SCI Diversity discussions

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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.**

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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.

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