



Equity, Diversity and Inclusion

Meeting Rubin-LSST France – May 2021

Outline

1. What is EDI?
2. Why this topic is being addressed?
3. What does the survey say?
4. My reading of the results
5. And now?

What is EDI?

EDI (Equality, Diversity and Inclusion) ensures fair treatment and opportunity for all. It aims to eradicate prejudice and discrimination on the basis of an individual or group of individual's protected characteristics.

What is EDI?

What is equality?

Equality means **fairness** and must ensure that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics.

Equality also means **equality of opportunity**: we must also ensure that those who may be disadvantaged can get the tools they need to access the same, fair opportunities as their peers.

What is diversity?

Diversity is **recognising, respecting and celebrating** each other's differences.

A diverse environment is one with a wide range of backgrounds and mindsets, which allows for an empowered culture of creativity and innovation.

What is Inclusion?

Inclusion means **creating an environment where everyone feels welcome and valued**. An inclusive environment can only be created once we are more aware of our **unconscious biases**, and have learned how to manage them.

Why this topic is being addressed?

February 2020 – First talk ‘Médiation scientifique’ by Cécile Roucelle (APC)

- « A request from the DESC collaboration for a French structure allowing the existence of official contact persons to make possible a mediation concerning climate and exchange problems in our collaboration »
- « The possible emergence of actions in our community so that we improve the atmosphere of inclusiveness and respect within our French collaboration »

July 2020 – Call for volunteers French EDI WG

-> Creation of a working group (Dominique Boutigny, Anaïs Moller, Cécile Roucelle and myself)

November 2020 – Mediation & EDI France

-> Broader discussion with no real concrete actions to date

Why this topic is being addressed?

Guidelines

<https://docs.google.com/document/d/1NTwNyOGNHFU61JZXsJYpcGpq7hrQBj4s/edit#>

Method

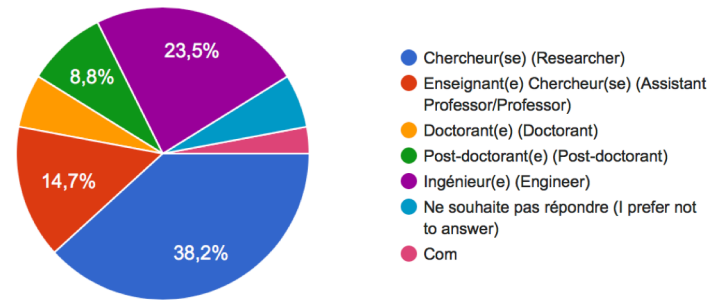
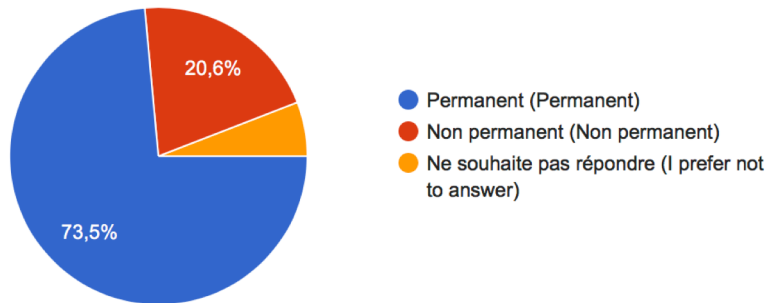
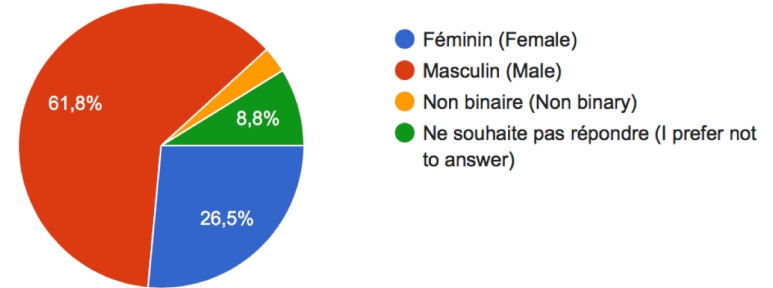
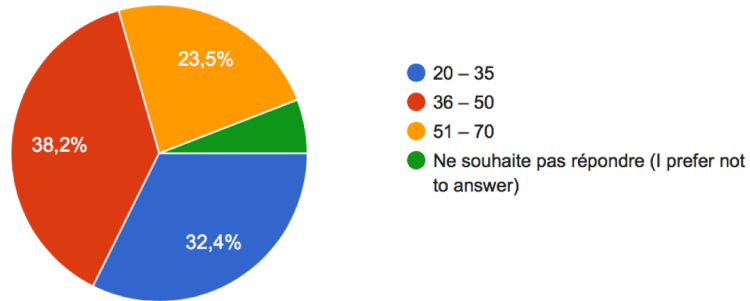
1. Take the pulse of the French community in order to obtain a qualitative analysis of the interactions between its members
1. Carry out an overview of the EDI policies implemented in other scientific communities in order to draw inspiration from them and to implement adapted actions within the Rubin-LSST France coordination
2. Make recommendations on the actions to be implemented within the Rubin LSST France collaboration.

