

Reasons for not being able to attend ACP events

■ care obligations   ■ difficulty getting visa   ■ Insufficient funds   ■ work committments

care obligations: 44.44%
difficulty getting visa: 18.52%
Insufficient funds: 70.37%
work committments: 55.56%

percentage of times mentioned as reason

Have you ever experienced discrimination in the CP community?

Legend: Not under-represented (dark gray), Under-represented (blue), Other (light teal)

No
- Not under-represented: 100.00%
- Under-represented: 42.86%
- Other: 83.33%

Yes
- Not under-represented: 0.00%
- Under-represented: 21.43%
- Other: 0.00%

Prefer not to say
- Not under-represented: 0.00%
- Under-represented: 14.29%
- Other: 0.00%

I don't know
- Not under-represented: 0.00%
- Under-represented: 21.43%
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Percentage of responses

Idea #1: Offering virtual participation at CP conferences
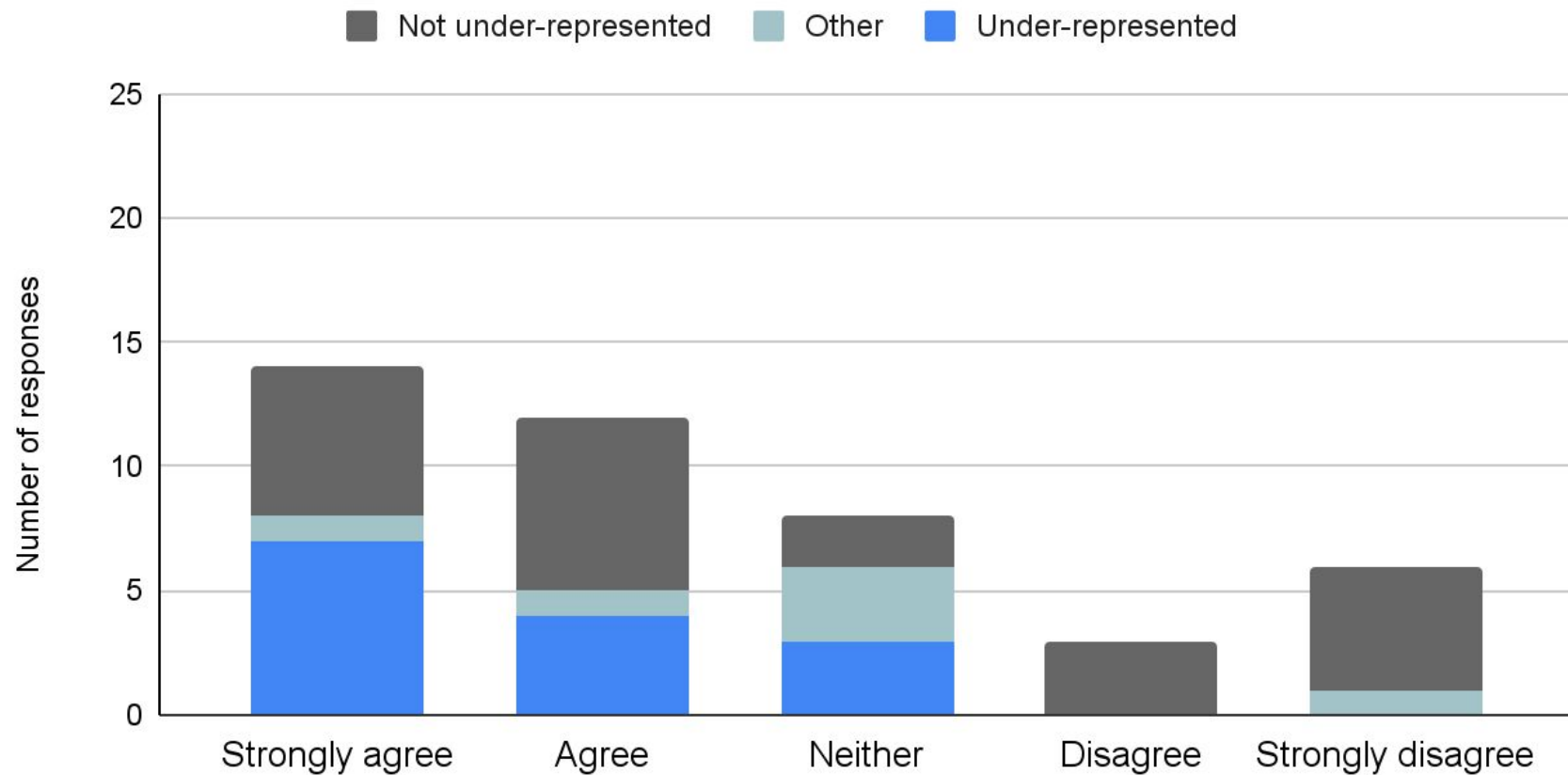
