Diversity, Equity and Inclusion in the CP community
Presenting survey results and recent findings

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CP-2022, August 5, 2022
Overview

Diversity, Equity and Inclusion
Definitions

Understanding DEI in CP
- Diversity survey results
- ACP Summer school analysis
- Equity & Inclusion survey results

Conclusions
and next steps
Diversity

“Who is part of our community?”

Equity

“Does everyone have the same opportunities in our community?”

Inclusion

“Does everyone feel welcome, valued and respected in our community?”
Overview

Diversity, Equity and Inclusion Definitions

Understanding DEI in CP
- Diversity survey results
- ACP Summer School analysis
- Equity & Inclusion survey results

Conclusions
and next steps
CP Diversity survey

● **Goals:**
  ○ Assess current status ("Who" is in our community?)
  ○ Use as baseline to track our progress (repeat survey every year)

● **Survey 2021:**
  ○ open from Dec-21 to Jan-22
  ○ 96 responses 😊
  ○ responses fully anonymised
CP Diversity survey: Main results  1/2

- Gender identity*
  - 77% male
  - 18% female
  - 1% non-binary

- Professional roles*
  - 71% academics
  - 19% in industry
  - 5% (Phd) students
  - 2% other

* some respondents preferred not to answer this question, that is why the percentages do not add up.
Country of residence*:  
- Europe, North America, Australia: 85%  
- Other regions: 8%

Country of origin*:  
- Europe, North America, Australia: 74%  
- Other regions: 18%

More detailed results in the slide appendix  
Raw data on ACP website

* some respondents preferred not to answer this question, that is why the percentages do not add up.
CP Diversity survey: Points for improvement

- **Reach more people** with the survey to make it more representative
  - Few responses from (PhD) students
  - Few responses from some countries

- **Use different survey tool** than Google forms:
  - where chain of answers is not stored when submitting the answer

- Possibly **revise** some questions (e.g. ethnicity)
Overview

Diversity, Equity and Inclusion and why is it important to consider

Understanding DEI in CP
- Diversity survey results
- ACP Summer School statistics
- Equity & Inclusion survey results

Conclusions and next steps
Assessing diversity of ACP Summer school speakers

- **Goal:**
  - Assess speakers’ *sex* and *country of origin*
  - Compare to diversity survey results
  - Derive potential actions, if improvement necessary

- **Data available from 2005 - 2021**
  - Manually retrieved from internet

- Data will be made available on ACP website: [http://www.a4cp.org/events/dei](http://www.a4cp.org/events/dei)
We define “white” as: from Europe, North America or Australia / NZ, and “non-white” as: from all other regions. We use only the sex or biological gender (not gender identity, since it’s unknown).
“Fun” facts (ACP Summer Schools 2005 - 2018)

#1 More speakers named “Peter*” (6) than female speakers (5) or non-white speakers (2)

#2 More speakers named “Simon” (3) than non-white speakers (2)

#3 Only 1 woman out of 25 native French speaking presenters

#4 Same number of times** a male speaker named “Chris*” presented, as women presented (8)

* including variations of the name (e.g. Peter: Pierre, Pitr)
** as opposed to fact #1 and #2, fact #4 takes into account that speakers are often invited multiple times to present at a summer school
Recent efforts:
3 times more female speakers since 2019
Female speakers are still highly underrepresented

<table>
<thead>
<tr>
<th>Diversity Survey responses 2021*</th>
<th>Sex of ACP Summer school speakers</th>
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<tbody>
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<td>77%</td>
</tr>
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<td>Female</td>
<td>18%</td>
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</table>

* Note that the gender from the survey is the gender identity, and not the biological gender (sex).
Recent efforts:
20 times more non-white* speakers since 2019

*we define “white” as: from Europe, North America or Australian/New Zealand, and “non-white” as: from all other regions
“Non-white” speakers are still highly underrepresented

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<td>“non-white”</td>
<td>18%</td>
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</table>

- “white”: from Europe, North America, Australia/New Zealand
- “non-white”: all other regions
Under-representation in more detail

So far we never had:

- a speaker from South-east Asia or Sub-saharan Africa
- a female speaker from Asia or Africa (excl. Turkey and Israel)

So far we have had very few:

- speakers from Africa, Asia, the middle East, and South America
- French speaking female presenters (compared to the large size of the French speaking CP community)
Diversity of organisers impacts diversity of speakers

- Speakers tend to be less or equally diverse than organisers (>82% of cases)

- In case organisers are white males only:
  - speakers are white-males only in 57% of cases (30% with diverse organisers)
  - always overrepresentation of white male speakers (>83% are white male speakers)

- More details: see slide appendix
Summary: ACP Summer School Speakers

● ACP Summer school speakers do not reflect diversity of our community
  ○ Female speakers under-represented
  ○ “Non-white” speakers under-represented

● Recommended actions
  ○ Invite more “non-white” and female speakers
  ○ Form diverse organising committees (soft quotas?)
  ○ Sensitise organising committees to unconscious bias
Overview

Diversity, Equity and Inclusion and why is it important to consider

Understanding DEI in CP
- Diversity survey results
- ACP Summer School statistics
- Equity & Inclusion survey results

Conclusions and next steps
CP Equity & Inclusion survey

● **Goals:**
  ○ Assess current status and use as baseline
  ○ Obtain ideas & feedback for potential actions