Why conduct a survey?

- To evaluate the perception of the members of Rubin-LSST France regarding EDI
- To help define the scope of this activity
- To collect proposals
- To identify people who would be willing to participate in this working group

Thanks to the 34 people who responded!

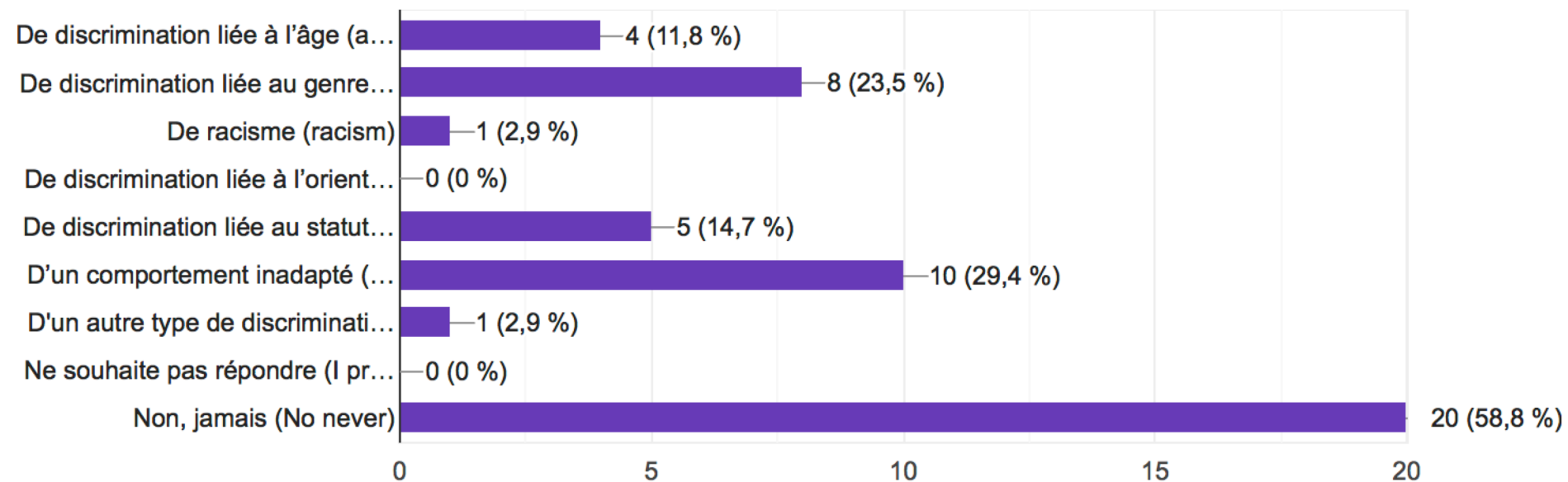
Profile of respondents



Survey results

Avez-vous déjà été témoin ou victime au sein de Rubin-LSST France (Have you ever experienced or witnessed within Rubin-LSST France)

