

Inclusive Work Environments

– to break culture-cloning

ICHEP Diversity & Inclusion

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Outline

- Why is diversity important?
- Is it diverse?
- Is it inclusive?
- Why is it not diverse & inclusive?
- How can we make it diverse & inclusive?

Who am I?

Ph.D/Postdoc In ALICE, doing physics analysis, but have been involved in various diversity work at Lund University for many years, for example its LGBT group.

Why is diversity important?

- **Large collaborations** = small communities
→ competences → ideas → **BEAUTIFUL PHYSICS**

[K. Phillips et al, PSPB, Vol. 35 No3, March 2009 336-350]

- Diversity improves **quality & performance**
 - Different views, experiences, approaches
 - Enhances creativity, innovation
 - Problem solving
 - Ability to defend decisions
- **Lack of diversity = Loss of talent!**
- Responsibility: **respect and inclusion**
→ healthy and functioning environment
- Attractiveness
→ reach other things
- Silence about biases makes unfair distribution of power surviving
→ raise **awareness** about sexism, racism, patriarchy and homophobia



Is it diverse?

- Women are **underrepresented** in fields where it is believed that raw **intellectual talent** is the main requirement for success (high “Field-Specific Ability Beliefs”)
- **Leaky pipe**: average representation of women and minorities drops at higher career stages

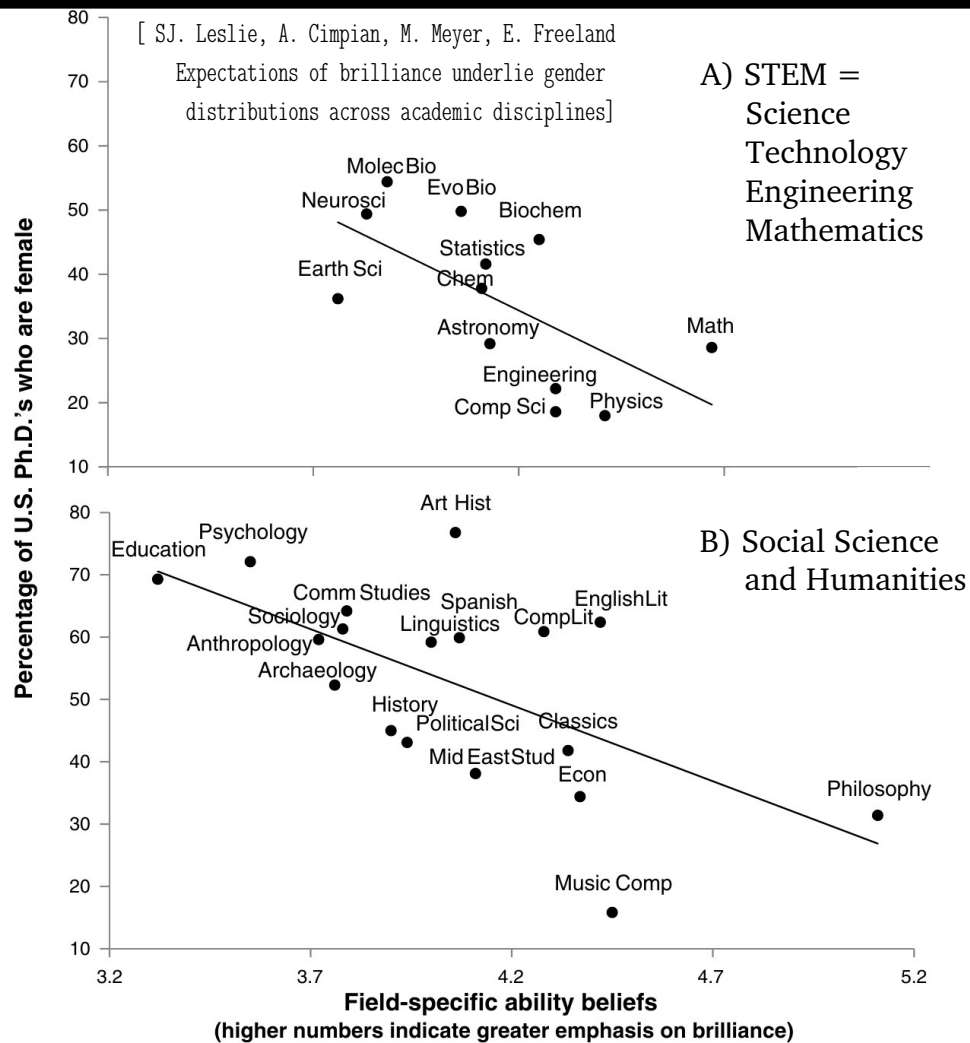
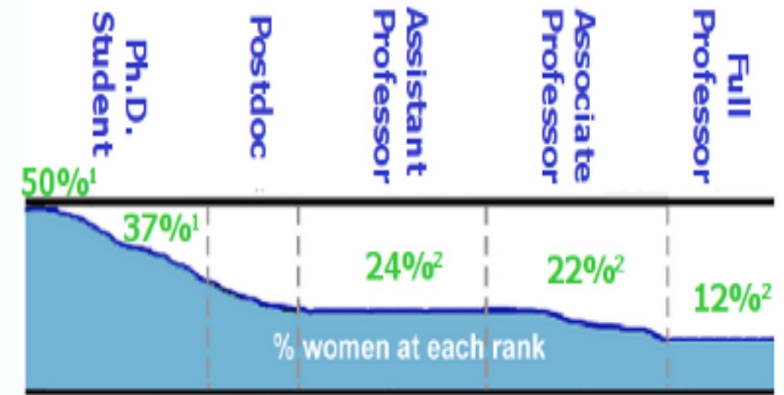