Legend: Not under-represented, Other, Under-represented
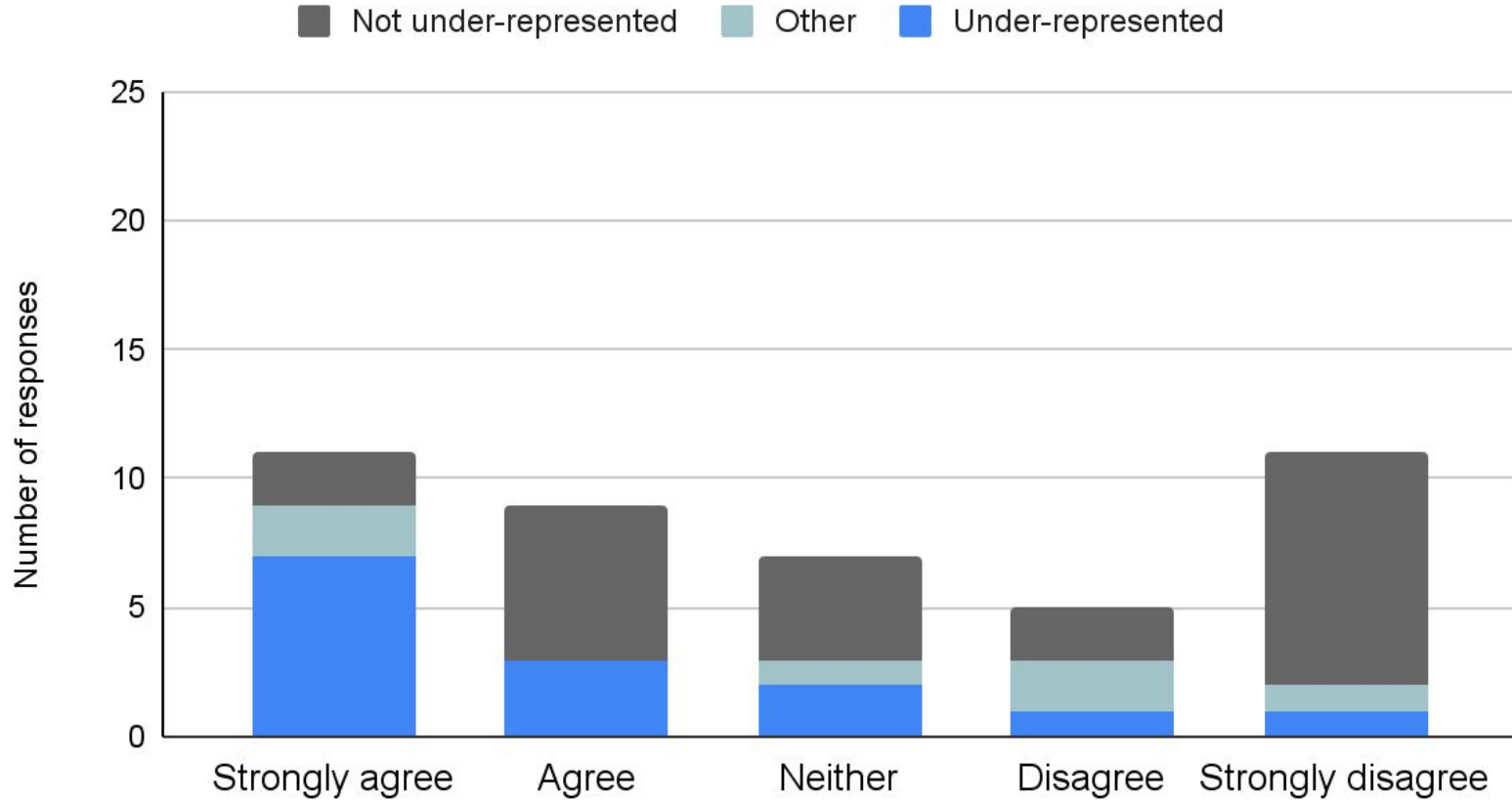
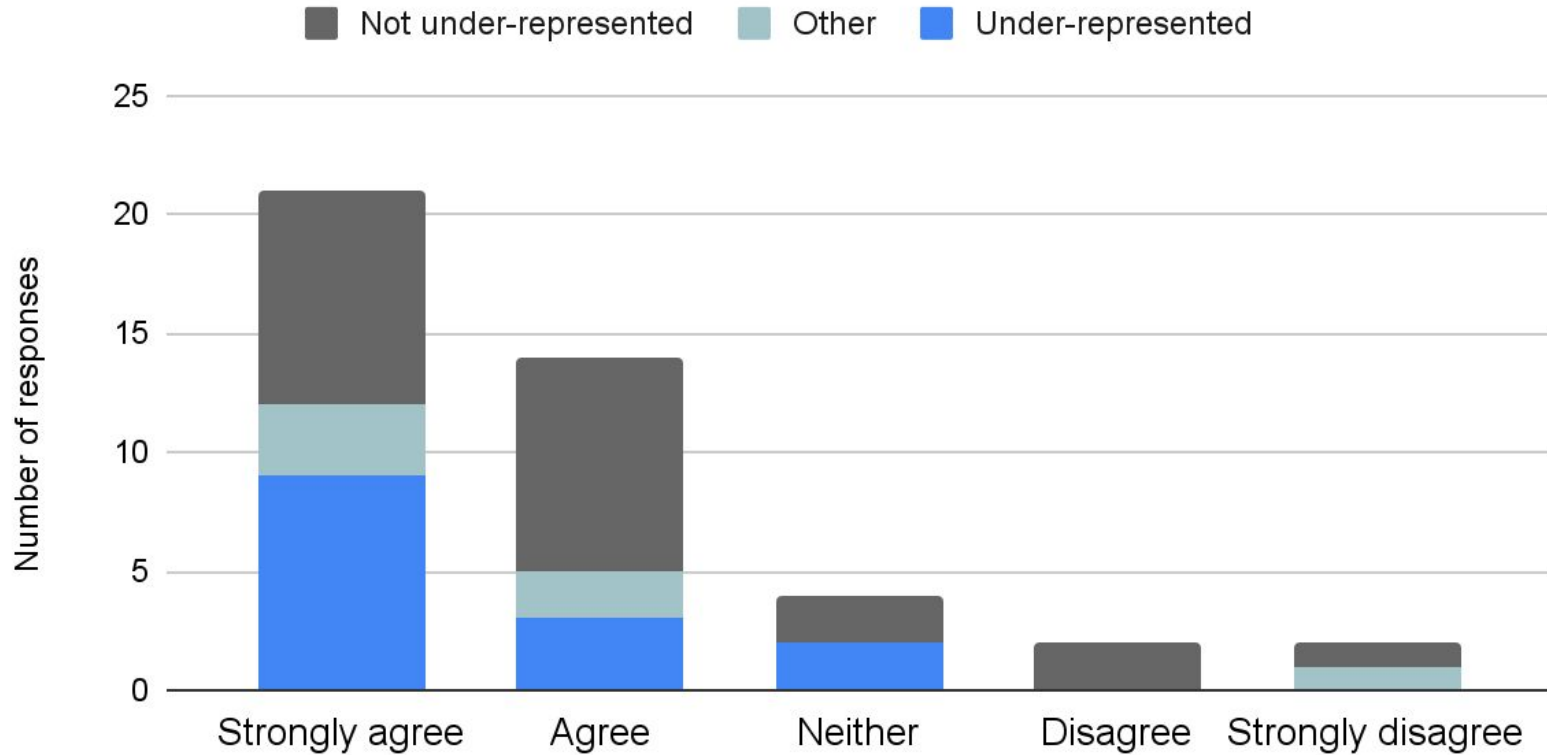# Idea #2: Financial support for attendance for those with care obligations
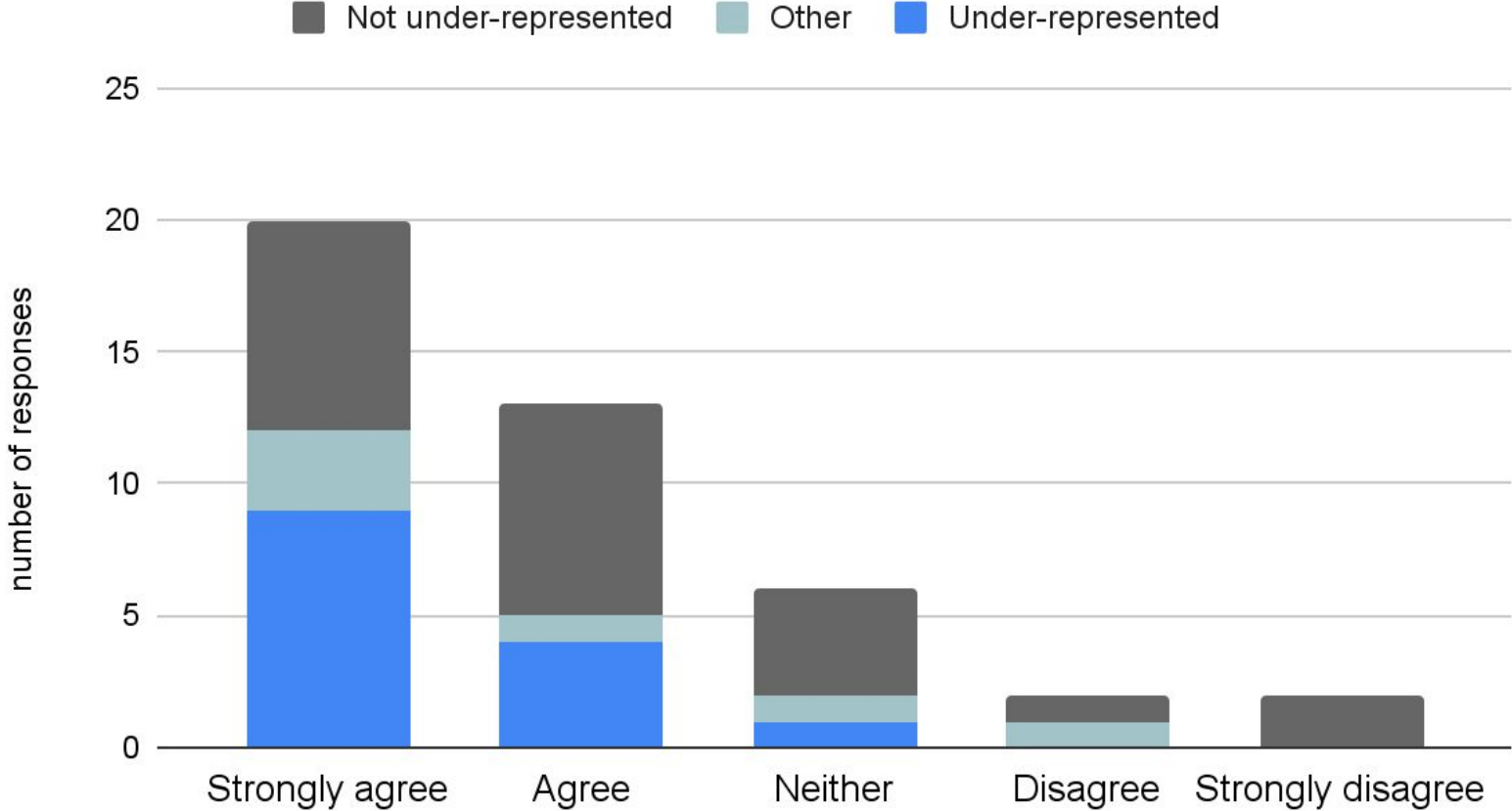