34 réponses



Survey results

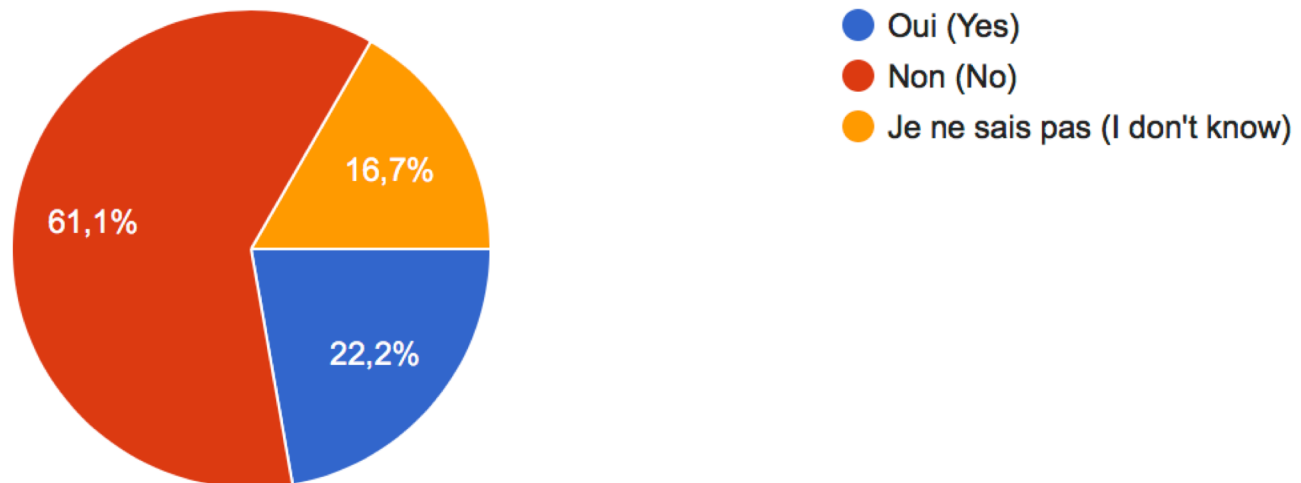


Survey results

Le cas échéant, cet incident a-t-il été remonté à Rubin-LSST France ou à tout autre instance académique (laboratoire, université, CNRS...)? (If so, was this incident reported to Rubin-LSST France or to any other academic body (laboratory, university, CNRS, etc.)? -----

N'hésitez pas à utiliser la section commentaires pour évoquer plusieurs cas (Feel free to use the comments section to mention several cases)

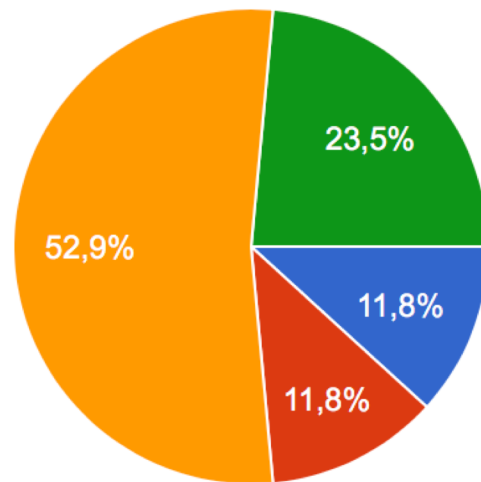
18 réponses



Survey results

Estimez-vous que cet incident a été correctement traité par Rubin-LSST France ou tout autre instance académique (laboratoire, université, CNRS...)? (Do you think that this incident was correctly handled by Rubin-LSST France or any other academic body (laboratory, university, CNRS, etc.)? ----- N'hésitez pas à utiliser la section commentaires pour évoquer plusieurs cas (Feel free to use the comments section to mention several cases)

