

# EICUG Diversity Equity and Inclusion

## EICUG DEI Committee

EICUG Meeting - Warsaw, Poland - July 23rd to 31st, 2023

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# The EICUG DEI Committee

- **Consists of seven members:** chair-elect, chair, past chair, and 4 at-large members.
- Chair serves as ex-officio member of the EICUG steering committee, and reports to them.

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

- Serving as contact point for people DEI issues (for listening or recommending actions).
- Facilitate connections with and encourage creation of affinity groups related to DEI
- Providing expertise in DEI issues to the EIC Users.
- Advocating for DEI issues that affect Users when they arise.
- Serving as liaisons to DEI groups and administration at the host Laboratories, especially to advocate for relevant issues (e.g. childcare, campus climate).
- Collecting and providing by request diversity statistics and developing DEI awareness and sensitivity training for the EIC Users.
- DEI committee will periodically review the EICUG code of conduct.

# 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

# 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 channel: DEI committee ([eicug-dei@eicug.org](mailto:eicug-dei@eicug.org))

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

Climate Surveys: Collecting data to assess the health of the EIC scientific environment for Users.

# 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:**

- 212 responses (15.8% of the EICUG)
- Responses were mostly from American and European Institutions.
- Limited responses:
  - No responses from countries such as China.
- A brief summary was presented at the 2021 Annual meeting ([Link](#))

# Diversity & Inclusion Survey 2022

- Same format for survey as for 2021
  - Separate survey platform used for China since Google won't work there.

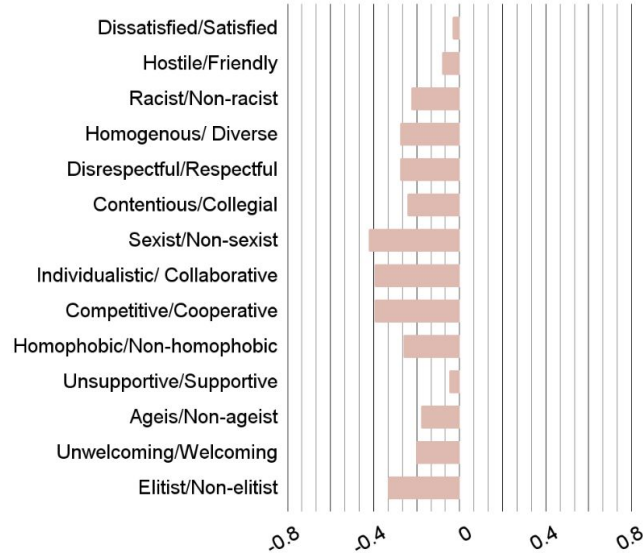
## **Responses:**

- 161 responses (11.5% of EICUG)
- Responses were mostly from American and European Institutions as in 2021
- Notes:
  - Separate platform for survey in China garnered 6 responses (special thanks to Jinlong Zhang from Shandong University).
  - Drop in responses from 2021 to 2022 was primarily due to US institutions.
- Public report available very soon!

**Note on participation:** In the past EICUG meetings, we had ~300 (2022) and ~170 (2023) “active” meeting participants (e.g. registered attendees either online or in-person). The number of survey respondents vs. the number of active EICUG meeting participants paints a different picture.

# (Partial) Summary of Survey Results and Comparisons

[2021 survey] How you would rate the EIC research environment based on your direct experiences? (Women - Men)



[2022 survey] How you would rate the EIC research environment based on your direct experiences? (Women - Men)

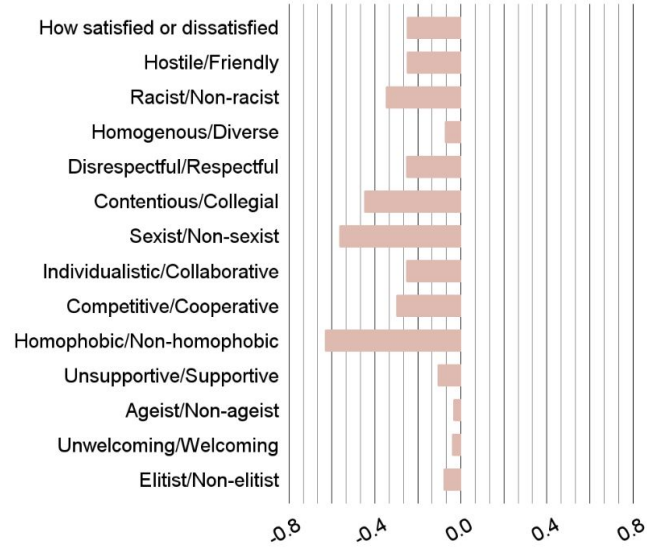


Figure 14: Relative rating of EIC research environment between female and male participants.

- Clear trend of female EIC researchers having a more negative view of EIC activities.
- From 2021 to 2022, this negative viewpoint worsened.



