

Equity & Inclusion survey Institute of Physics: Lessons learned (so far)

Dr. Joost van Mameren*
Institute Manager IoP

* Disclaimer: *not* an expert in diversity matters!

Why an E&I survey?

Zoom discussion in IoP during *#BLM protests* in summer 2020

Question: unclear how US situation projects onto NL

- Call for reliable (local) data and concrete recommendations
- Choice to focus on racism, sexism and discrimination in general

Two goals:

1. Collect local, recognizable experiences of undesired behavior to counter 'unconscious incompetence'
2. Identify patterns that call for systemic/policy changes

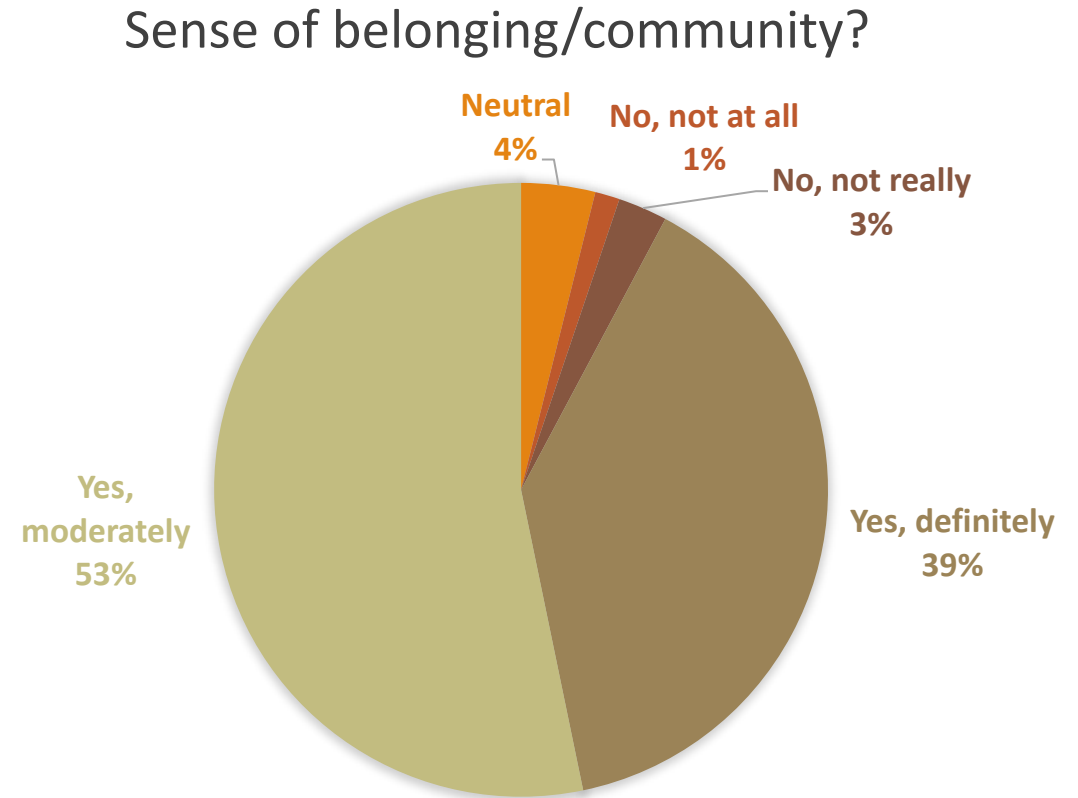
How to approach this?

- Jump start together with IoP PhD council members Evita Verheijden and Jaco de Swart
- Internal discussions: questions sufficiently considerate to underrepresented groups?
- Several rounds of feedback with FDO, CDO and newly installed IoP diversity & inclusion council
- Result:
 - Carefully composed survey (68 questions, of which 20 open)
 - From Google Forms to professional Qualtrics survey
 - Confidential advisor to remove traceable data
 - Reception generally very positive



(Very) preliminary survey results

- 77 fully completed surveys (population ± 250), 28 partial (up to 95%)
- Population diversity roughly in line with loP averages (a.o. position type, gender)
- 13% indicates to have felt uncomfortable because of underrep. group. (20% for women)
- Extensive response to open questions: total word count 12500+ (average 50 per answer)!...



Much more work to do...

- ... But we increasingly feel we are not the external social scientists one needs for this!
- The plan, therefore: outsource analysis and report drafting to ECHO (or similar), to ensure quality and neutrality
- Report will be broadly shared and extensively discussed in IoP
- Lessons learned to be incorporated in institute policies where possible

- Survey available upon request; possibility to reuse elsewhere! (But do consider outsourcing...)