

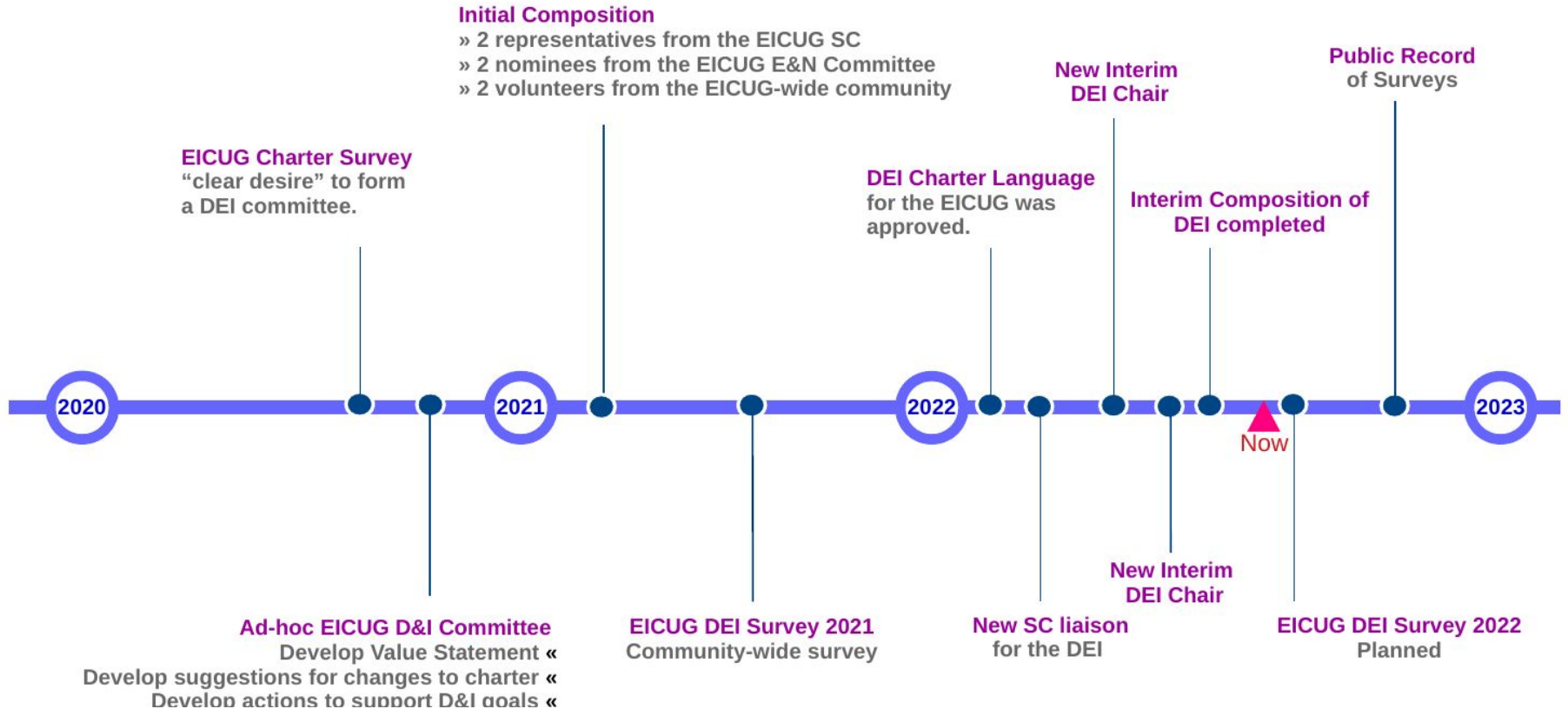
# EICUG Diversity Equity and Inclusion

## EICUG DEI Committee

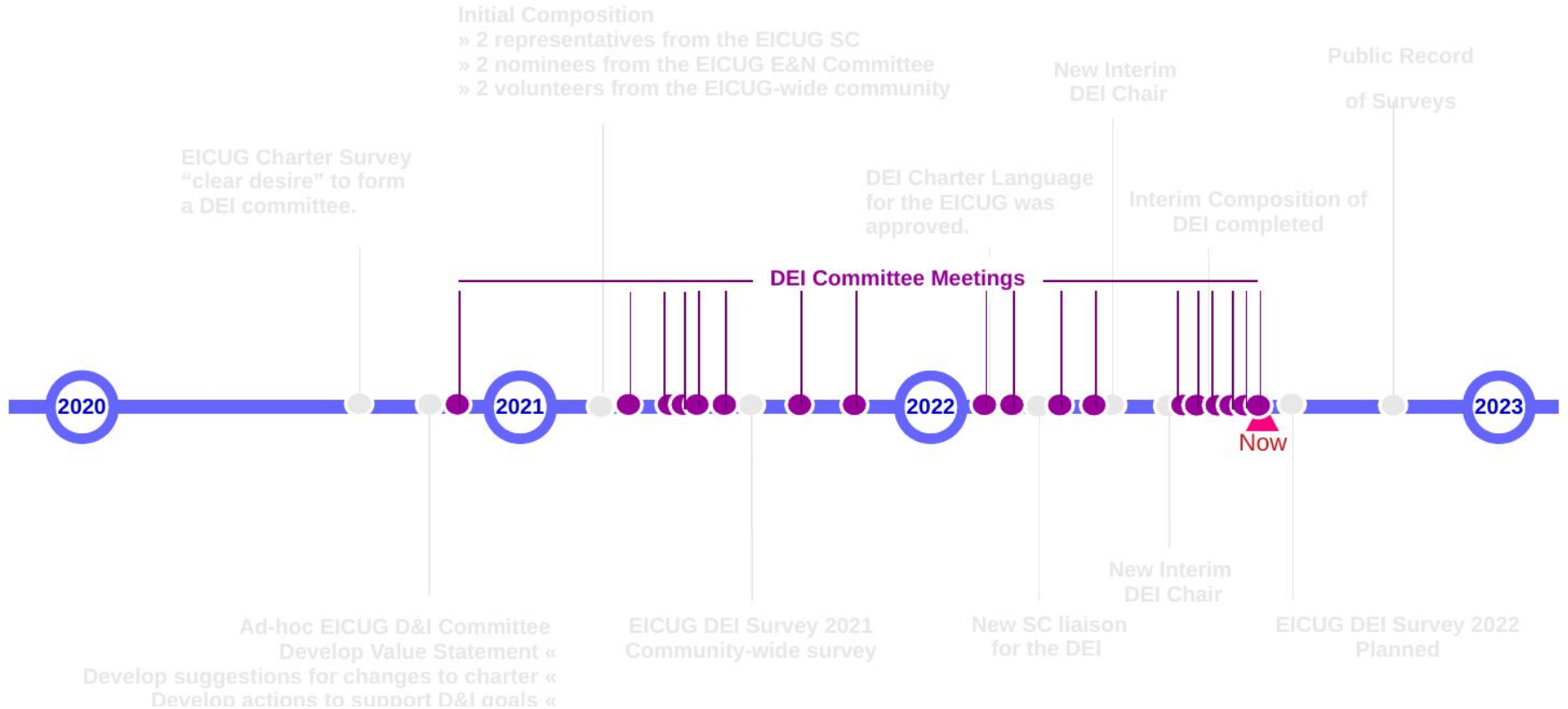
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# Timeline of the EICUG DEI



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# Statement of Values & Code of Conduct

## Statement of Values

“The EIC User Group is committed to creating an environment where everyone feels welcome and respected.

When individuals with different backgrounds, experiences, and viewpoints come together this leads to innovation and richer research experiences.

Our goal is to actively attract, engage and include individuals from many backgrounds into the EIC User Group community.”