# (Partial) Summary of Survey Results and Comparisons

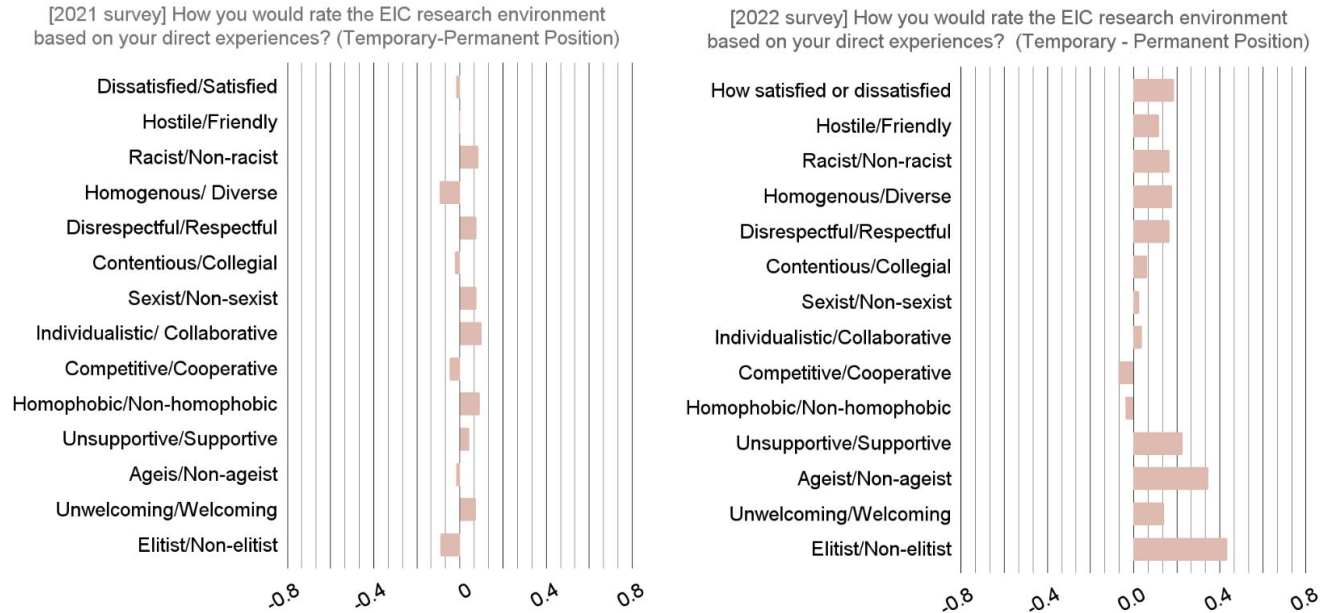


Figure 16: Relative EIC research environment rating between participants with a temporary position and permanent position.

- From 2021 to 2022, researchers in temporary positions increasingly have a **positive** view of the EIC research environment.

# A bit of discussion on a specific finding

- **From the report:** “[Things have changed from 2021 to 2022], with people in temporary positions having a much more positive view of the EIC community than those in permanent positions. This is especially interesting given the demographics are closer to parity for those in temporary positions and the greater negative opinions that the population of women had. This indicates that most of the difference between the views of men and women is due to more senior women.”
  - Return to in-person meetings + associated challenges?
  - Detector proposal process (stressful, time-crunch, highly competitive environment following a collaborative one from the Yellow Report).

# What has been done to improve since the last survey or since the inception of the DEI committee?

The past year included a detailed analysis of the data collected from the survey. → Recommendations have been provided in the report based on this analysis (briefly summarized here).

1. Foster a culture of inclusiveness and respect and encourage user engagement and feedback.
  - a. Adhering to the code of conduct for interactions with colleagues, finding ways to improve User experience at meetings (e.g. advocating for provision of childcare), offer DEI training options for EIC Users.
2. Improve diversity, equity, and inclusion in EICUG policies and practices.
  - a. Continue to refine the Climate Survey, and conduct survey at intervals (TBD) to continue to collect data on the health of the EICUG to provide recommendations to improve.
3. Improve Climate Survey Participation

# Planned and Ongoing Activities

- DEI committee now formally part of EICUG steering committee.
  - This will ensure accountability of committee to achieve its goals going forward, and enable direct communication with EICUG management to make progress.
  - Chair system now in-place for DEI committee, with DEI chair elections now being part of the normal EICUG election cycle.
- Report of 2021 and 2022 surveys, including comparisons, available soon.
  - Report includes recommendations to the EICUG steering committee.
- Wiki-page/Web-page planned (**in-progress**)
  - 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.**
- Once a DEI committee is formally in-place in ePIC, we will interface with them and aim to pool our resources to meet the needs of the EIC effort.

Thank you!

