EICUG Diversity & Inclusion Committee and Survey

EICUG Diversity & Inclusion ad hoc Committee

Taya Chetry (Chair), Paul Gueye, Narbe Kalantarians, Asmita Mukherjee, Sanghwa Park, Rosi Reed, Cheuk-Ping Wong

History of the EICUG D&I Committee

- 2020 EICUG Charter Survey: "clear desire to see a committee formed to ensure a diverse and inclusive climate"
- October 2020: Formation of EICUG D&I (ad hoc) Committee
- January 2021: Initial composition
  - Taya Chetry (MSU[1]), Wouter Deconinck (Manitoba, Chair), Paul Gueye (MSU[2]), Narbe Kalantarians (VUU), Astrid Morreale (LANL), Sanghwa Park (SBU)
- May 2022: new membership
  - Taya Chetry (Florida International U., Chair), Paul Gueye (Michigan State U.), Narbe Kalantarians (Virginia Union U.), Asmita Mukherjee (Indian Institute of Technology), Sanghwa Park (Mississippi State U.), Rosi Reed (Lehigh U.), Cheuk-Ping Wong (Los Alamos National Lab)

Feel free to contact the EICUG D&I committee at eicug-dei@eicug.org

Guided by: EICUG D&I Committee Statement of Values (incl. responsibilities)

Diversity & Inclusion Surveys - Methodology

- 2021: opened from June 18, 2021 to July 10, 2021
  - Total of 33 questions
    - 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.
  - Total responses: 213-215
- 2022: opened from August 16, 2022 to August 31, 2022
  - Follow same format as in 2021 for consistency
  - Total responses: 163! **(24% lower than 2021)**
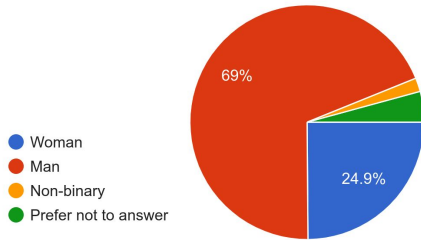 - Main difference: dedicated link to EIC users in China who cannot access Google service

Distribution: EIC Users Group general mailing list, and EIC Institutional Board.
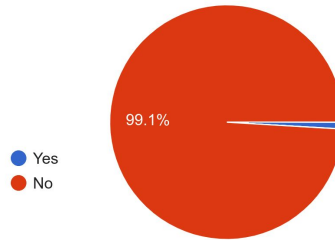
2021/2022 Survey

What is your gender/gender identity?
213 responses

- Woman
- Man
- Non-binary
- Prefer not to answer

69%

24.9%

Do you identify yourself as transgender?
212 responses

- Yes
- No

99.1%

Do you have a disability?
215 responses

- Yes, I have a disability
- No, I do not have a disability
- Prefer not to answer

89.3%

7%

3.7 %
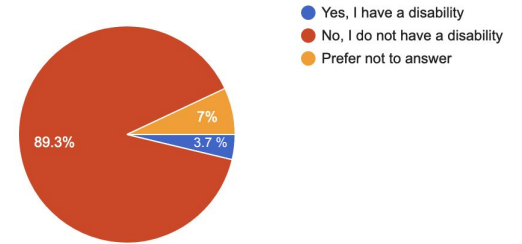
What is your gender/gender identity?
157 responses

- Woman
- Man
- Non-binary
- Prefer not to answer

71.3%

25.5%
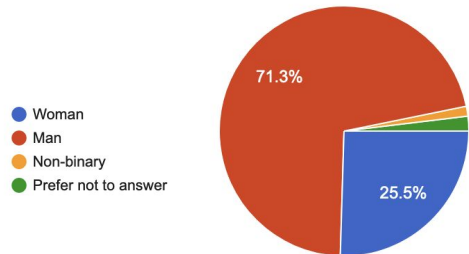
Do you identify yourself as transgender?
157 responses

- Yes
- No

99.4%
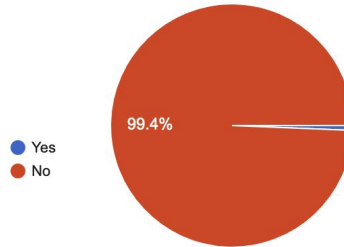
Do you have a disability?
157 responses