17 réponses

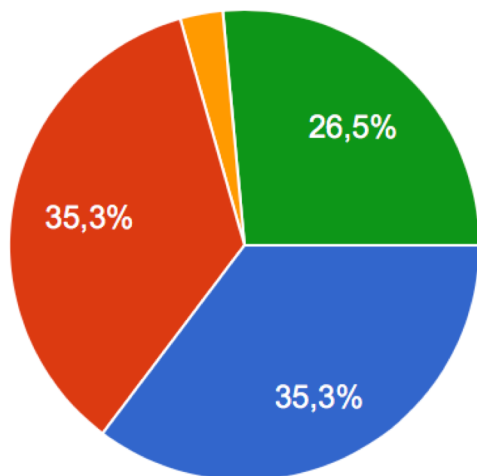


- Oui (Yes)
- Non (No)
- Je ne sais pas (I don't know)
- Je ne souhaite pas répondre (I preference not to answer)

Survey results

Estimez-vous que Rubin-LSST France (Do you estimate that Rubin-LSST France)

34 réponses



- Est suffisamment investie en matière d'Equité, de Diversité et d'Inclusion (Is already investing enough in Equity Div...)
- Devrait en faire plus en matière d'Equité, de Diversité et d'Inclusion (Should do more to increase Equity Div...)
- Investit trop en matière d'Equité, de Diversité et d'Inclusion (Invests too m...)
- Ne souhaite pas répondre (I prefer not to answer)

Survey results

« This is not the role of a scientific collaboration »

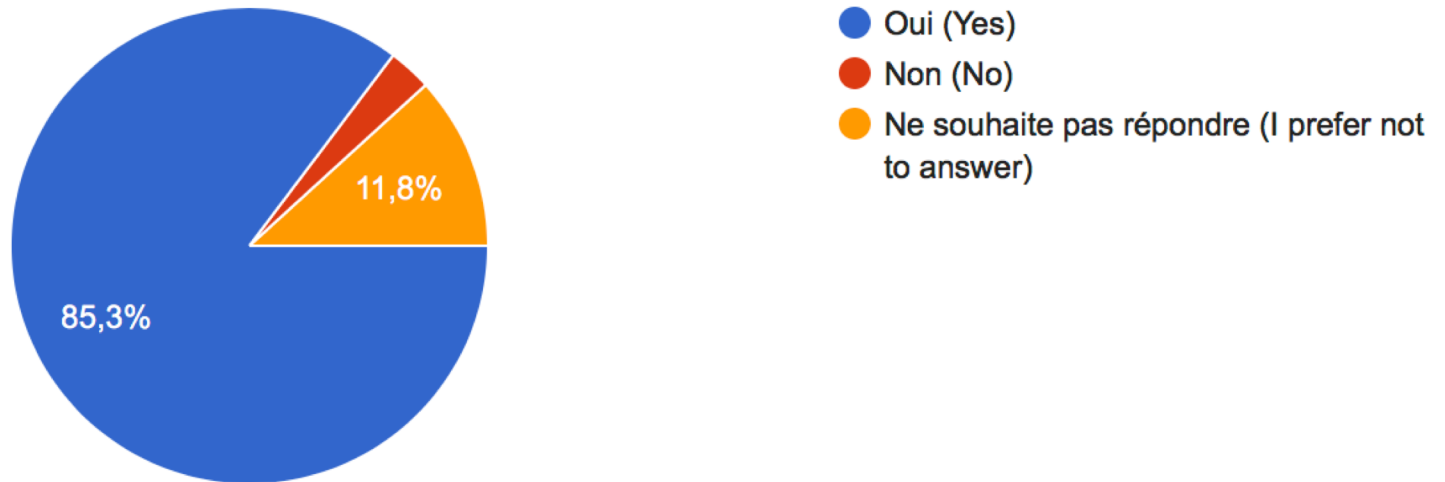
« We must not imitate the United States and keep our French specificity »

« EDI is there to give oneself a good conscience »

Survey results

Estimez-vous qu'il soit important qu'il y ait de la diversité (sous toutes ses formes) au sein de Rubin-LSST France ? (Do you think it is important to have diversity in all its forms within Rubin-LSST France?)