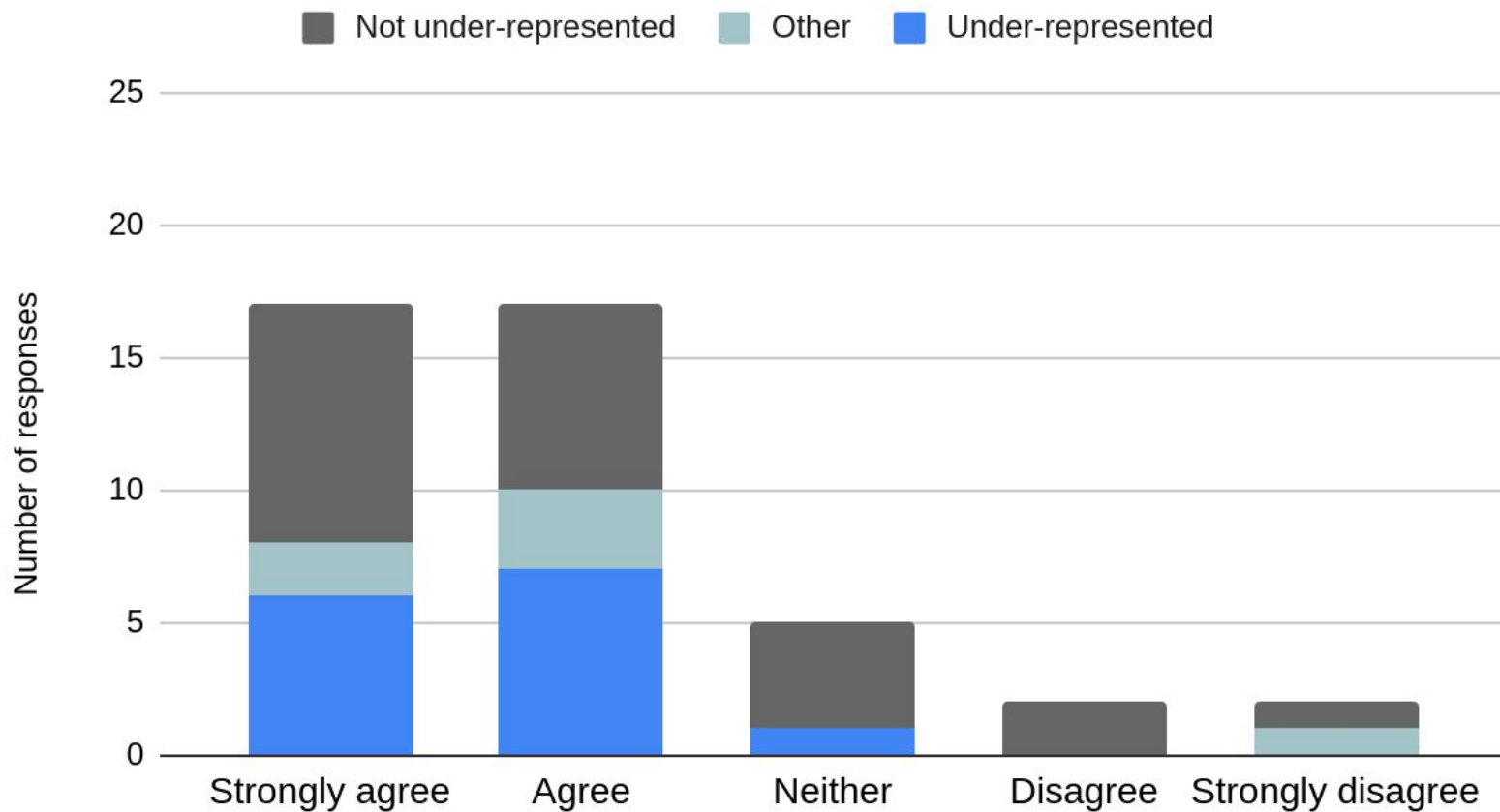Idea #3: Variable conference fees dependent on country of affiliation
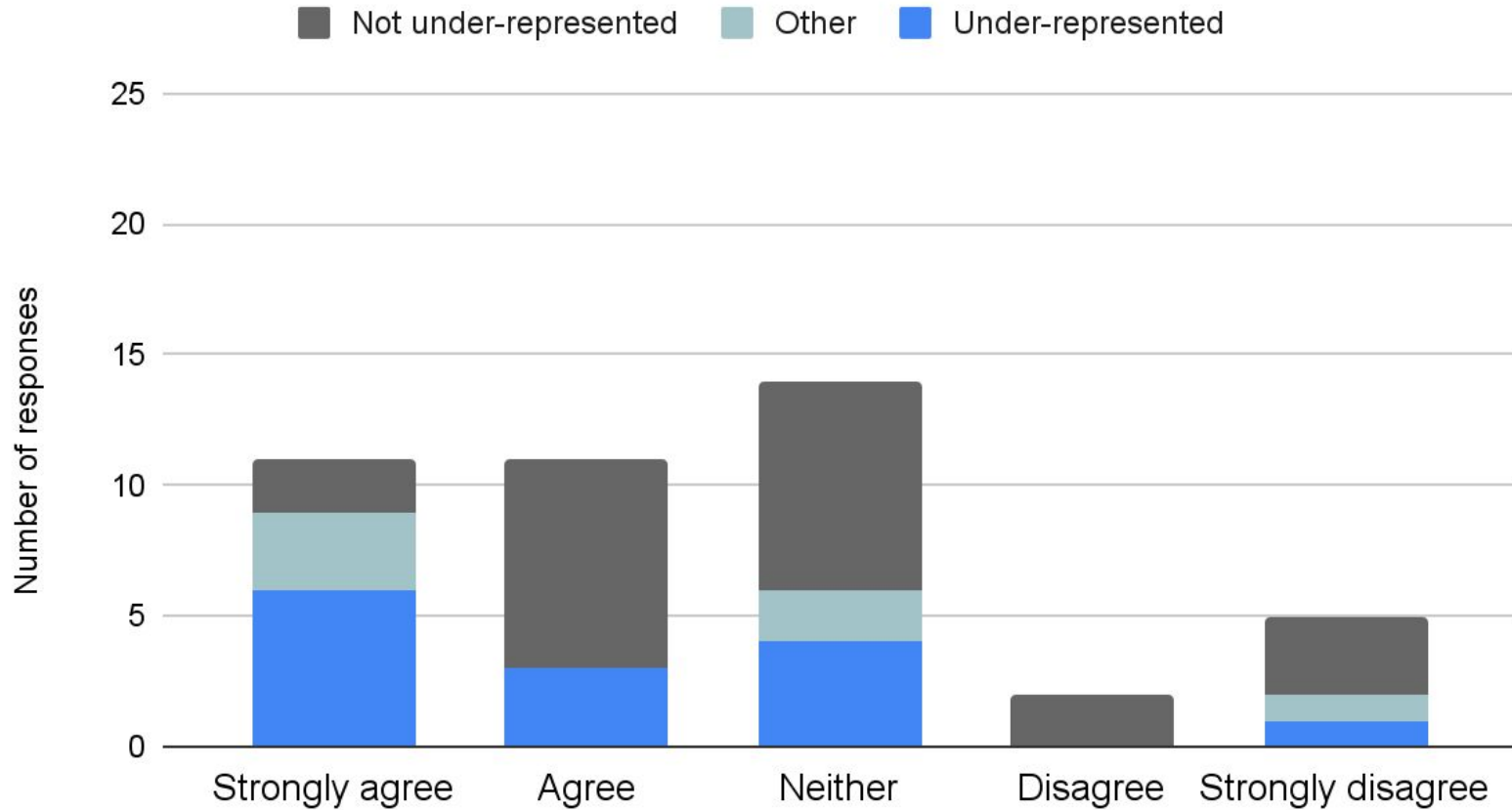
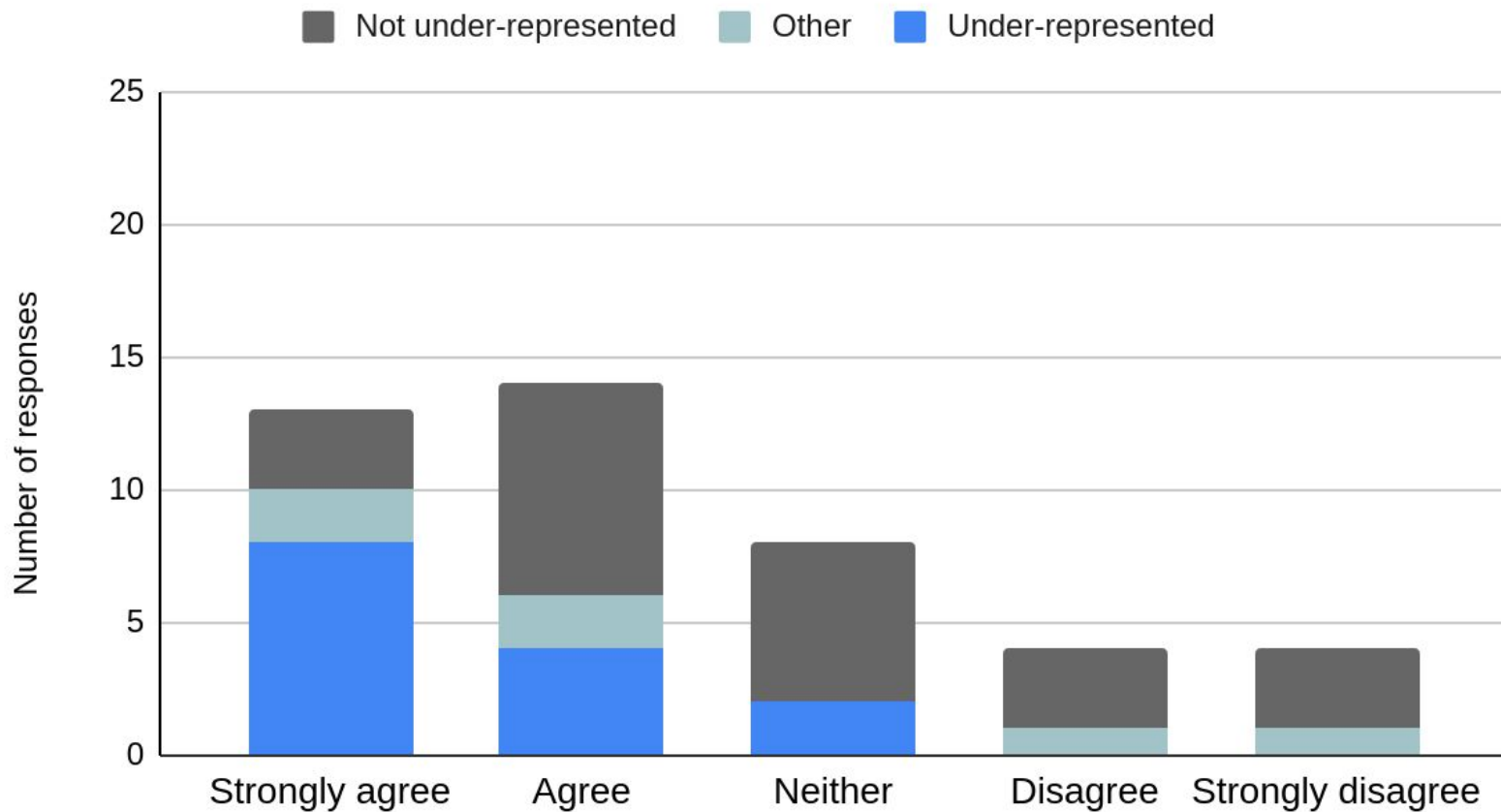# Idea #4: Imposing soft quotas on committees, chairs, etc.