Philosophy: fundamental; short and inspirational; starting point for more detailed policies

Reference: [EICUG D&I Committee Statement of Values](#)

# Statement of Values & Code of Conduct

## Code of Conduct

“It is the policy of the EIC User Group that all participants at EIC User Group activities will conduct themselves in a professional manner that is welcoming to all participants and free from any form of discrimination, harassment, or retaliation.”

Inappropriate conduct is defined as:

- actions or statements based on individual characteristics,
- retaliation for complaints.

If you witness a case of harassment...

- reporting channels: EIC User Group Ombudsperson

Reference: [EICUG D&I Committee Code of Conduct draft](#)

# Charter Updates: Proposed

“The following Standing Committees will report to the Steering Committee:

- the Diversity, Equity & Inclusion Committee.

The Diversity, Equity & Inclusion Committee will consist of seven EICUG members:

- three members-at-large, of which one is an early career researcher (not in a potentially permanent position), elected by the Institutional Board as per the procedures for Steering Committee elections, elected for two year terms, in alternating years,
- two members-at-large, elected by the EICUG members based on a broad call for volunteers in the entire EICUG, elected for two year terms, in alternating years,
- one member of the Steering Committee, nominated by the Steering Committee after the election of the members-at-large, for a one year term,
- one member of the Election and Nominating Committee, nominated by the Election and Nominating Committee after the election of the members-at-large, for a one year term.”

# Charter Updates: Proposed

No more than four members of the Diversity, Equity & Inclusion Committee can identify as the same gender, or as the same ethnic group.

The responsibilities of the Diversity, Equity & Inclusion Committee will include:

- periodically review the EIC User Group code of conduct
- facilitate connections with and encourage creation of affinity groups related to DEI
- interface with the hosting lab administration and/or DEI council/committee
- provide user awareness and sensitivity training
- presentation at the annual EIC User Group meeting
- chair will report annually to the EIC User Group on the demographics of the membership and its leadership roles
- chair will act as the Ombudsperson of the EIC User Group

Reference: [EICUG D&I Committee Charter Updates recommendation](#) (incl. responsibilities)

# Diversity & Inclusion Survey 2021

Total of 33 questions; a combination of

- demographic questions,
- satisfaction/dissatisfaction with climate in EIC over past 12 months,
- agreement/disagreement with statements on EIC research community,
- experiences of discriminatory or exclusionary behavior,
- open responses.
- Platform used: Google Forms

Responses:

- 213 responses (~20% of EICUG)
- Responses were mostly from American and European Institutions.
- Limited responses:
  - No responses from countries such as China.
- Public report planned. A brief summary was presented at the 2021 Annual meeting ([Link](#))



# Diversity & Inclusion Survey 2022 (Planned)

- Similar structure as the 2021 Survey.
  - Google Forms and Tencent Forms being constructed.
- Collaborating with the colleagues from China to ensure the survey will be accessible
  - Special thanks to Jinlong Zhang from Shandong University.
- Survey will be launched after the Annual Meeting 2022.
  - Emails to whole EICUG community will be sent.
  - Reminder emails to increase participation.
  - Request to IB representatives to improve number of participants.
- Summaries and public report is planned for next Quarterly Meeting.
- Recommendations based on the findings from the past and new survey will be sent to the SC to foster Diversity, Equity and Inclusivity among EIC Users.

# Planned and Ongoing Activities

- We are working towards a public report for the 2021 DEI Survey with an analysis that will allow us to draw conclusions beyond the summary statistics and comparisons shown in the [previous UGM](#).
- Survey platform accessibility in countries such as China.
- Wiki-page/Web-page planned.
  - The new page will be full of information facilitating Diversity, Equity and Inclusion in the community.
  - Grievances can be emailed to the EICUG DEI Committee at [eicug-dei@eicug.org](mailto:eicug-dei@eicug.org)
  - Comments and suggestions are welcome.
- Interim DEI committee is coordinating with the SC and Elections and Nominating Committee for the election of new DEI Committee members.

Thank you!