34 réponses



Survey results

« Diversity ensures the enrichment of a group as a whole »

« The problem goes beyond Rubin-LSST France »

« The problem is societal »

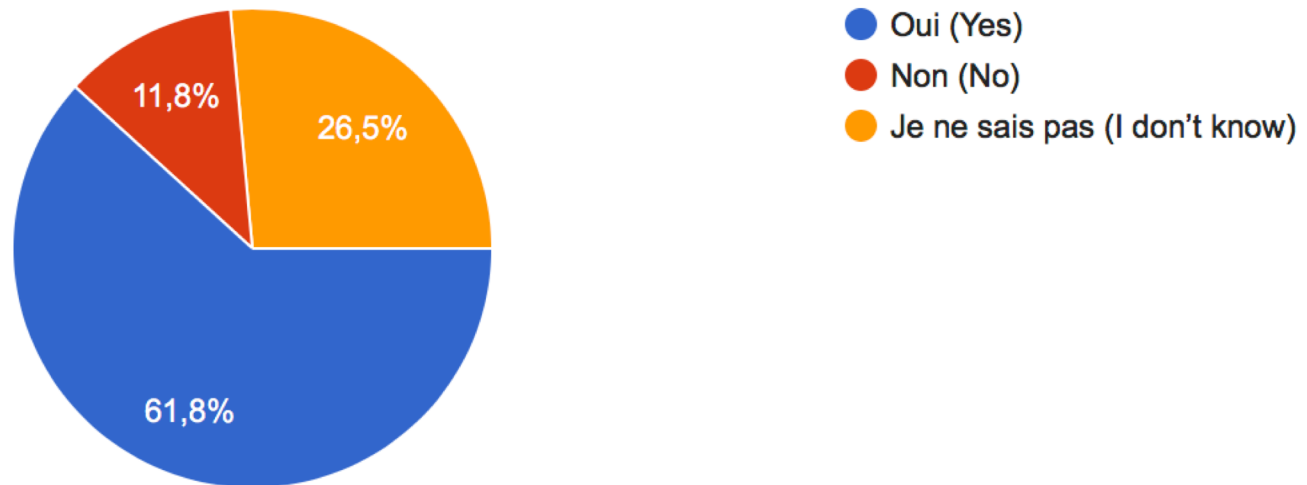
« Recommendations already exist at university/CNRS level »

« Diversity also means a non-mainstream scientific approach »

Survey results

Estimez-vous qu'un groupe de travail sur l'EDI puisse être utile à Rubin-LSST France ? (Do you consider that a working group on EDI could benefit to Rubin-LSST France?)

34 réponses



Survey results

« There are already groups in charge of these missions in our respective institutions »

« To get to the bottom of the problem, to verify the relevance or not of this theme »

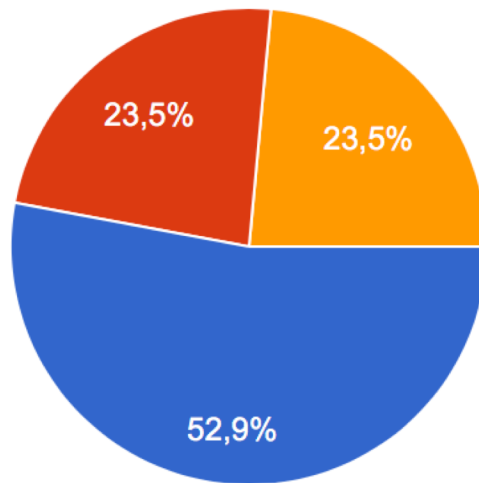
« To raise awareness about the mechanisms and psychological mechanisms of discrimination, to propose contacts and support »

« If we have the support of all or at least of a majority »

Survey results

Estimez-vous qu'un Code de conduite (ie un document établissant les règles de conduite à adopter au sein de Rubin-LSST France) doit être rédigé ? (Do you consider that a Code of Conduct, i.e. a document establishing the rules of conduct to be adopted within Rubin-LSST France, should be drafted)

34 réponses



- Oui (Yes)
- Non (No)
- Je ne sais pas (I don't know)

Survey results

« The law already applies to everyone »

« The legal value of a possible "code of conduct" is null »

« The interest of this document gives legitimacy to the potential victim to complain »

« A charter rather than a code »