Idea #5: Local out-reach programs at CP conferences to attract under-represented groups
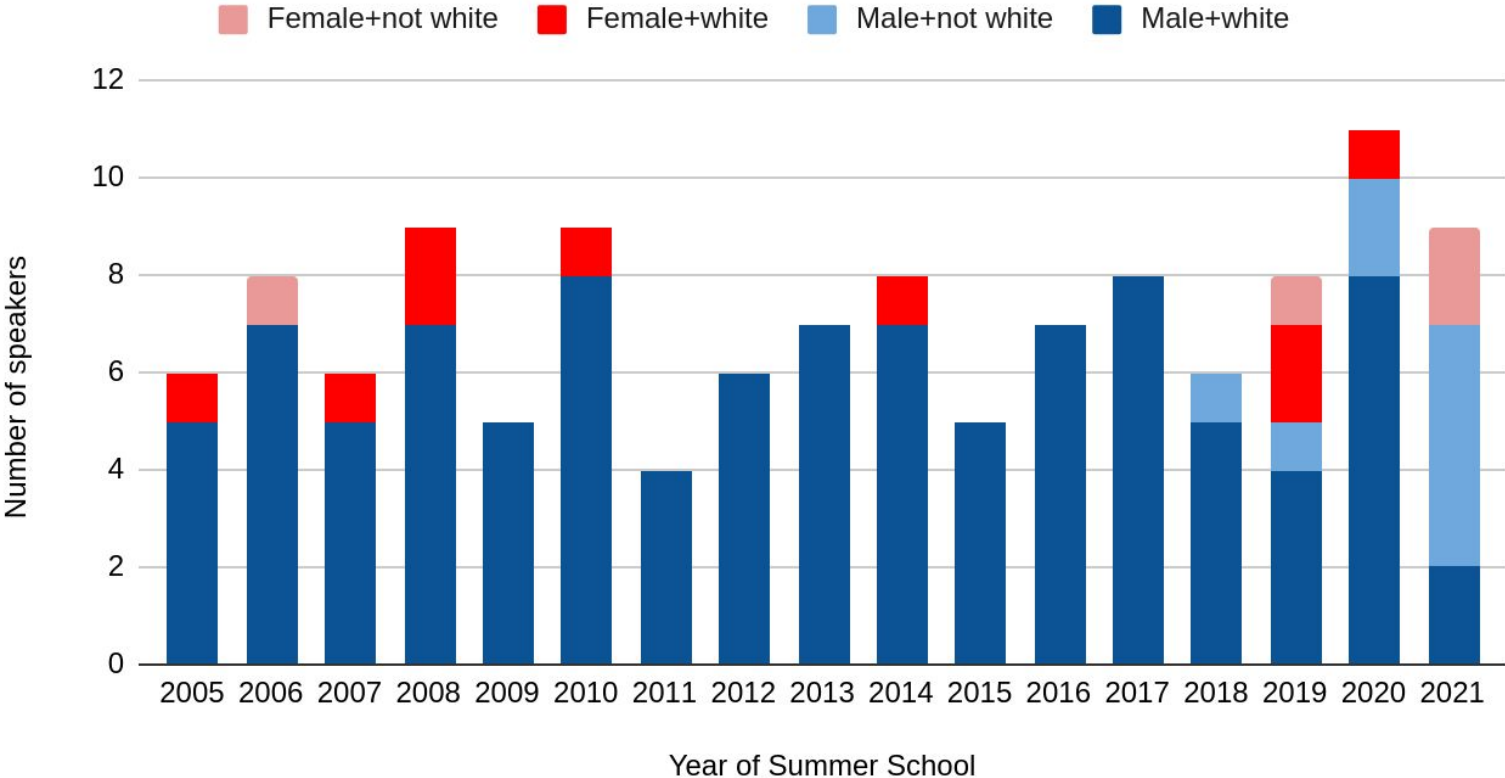
Idea #6: Mentoring system for under-represented groups