- Yes, I have a disability
- No, I do not have a disability
- Prefer not to answer

92.4%

Yes, I have a disability
2 (1.3%)
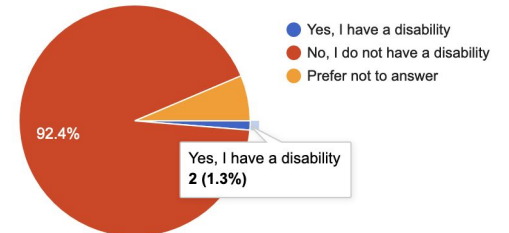
2021/2022 Survey

Please indicate the ethnic groups with which you identify. (Check all that apply)

213 responses

Ethnic group	Count (Percent)
African, African American, Af…	5 (2.3%)
East Asian	14 (6.6%)
South Asian	22 (10.3%)
Hispanic/Latin/o/a/x (Latin A…	8 (3.8%)
Middle Eastern/North African	7 (3.3%)
Native American/Alaskan Na…	4 (1.9%)
Native Hawaiian/Pacific Isla…	0 (0%)
European ancestry/Caucasi…	163 (76.5%)
Jewish	1 (0.5%)
Doesn't matter	1 (0.5%)
prefer not to answer	1 (0.5%)
Mixed	1 (0.5%)
American	1 (0.5%)
West Indian	1 (0.5%)
transracial	1 (0.5%)

2021

Please indicate the ethnic groups with which you identify. (Check all that apply)

Middle Eastern/North… 1.9%
East Asian 8.6%
African, African Americ… 1.9%
South Asian 9.3%
European ancestry/Ca… 71.0%

2202

2021/2022 Survey

In what geographic region is the country of your primary institution located? Primary refers to the institute responsible for your salary/stipends
214 responses

- Africa
- Asia
- Europe
- Americas
- Australasia

77.6%
8.4%
13.6%
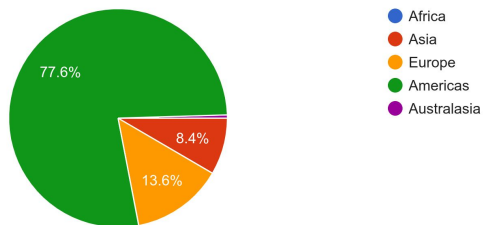
Are you currently in a permanent/potentially permanent position?
215 responses
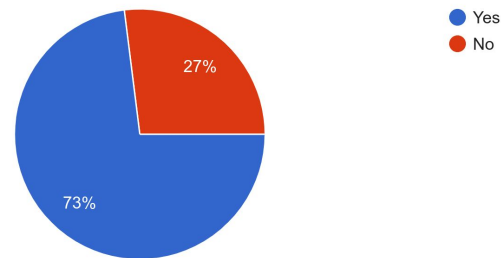
- Yes
- No

73%
27%

In what geographic region is the country of your primary institution located? Primary refers to the institute responsible…

Middle East
0.6%
Europe
19.0%
Asia
9.8%
Americas
69.9%

Are you currently in a permanent/potentially permanent position?

No
19.6%
Yes
80.4%

How satisfied or dissatisfied are you with the overall climate/environment that you have experienced while working on EIC research within the past 12 months?

- Hostile/Friendly
- Racist/Non-racist
- Homogenous/Diverse
- Disrespectful/Respectful
- Contentious/Collegial
- Sexist/Non-sexist
- Individualistic/Collaborative
- Competitive/Cooperative
- Homophobic/Non-homophobic
- Unsupportive/Supportive
- Ageist/Non-ageist
- Unwelcoming/Welcoming
- Elitist/Non-elitist

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
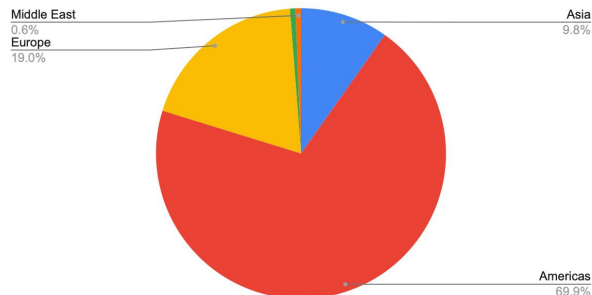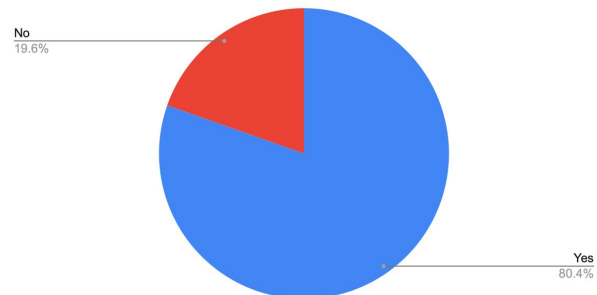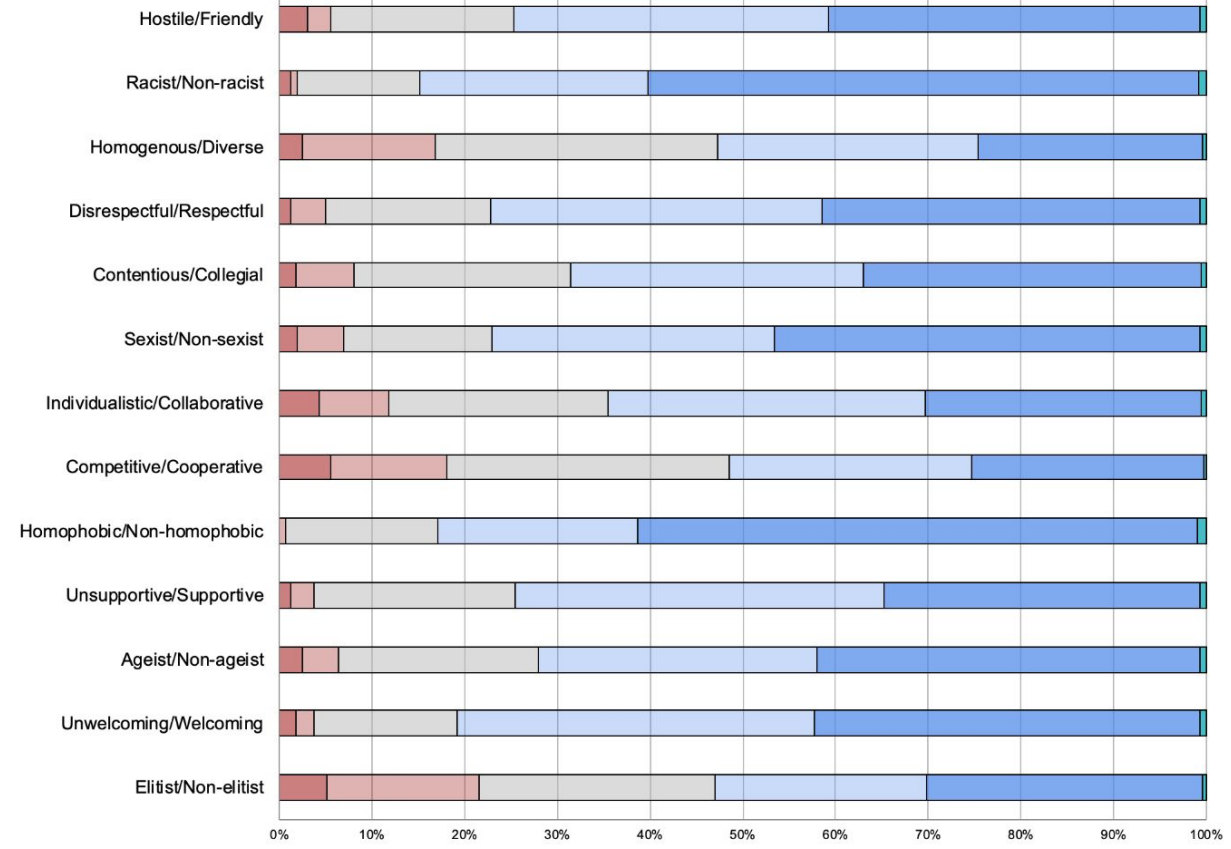
How would you rate the EIC research environment based on your direct experiences? (Women)

How satisfied or dissatisfied are you with the overall climate/environment that you have experienced while working on EIC research within the past 12 months?

- Hostile/Friendly
- Racist/Non-racist
- Homogenous/Diverse
- Disrespectful/Respectful
- Contentious/Collegial
- Sexist/Non-sexist
- Individualistic/Collaborative
- Competitive/Cooperative
- Homophobic/Non-homophobic
- Unsupportive/Supportive
- Ageist/Non-ageist
- Unwelcoming/Welcoming
- Elitist/Non-elitist

-20% 0% 20% 40% 60% 80% 100%

Considering your experiences over the past 12 months please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (All)

Statement					
I feel valued as a researcher					
I feel I belong in the research community					
The EIC has a strong commiment to diversity, equity, and inclusion (DEI)					
I have considered leaving my current position because I felt isolated or unwelcomed					
I am treated with respect					
I feel others don't value my opinions					
The EIC is a place where I am able to perform up to my full potential					
I have opportunities at the EIC for professional success that are similar to those of my colleagues					
I have found one or more communities or groups where I feel I belong					
There is too much emphasis put on issues of diversity, equity, and inclusion at the EIC					
The EIC provides sufficient programs and resources to foster the success of a diverse staff					
I have to work harder than others to be valued equally at the EIC					
My experience at the EIC has had a positive influence on my professional growth					
The overall climate experienced by LGBTQ+ physicists at the EIC is supportive					
I am comfortable talking to people with diverse backgrounds and life experiences					
I feel that diversity and inclusion of underrepresented groups should be an important aspect of the EICUG					

Considering your experiences over the past 12 months please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Women)

- I feel valued as a researcher
- I feel I belong in the research community
- The EIC has a strong commiment to diversity, equity, and inclusion (DEI)
- I have considered leaving my current position because I felt isolated or unwelcomed
- I am treated with respect
- I feel others don't value my opinions
- The EIC is a place where I am able to perform up to my full potential
- I have opportunities at the EIC for professional success that are similar to those of my colleagues
- I have found one or more communities or groups where I feel I belong
- There is too much emphasis put on issues of diversity, equity, and inclusion at the EIC
- The EIC provides sufficient programs and resources to foster the success of a diverse staff
- I have to work harder than others to be valued equally at the EIC
- My experience at the EIC has had a positive influence on my professional growth
- The overall climate experienced by LGBTQ+ physicists at the EIC is supportive
- I am comfortable talking to people with diverse backgrounds and life experiences
- I feel that diversity and inclusion of underrepresented groups should be an important aspect of the EICUG

Considering your experiences over the past 12 months please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Permanent position)
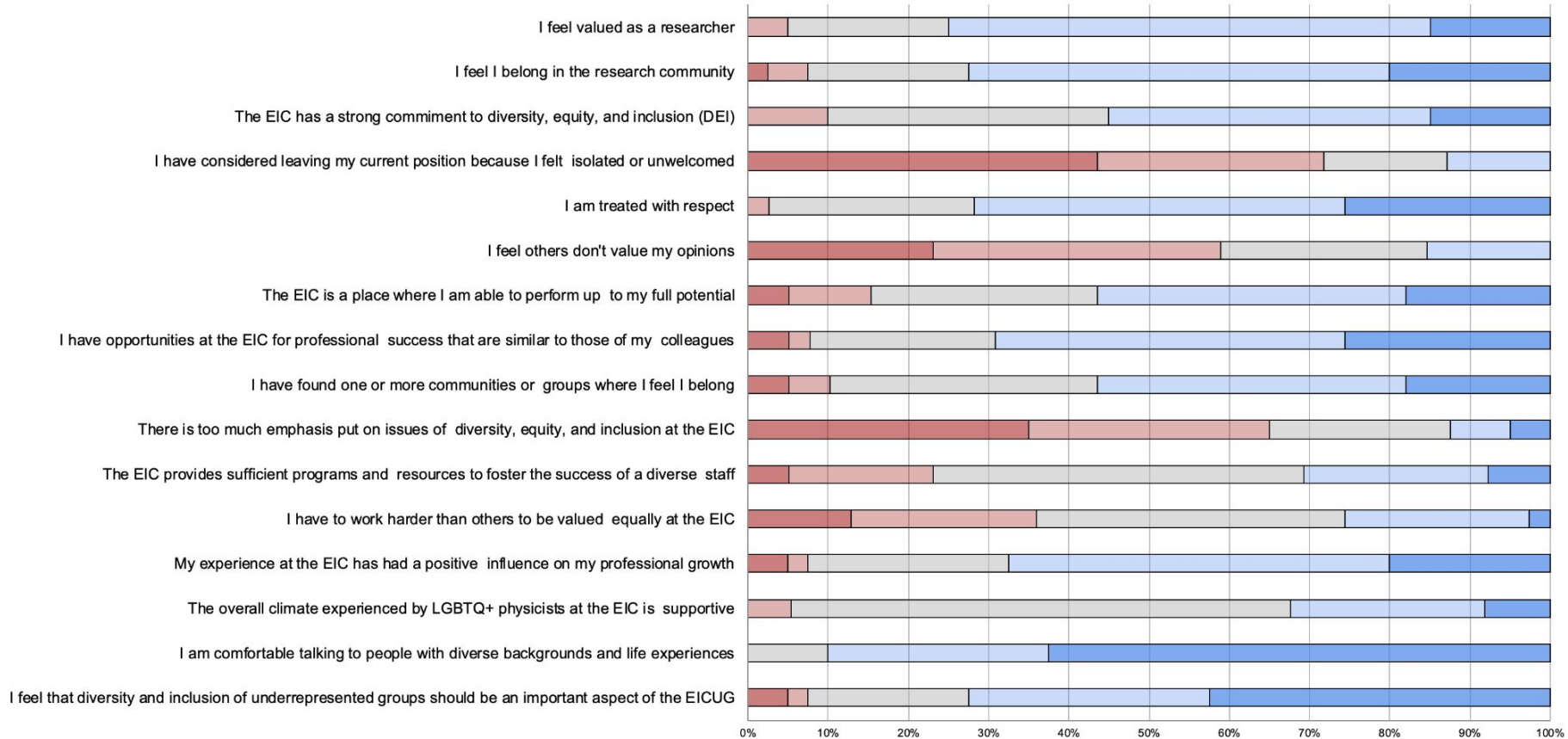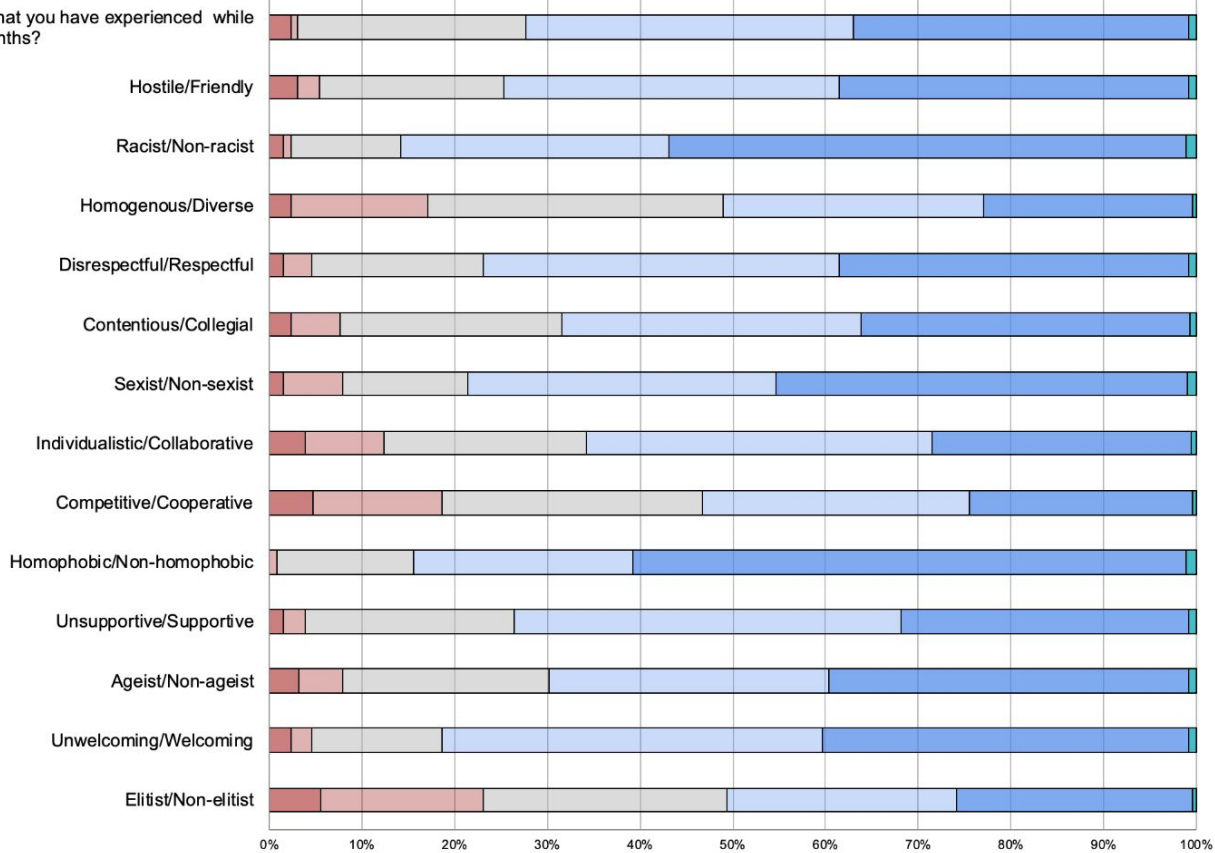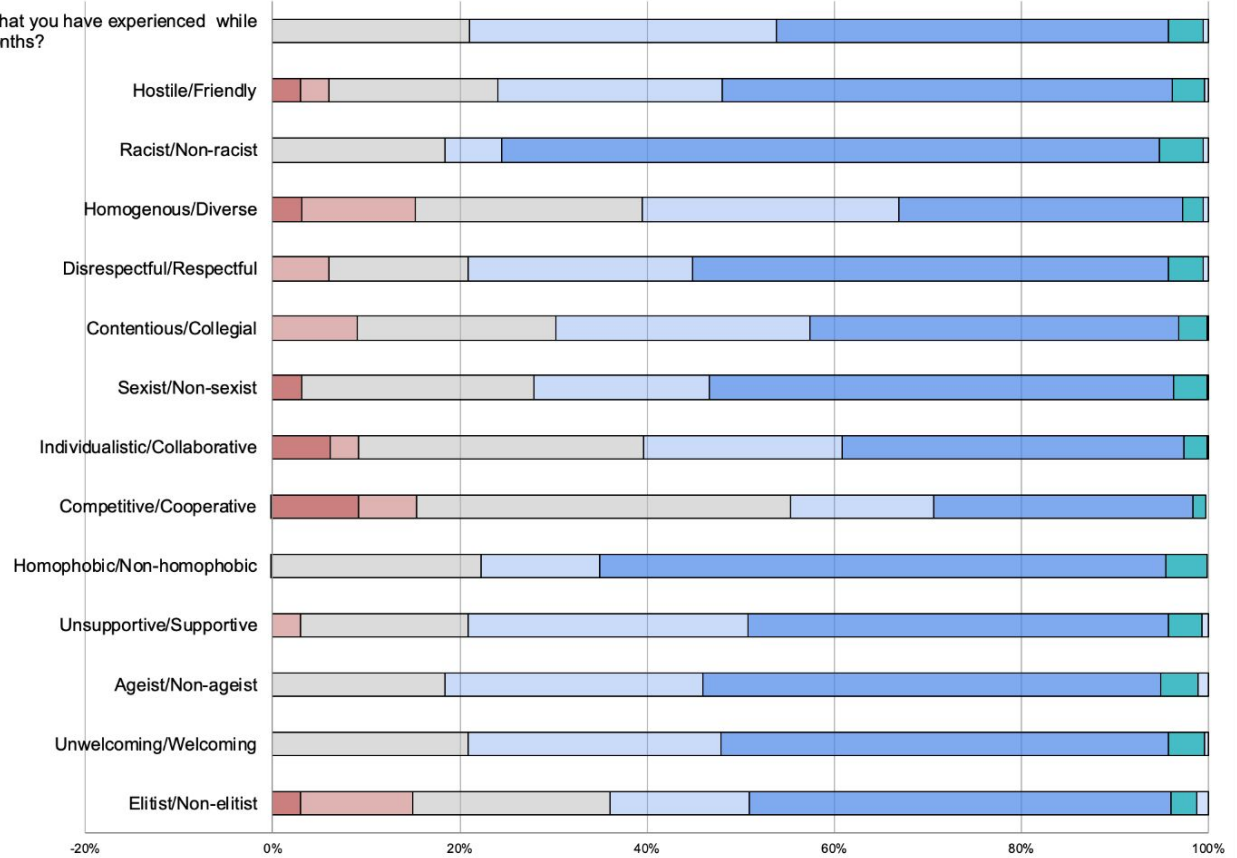
How satisfied or dissatisfied are you with the overall climate/environment that you have experienced while working on EIC research within the past 12 months?

- Hostile/Friendly
- Racist/Non-racist
- Homogenous/Diverse
- Disrespectful/Respectful
- Contentious/Collegial
- Sexist/Non-sexist
- Individualistic/Collaborative
- Competitive/Cooperative
- Homophobic/Non-homophobic
- Unsupportive/Supportive
- Ageist/Non-ageist
- Unwelcoming/Welcoming
- Elitist/Non-elitist

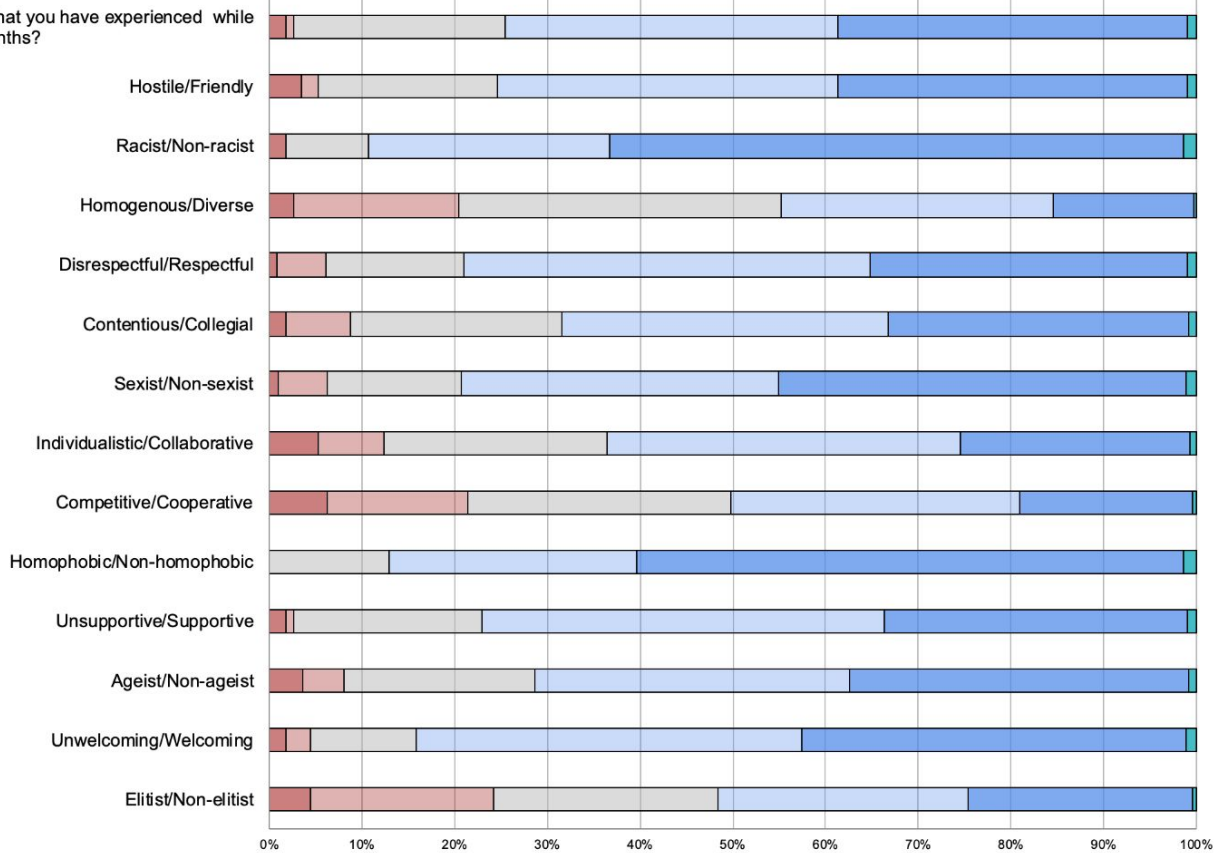0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Considering your experiences over the past 12 months please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Non-permanent)