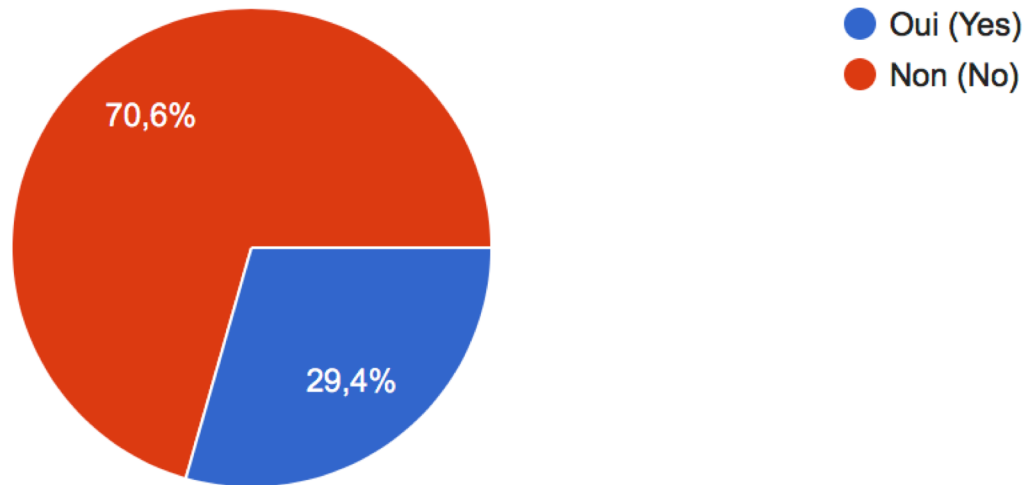
« Debate and discussion are more appropriate »

« Does the Rubin code apply to Rubin-LSST France? »

Survey results

Avez-vous des propositions à faire pour garantir un traitement équitable et les mêmes opportunités pour tous ? (Do you have any proposals to make to ensure fair treatment and equal opportunities for all?)

34 réponses



Survey results

« Raise awareness of existing legislation »

« Raise awareness of EDI issues »

« Propose training courses »

« Bring in an expert in the field »

« Don't add a layer to the American one but make sure we participate »

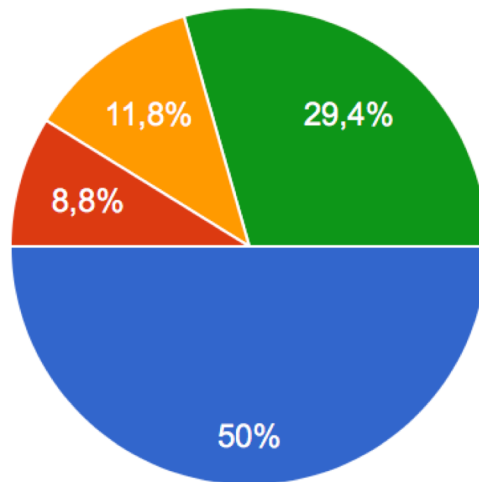
« Have trained mediators for confidential listening and problem solving »

« Push for the use of English »

Survey results

Seriez-vous prêt(e) à participer à un groupe de travail sur le sujet ? (Would you be willing to participate in a working group on EDI)

34 réponses



- Ponctuellement (Occasionally)
- Régulièrement (Regularly)
- Jamais (Never)
- Ne souhaite pas répondre (I prefer not to answer)

My reading of the results

Consensus that the environment in which we work needs to be equitable and inclusive (and that it is not always)

=> Not all agree on the best way to achieve this

American copy and paste is not desirable

=> Actions has to be adapted the French community

Strong lack of knowledge of the subject (field in rapid development)

=> Need to train and raise awareness

=> Have a better understanding unconscious bias

Recommendations will have to take into account the specificities of the collaboration and the actions will have to be explained and obtain as much as possible the adhesion of its members.

And now?

Enlargement of the working group

=> To carry out an overview of the EDI policies implemented in other scientific communities/organizations

=> To make recommendations on the actions to be implemented within the Rubin LSST France collaboration

Volunteers, please contact me directly at gshifrin@in2p3.fr

Or just answer the poll here:

<https://evento.renater.fr/survey/reunion-groupe-de-travail-edi-edi-working-group-meeting-y1b1sy8p>



Thank you for your attention