SCI Diversity discussions

2019
Summary

• A diversity survey was carried out at SCI departments in summer 2019

• The results were discussed in SCI quality working group in August 2019 and in SCI Management Team in September

• Discussion events were organized at each department in October-November
  • Introduction by Jonna Louvrier/Includia
  • Discussion in small groups on career advancement and inclusive culture
  • ~175 participants altogether
Ideas for career advancement

Recruitment process (1/2)

• Anonymous recruitment (first round)
• (Gender) balanced committees and expert panels
• Appoint a person to ensure recruitment processes are equal
• Predefined criteria
• Job announcements:
  • Utilize as many channels as possible
  • "The department is committed to fostering an inclusive environment with diverse faculty members. Therefore, applications from groups that have been underrepresented in computer science are particularly sought."
  • Make sure the announcement (e.g. adjectives used) is not tailored to male stereotypes
• Headhunting: target diverse candidates specifically. Utilize alumni network.
Ideas for career advancement

Recruitment process (2/2)

- Collect and analyze data from recruitment process
  - Detecting whether discussions are biased
  - Analyze CVs of applicants vs. the outcome
- Instruct external reviewers on how to take parental leaves into account (ERC: 18 months/child for women, actual amount of parental leave for men)
- Restart recruitment process if only a few women apply
Ideas for career advancement

Other

• More transparent TT system
• Get rid off separate TT/lecturer career systems vs. acknowledge lecturer as a different job
• Highlight female role models
• Giving equal opportunities e.g. to all doctoral students and post docs in a research group
• Unconscious bias training
  • For supervisors, recruitment committees and external panel
  • Also for all staff
• Set specific targets and goals.
• Adopt a (national) diversity accreditation.
• Diversity needed on management level
Ideas for inclusive culture

Personal level

• Be aware of your privileged position and take responsibility.
  • Men can be diversity advocates
  • People who speak both Finnish and English should be sensitive to change the discussion language. (Take also into account that some people want to learn Finnish!)

• Make sure everyone is heard, e.g. ask questions from different participants in a meeting.
• Don’t forget to give positive feedback! Say nice things about people.
• Be aware of unconscious bias also when interacting with students.
• Bring inclusive practice to course group work.
• See something, say something
Ideas for inclusive culture

Supervisor level

• Make sure everyone is heard, e.g. ask questions from different participants in a meeting.
• No meetings after 4 p.m.
• Supervisor/leadership training
• Don’t forget to give positive feedback! Say nice things about people.
• Advance interdisciplinary activities between different groups: both work and not work related.
• Introduce new people at the department
  • Personally
  • Via e-mail to staff list
• Cultivate a work culture of inclusion. Also make sure the workload of people is manageable so that they have time to pay attention to this.
Ideas for inclusive culture

Management level (1/2)

• Involve people in decision making
• Transparency in workload and tasks of people
• Make sure everyone is heard, e.g. ask questions from different participants in a meeting.
• No meetings after 4 p.m.
• Supervisor/leadership training
• Share best practices between departments.
• Be careful not to overload minorities with the cause
• Advisory group for each PhD student (not just a single advisor)
• Create a common coffee room culture:
  • Free coffee and tea
  • Coffee should be ready when common coffee break starts
• Mentoring especially to young women
Ideas for inclusive culture

Management level (2/2)

• Aalto Code of Conduct training for everyone annually
• Establish feedback mechanisms and communication channels.
• Personal diversity scoresheet (A5) twice a year: statements such as “I have worked with colleagues of both genders in the last 6 months.”
• Increase visibility of diversity at Aalto and the equality work being done
• Organizing events
  • More interaction between research groups
  • Don’t focus social activities around sauna alone. If sauna is part of the activities, wear e.g. towels.
  • Vote on the activities and take different opinions into account.