How satisfied or dissatisfied are you with the overall climate/environment that you have experienced while working on EIC research within the past 12 months?

- Hostile/Friendly
- Racist/Non-racist
- Homogenous/Diverse
- Disrespectful/Respectful
- Contentious/Collegial
- Sexist/Non-sexist
- Individualistic/Collaborative
- Competitive/Cooperative
- Homophobic/Non-homophobic
- Unsupportive/Supportive
- Ageist/Non-ageist
- Unwelcoming/Welcoming
- Elitist/Non-elitist

-20%   0%   20%   40%   60%   80%   100%

Considering your experiences over the past 12 months please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (European ancestry/Caucasian/White)

- How satisfied or dissatisfied are you with the overall climate/environment that you have experienced while working on EIC research within the past 12 months?
- Hostile/Friendly
- Racist/Non-racist
- Homogenous/Diverse
- Disrespectful/Respectful
- Contentious/Collegial
- Sexist/Non-sexist
- Individualistic/Collaborative
- Competitive/Cooperative
- Homophobic/Non-homophobic
- Unsupportive/Supportive
- Ageist/Non-ageist
- Unwelcoming/Welcoming
- Elitist/Non-elitist

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Some Comments Highlights

The approach of senior people towards some juniors can be really borderline when it comes to bullying, etc.

While I do not experience prejudice or discrimination from specific members of the EIC community, I do repeatedly observe prejudice on behalf of the editors from "prestigious" journals ... the editors give a higher weight to the authors and opinions from "highly-ranked" institutions, even if this preference is not supported by the views among the experts.

Personal bias, hidden agendas, and disrespect by colleagues in key positions towards other colleagues.

Are these results going to be public? Given the community is majority white male, how does the committee going to support those minority group whose voice will always much smaller than the dominated group? Are there going to be any reporting mechanism and what are the consequences for those who harass others?

Similar events as described above happened to other colleagues who also opposed the ideas and claims of the said participant.

Non Binary student being harassed

I think DEI EICUG group should move on from just questionnaires, and instead put in place pro-active actions to fight discriminatory practices, as well as positive actions to promote diversity. Too often now in research there is an aspiration to diversity&inclusion but no actions are put in place.

Next Steps in EICUG Diversity & Inclusion Survey

- Surveys analysis
  - 2021: public report started but change of membership delayed publication
  - 2022: started draft that includes 2021 data
    - More detailed analysis in progress
  - Expected publication: sometimes in (early) Spring 2023
  - Conclusions will allow for recommendations to the Steering Committee and the proto-collaboration leadership teams
- Other
  - Working on a EICUG DEI website to disseminate information