Fig. 1. Field-specific ability beliefs and the percentage of female 2011 U.S. Ph.D.'s in (A) STEM and (B) Social Science and Humanities.

Leaks in the Academic Pipeline for Women

Example for Chemistry in USA



[Top 50 US chemistry departments

<http://ucfamilyedge.berkeley.edu/leaks.html>]

CERN Staff + Fellows – 31/12/2013

	Nbr of MPEs	%	% of women
1 Research Physicists	173	5.62	12.72
2 Scientific & Eng. Work	1442	46.83	14.49
3 Technical work	927	30.11	6.04
4 Manual work	117	3.80	7.69
5a Professional Admin work	156	5.07	54.49
5b Office and Admin work	252	8.18	93.25
5c Clerk work	12	0.39	58.33
Total	3079	100	20.23

Is it inclusive?

- Structure suits those inside the **norm**
- There are **other ways** → norm breaking
- Visualize **privileges**
- Being privileged is to *not feel* privileged: characterized by an **absence of experience**
- Unfair behavior comes from someone who **follows unfair norms**
→ Difficult to pinpoint discrimination

Just a few of the vandalized posters from the informal LGBT network at CERN



- LGBT people in academia have poorer **psychosocial health**
- LGBT group at CERN were told that it can't be a formal CERN Club with the motivation that:

“there is no space in the organization of the Diversity Office for an LGBT group”

“clubs are shaped to allow people to share passions and practise activities together, avoiding, for example, political or religious groups”



Why is it not diverse and inclusive?

- Biases not **intentional**, but affects decisions
 - **Excluding** good candidates in hiring/promotions/speakers
- Positions/research money: people prioritized if they **mirror the academic culture**
- **Sameness** produce Sameness
 - Privilege to the same kind of people
 - **Culture-cloning**
- Existing policies aim for non-discrimination for "**the others**"
 - Low ambitions and passive way of thinking
 - Preserve existing **power structure**
- Recognizing already existing diversity
- Assumed that the organization is **homogeneous**; educate leaders about "the others", and how "they" can be integrated
 - Risk to polish off diversity, and **preserve insiderness**
- Redefine definition of "help"
- Academy helps us who are already here, but non-help those who are perceived as different
- Deal with **social injustice of sameness**:
problematize the system that preserves it

[Att bryta innanförskapet: kritiska perspektiv på jämställdhet och mångfald I akademien, Kerstin Sandell, Makadam förlag 2014]

[Essed, Philomena, & Goldberg, David Theo (2002). "Cloning cultures: the social injustices of sameness." *Ethnic and Racial Studies*, 25(6), 1066-1082.]

"Insiderness" conceptualize positions of privilege and inclusion, in contrast to exclusion.



How can we make it diverse and inclusive?

- Organized diversity work: start with asking the critical question:

Why do we, despite the current policies, continue to create an exclusive and non-accepting environment?

- Move responsibility **from minorities** to those who benefit from the status quo
- Integrate diversity work into **all processes**
- Combat our biases
- Set **criteria** for evaluations/applications beforehand
- More **balanced** committees → more balanced outcome
- **Examine** how people of underrepresented groups are experiencing inequalities
- Study conditions among **majority groups**
- **Semi-professional** activities
- Create conditions for **networking**
- Take **violations** seriously
- Step in when someone behaves poorly, **minorities needs allies!**
- Provide information about diversity **policies**
- Effective **complaint mechanism**

The collaborations are made by us: only by changing our attitudes we can change the community!

Backup

Why is it not diverse/inclusive?