● **Survey 2022:**
  ○ open from May - July 2022
  ○ 43 responses 😞

● Detailed results in slide **appendix**, raw data on **ACP website**
About the survey respondents

- Many respondents identified with under-represented* groups
  - 32.6***% from under-represented group
  - 53.5***% not from under-represented group

- Involvement in CP community quite balanced
  - 0 - 4 years: 20%
  - 5 - 10 years: 23%
  - 11 - 20 years: 30%
  - > 20 years: 27%

* We asked the survey respondents to decide if they identify with an under-represented group, e.g. due to their ethnicity, gender identity, etc.
** The percentages do not add up, because some respondents preferred not to answer this question or were not sure if they identified with an under-represented group.
Results on Inclusion 1/2

“I feel a sense of belonging to the CP community”

- Strongly agree or agree:
  - 79% overall
  - 85% of under-represented group

- Disagree:
  - 9% overall
  - 0% of under-represented group

“My unique background is valued”

- Strongly agree or agree:
  - 51% overall
  - 57% of under-represented group

- Disagree:
  - 7% overall
  - 7% of under-represented group

Note that we do not show the percentage of those who are neutral (neither agree nor disagree).
Results on Inclusion 2/2

“*I feel respected in the CP community*”

- **Strongly agree or agree:**
  - 79% overall
  - 71% under-represented group

- **Disagree:**
  - 7% overall
  - 0% under-represented group

“*Sometimes I feel pressured to hide or change things about myself to fit in*”

- **Strongly agree or agree:**
  - 11% overall
  - 14% under-represented group

- **Strongly disagree or disagree:**
  - 70% overall
  - 78% under-represented group

Note that we do not show the percentage of those who are neutral (neither agree nor disagree).
Results on Equity

“I think people from all backgrounds have equal opportunity to succeed in the CP community”

- Strongly agree or agree:
  - 56% overall
  - 43% under-represented group

- Disagree:
  - 21% overall
  - 22% under-represented group
Have you ever experienced discrimination in the CP community?

- **No**:
  - Not under-represented: 83.33%
  - Under-represented: 42.86%
  - Other: 0.00%

- **Yes**:
  - Not under-represented: 0.00%
  - Under-represented: 21.43%
  - Other: 0.00%

- **Prefer not to say**:
  - Not under-represented: 0.00%
  - Under-represented: 14.29%
  - Other: 0.00%

- **I don't know**:
  - Not under-represented: 0.00%
  - Under-represented: 21.43%
  - Other: 16.67%

Percentage of responses
Ability to attend ACP events

63% sometimes **not able** to attend ACP events

- 92% of under-represented group
- 21% of not under-represented group

### Reasons for not being able to attend ACP events

- Care obligations: 44.44%
- Difficulty getting visa: 18.52%
- Insufficient funds: 70.37%
- Work commitments: 55.56%

Percentage of times mentioned as reason
We asked for feedback on 7 initiative ideas

Idea #1: Virtual conference attendance
Idea #2: Financial support for attendance in case of care obligations
Idea #3: Conference fees dependent on affiliation country
Idea #4: Soft quotas for committees, chairs, speakers, etc.
Idea #5: Local outreach programs during conference
Idea #6: Mentoring system for under-represented groups
Idea #7: Modest increase in registration fees for DEI initiatives
Idea #1: Offering virtual participation at CP conferences
Idea #2: Financial support for attendance for those with care obligations

- Not under-represented
- Other
- Under-represented

Number of responses:

- Strongly agree: [Graph showing distribution]
- Agree: [Graph showing distribution]
- Neither: [Graph showing distribution]
- Disagree: [Graph showing distribution]
- Strongly disagree: [Graph showing distribution]
Idea #3: Variable conference fees dependent on country of affiliation

- Not under-represented
- Other
- Under-represented

Number of responses

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither</th>
<th>Disagree</th>
<th>Strongly disagree</th>
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Bar chart showing the distribution of responses among different categories.
Idea #4: Imposing soft quotas on committees, chairs, etc.
Idea #5: Local out-reach programs at CP conferences to attract under-represented groups

- Strongly agree: 7 (Under-represented), 6 (Not under-represented), 2 (Other)
- Agree: 3 (Under-represented), 7 (Not under-represented), 4 (Other)
- Neither: 2 (Under-represented), 3 (Not under-represented), 1 (Other)
- Disagree: 1 (Under-represented), 1 (Not under-represented), 1 (Other)
- Strongly disagree: 1 (Under-represented), 1 (Not under-represented), 0 (Other)
Idea #6: Mentoring system for under-represented groups

- Not under-represented
- Other
- Under-represented

Number of responses:

- Strongly agree: 15
  - Not under-represented: 5
  - Other: 5
  - Under-represented: 5
- Agree: 10
  - Not under-represented: 5
  - Other: 5
- Neither: 5
- Disagree: 2
- Strongly disagree: 1

Total responses: 33
Idea #7: Modest increase in registration fees for DEI initiatives

[Bar chart showing the distribution of responses to the idea, with categories for strongly agree, agree, neither, disagree, and strongly disagree. The chart includes sections for not under-represented, other, and under-represented.]
Findings from E&I Survey 2022

Under-represented community members are more likely to:

● Experience discrimination
● Not be able to attend ACP events
● Strongly support DEI initiative ideas
Findings from E&I Survey 2022

Most community members:

- Feel a strong sense of belonging
- Feel respected
- Support many DEI initiative ideas
Overview

Diversity, