

Report on the 2021 Lattice Diversity and Inclusion Survey

Lattice Diversity and Inclusion Committee

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Please contact us if you have questions or suggestions.

Overview

In 2018, the International Advisory Committee for the 2019 Lattice conference supported a proposal to form a Diversity and Inclusivity committee. Some of the activities of the committee include

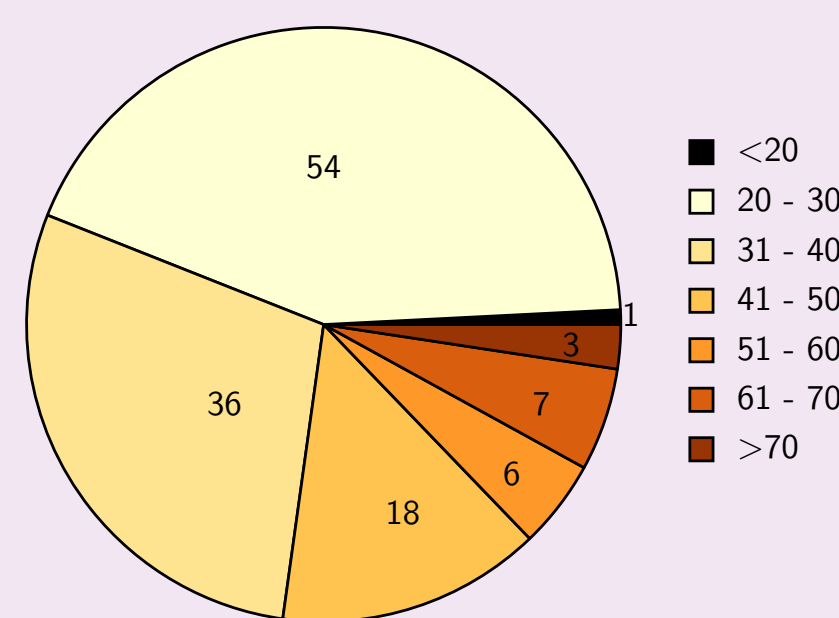
- Code of Conduct, which all participants agreed to as part of the conference registration
- Organisation of events at Lattice 2021
 - Plenary talk on Gender and racial discrimination in STEM (Wed 28/07, 9:50am US/Eastern)
 - Diversity Breakfast/Lunch/Dinner (Wed 28/07, 4:00am US/Eastern and 12pm US/Eastern)
- 2019 survey results and proceedings can be found here: [arXiv:1910.06800](https://arxiv.org/abs/1910.06800)

The 2021 survey was carried out prior to the conference. The invitation to participate in the poll was emailed to the attendee list of the conference. The poll was open until one week before the conference and 127 responses were received. Some of the results from the survey are shown below.

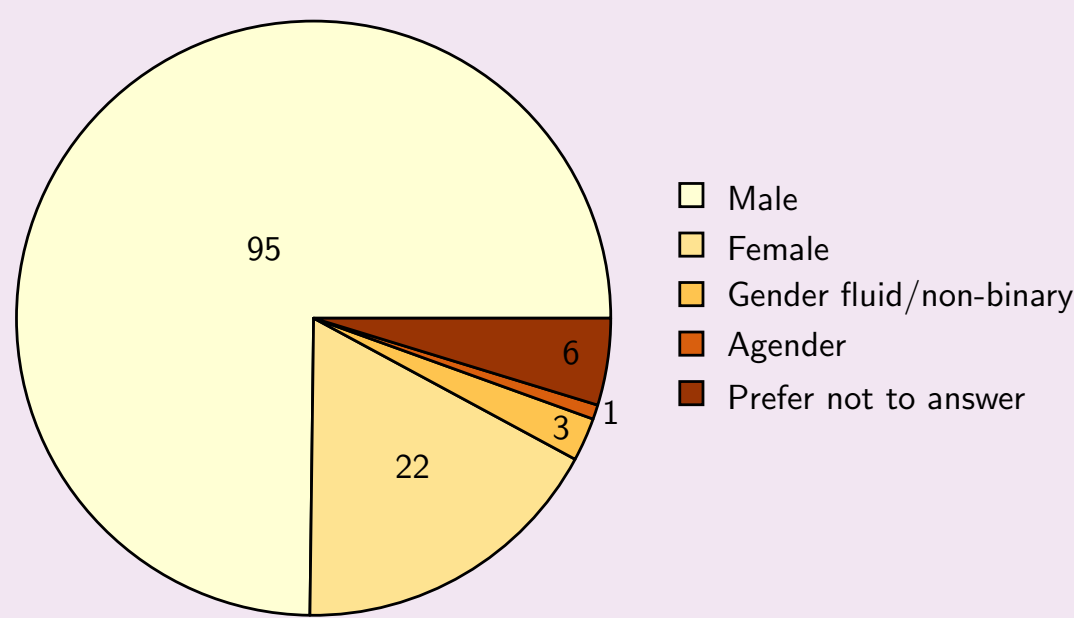
Demographics

The field is not particularly diverse and is dominated by Caucasian/white heterosexual males. 63.2% of the respondents indicated their ethnicity as Caucasian/white. 17.3% of the respondents were women.

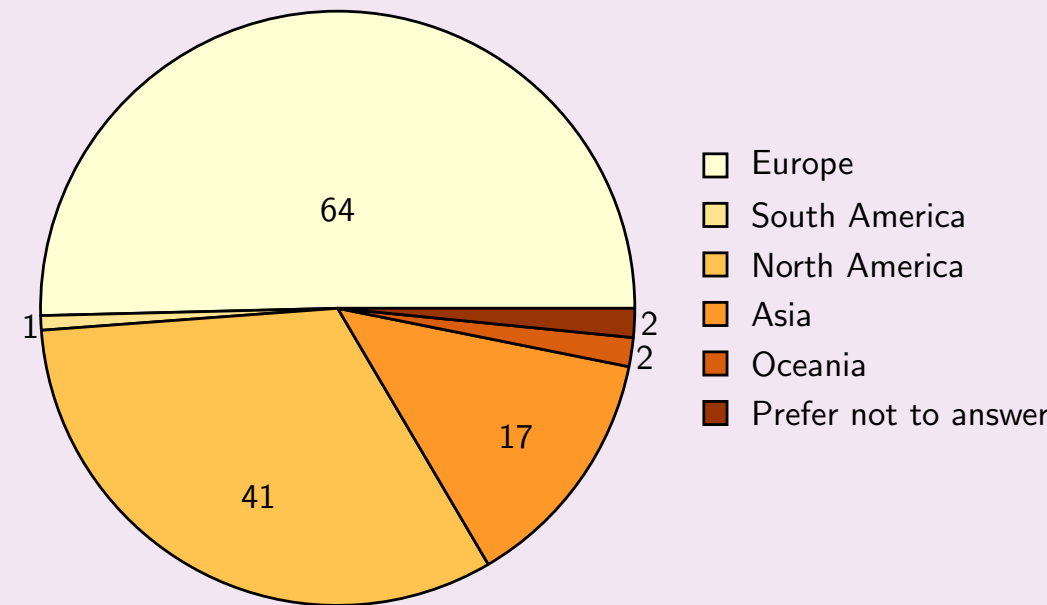
What is your age?



What best describes your gender identity?

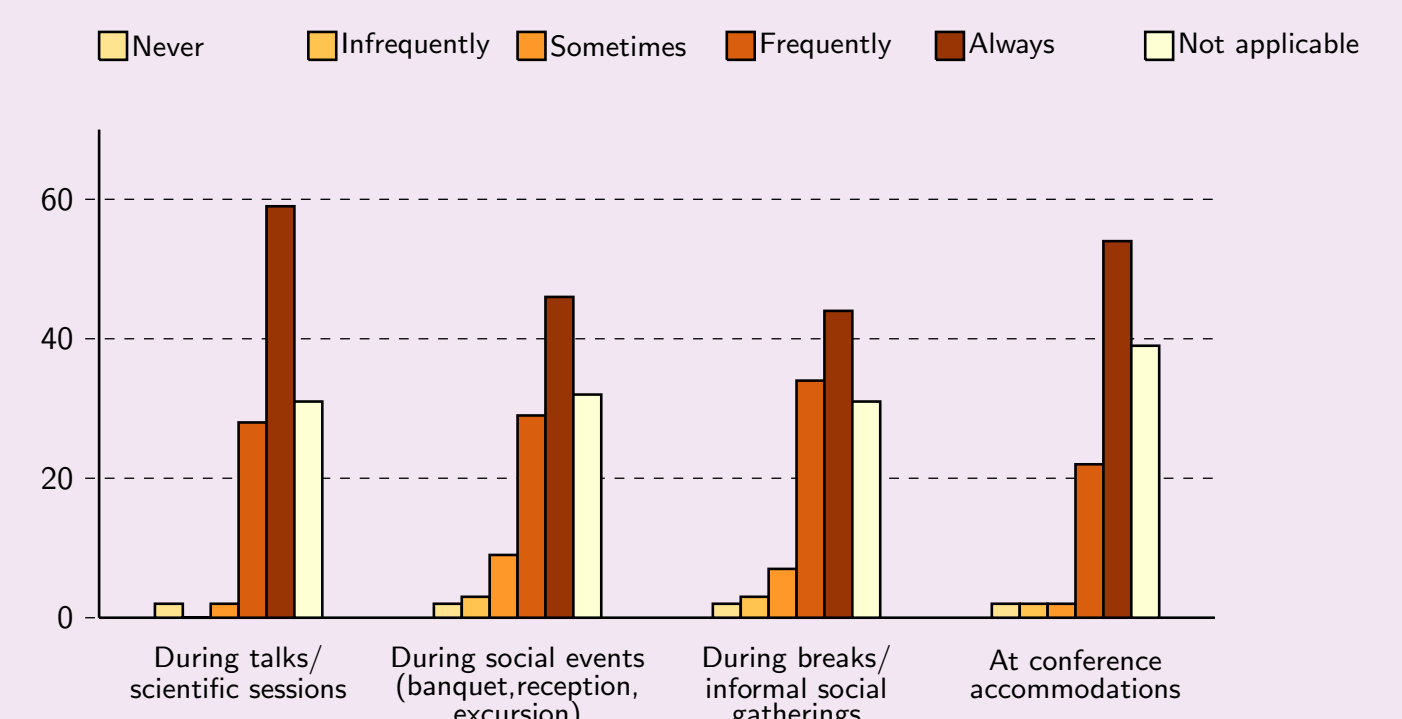


What geographic region do you work in?

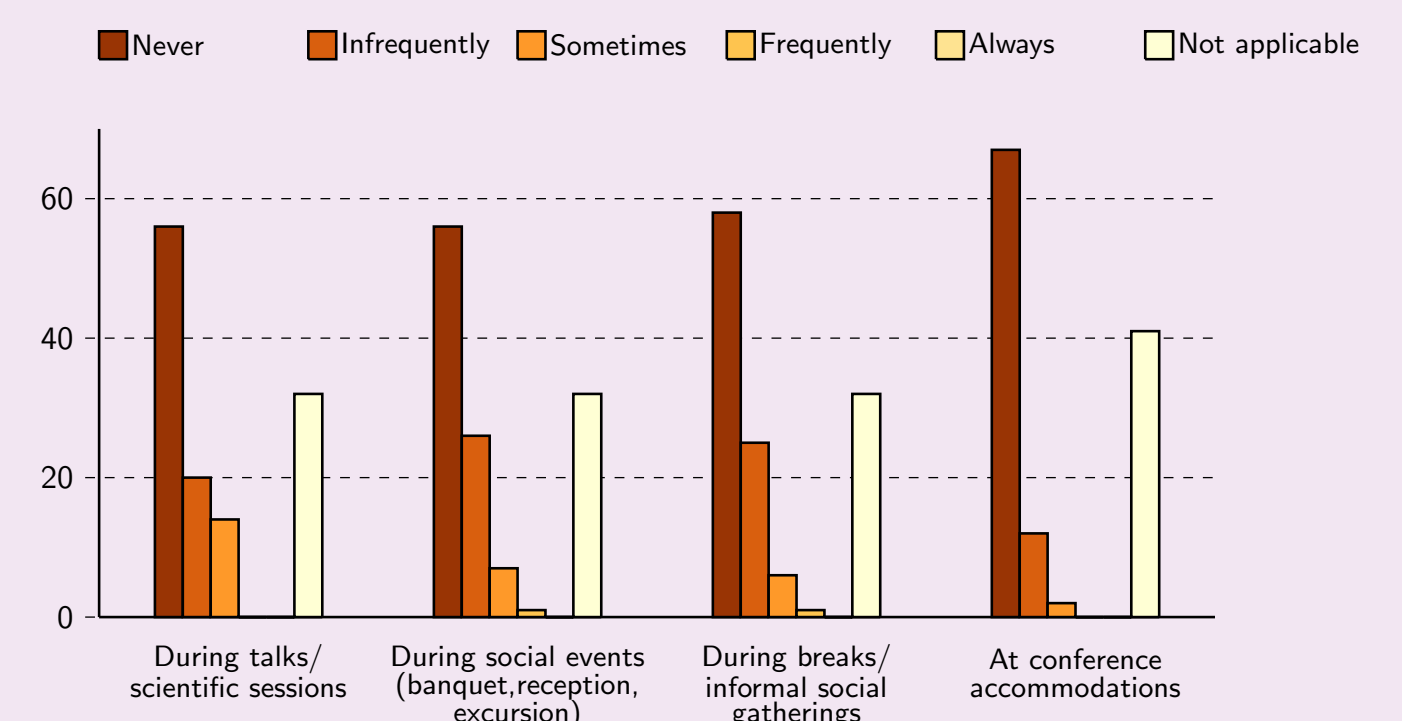


Experience at Conferences

Did you feel comfortable at the most recent lattice conference you attended?



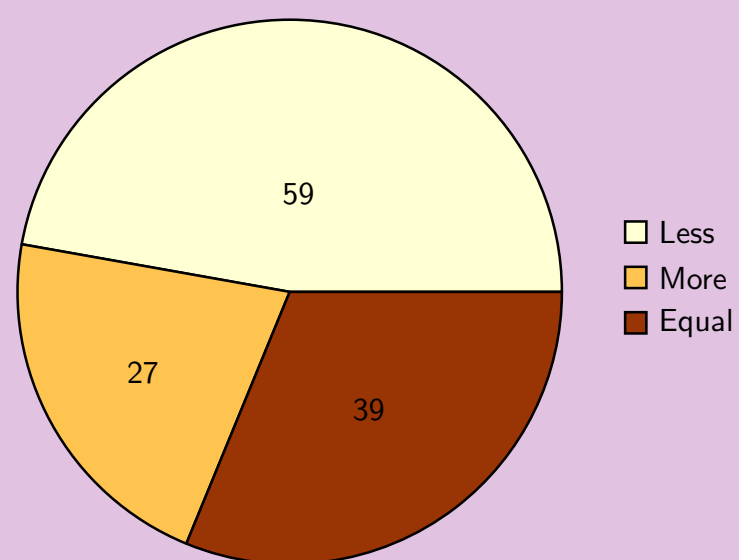
Have you had direct or indirect (personally or observed) negative experiences at a lattice conference?



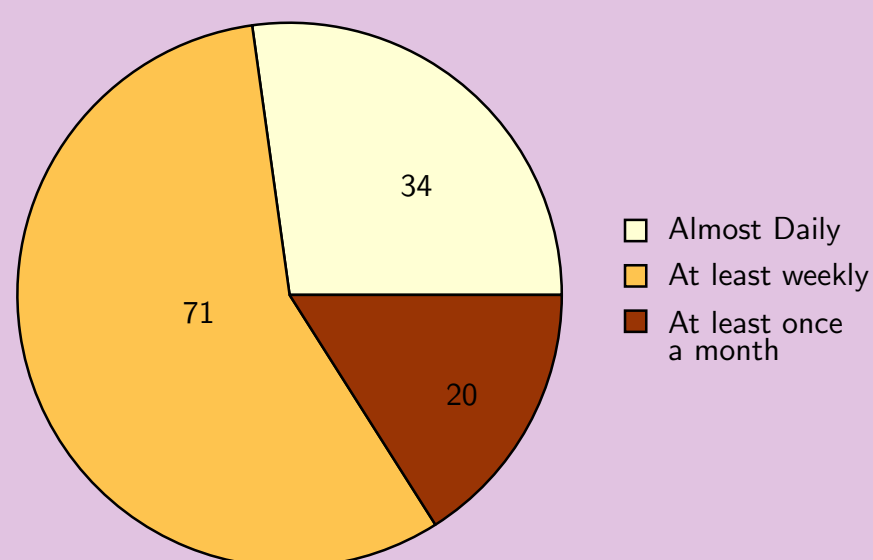
Impact of the Pandemic

Working during the pandemic

Relative to pre-pandemic, how effective has working from home been?



Did you manage to have regular meetings with peers/supervisors/students?



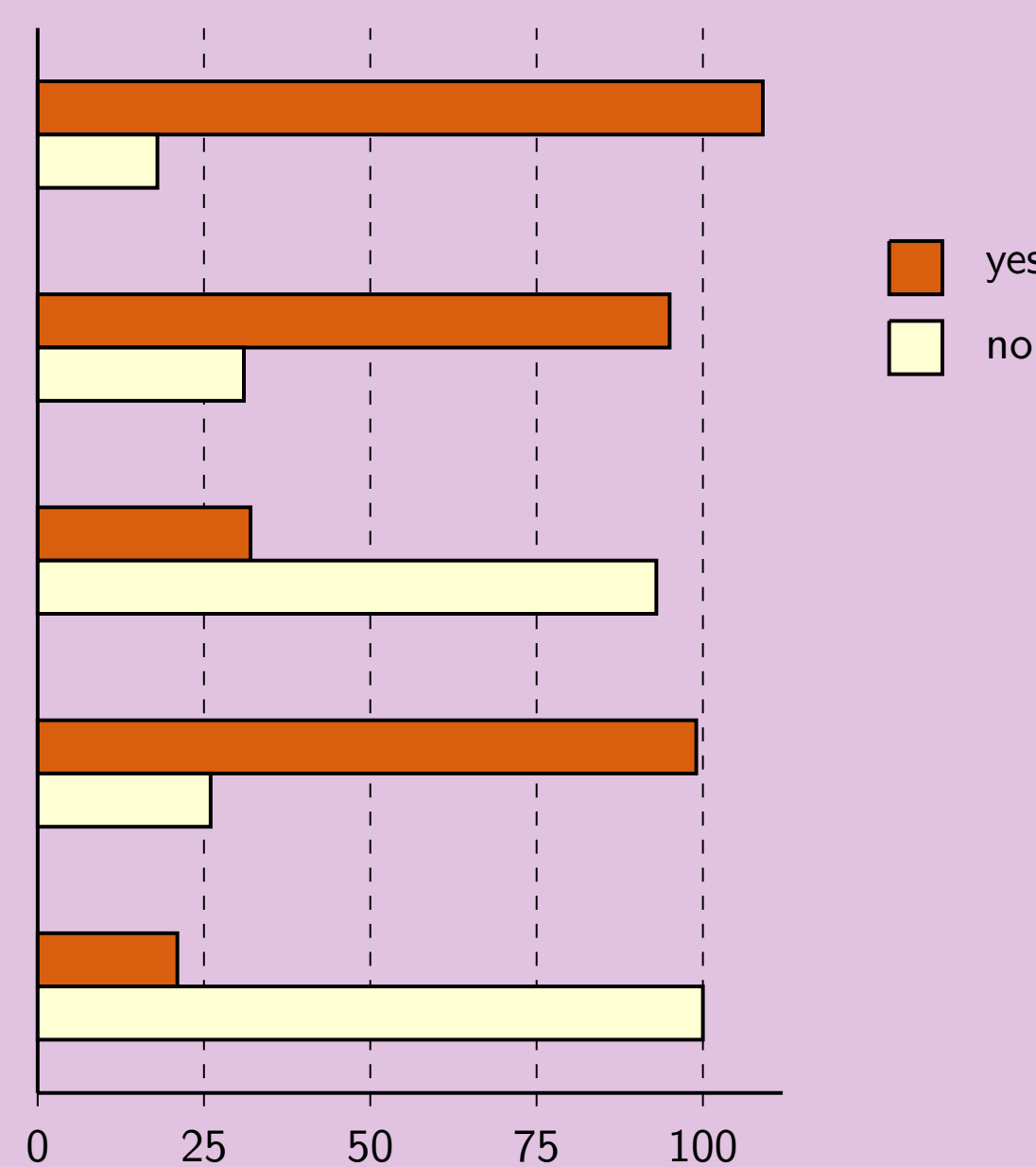
Did you have a quiet space to work from home?

Did you have a proper set-up to work from home (good internet, chair, desk, monitors)?

Did you receive support from your home institution in setting up an office at home?

Do you feel there has been a shift in your work/life balance?

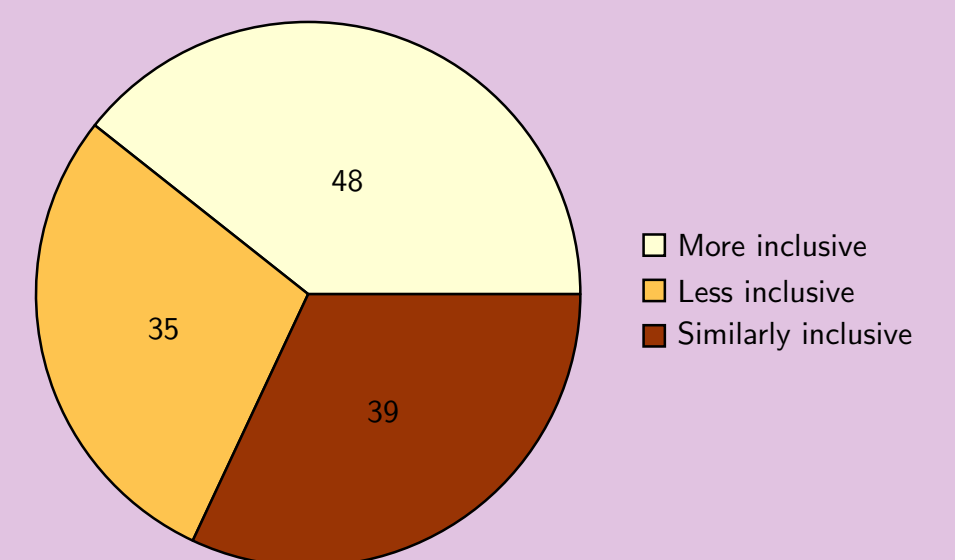
Did you have to deal with childcare/home schooling?



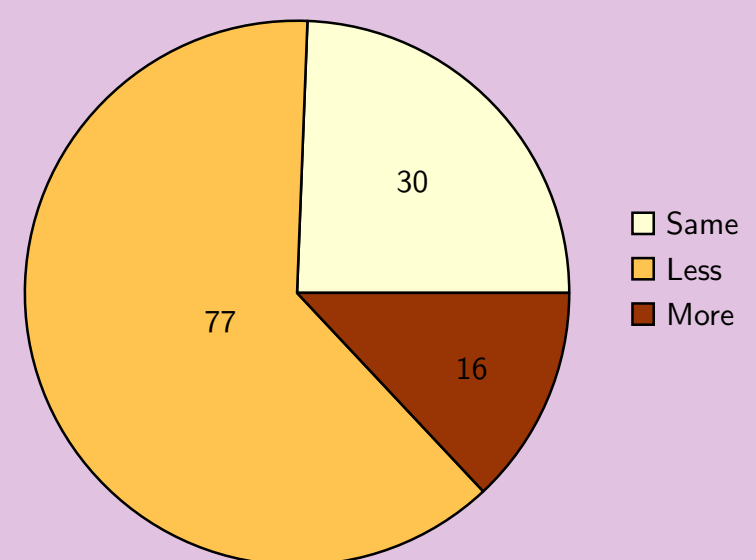
For the question "Did you have to deal with childcare/homeschooling?" 8 out of 22 female respondents (36%) and 12 out of 95 male respondents (13%) answered "yes".

Online Conferences/Seminars

Did you find online conferences/workshops more or less inclusive?



Did you engage in the seminars you attended to the same/less/more degree than in in-person seminars?



In the survey various questions were asked to allow free text answers and the responses for some of the questions are summarised below:

- **How are your institutions and funding agencies supporting you in dealing with returning to normalcy?** 27 out of 62 respondents mentioned that support (e.g. grant/contract extensions) has been offered. 21 respondents haven't received any help, while 14 respondents were unsure if support is available.
- **Are there any changes brought by the pandemic that you would like NOT to be reversed?** 23 out of 57 respondents mentioned keeping the flexibility/option of home-office/choice of location for work. 15 respondents suggested to keep some conferences or seminars online or hybrid. 3 respondents mentioned the positive environmental impact of reduced travel/fewer in-person events.
- **Do you have feedback on the organisation of online workshops?** (32 responses) 8 answers were given that online conferences/meetings are often too tightly scheduled and/or do not have sufficient breaks. 6 respondents touched upon the issue of different timezones. 5 respondents mentioned that there is less interaction/discussions amongst participants at online events.