Idea #7: Modest increase in registration fees for DEI initiatives

ACP Summer School Speakers analysis
2005 - 2021
Results

Diversity of ACP Summer School Speakers

■ Female+not white   ■ Female+white   ■ Male+not white   ■ Male+white

Number of speakers (y-axis: 0, 2, 4, 6, 8, 10, 12)

Year of Summer School (x-axis: 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021)

*We define "white" as: from Europe, North America or Australia / NZ, and "non-white" as: from all other regions. we use only the sex or biological gender (not gender identity, since it's unknown)

Diversity in native language of Summer School speakers

- Native language of speakers (2005 - 2021):
    - 35 % French   (diversity survey: max* 26%)
    - 25 % English   (diversity survey: max* 20%)

- Only 40% of speakers with other native language
    - Diversity survey: at least* 54%

*for simplicity, we assume that 50% of Canadian survey respondents speak English, and 50% speak French. Furthermore, we assume that 100% of Belgian survey respondents speak French for an upper bound.

Diversity of organisers impacts diversity of speakers

White-male organisers an speakers
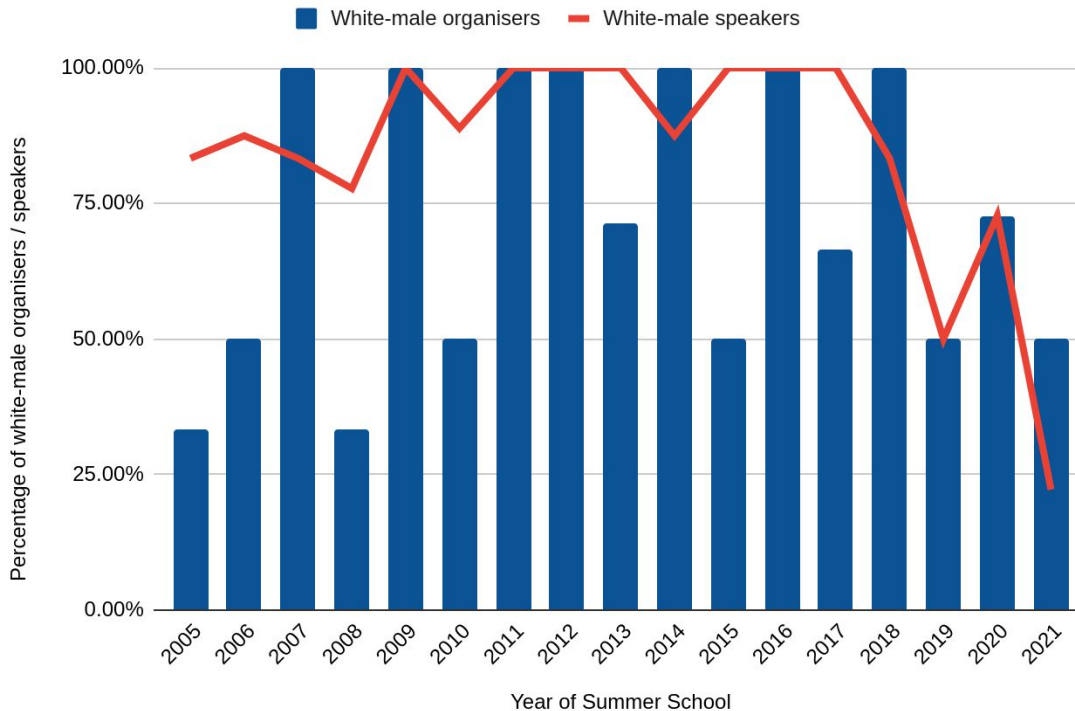
- Speakers tend to be less or equally diverse than organisers (>82% of cases)

- In case **organisers are white males only**:

  - speakers are white-males only in 57% of cases

  - always overrepresentation of white male speakers (>83% are white male speakers)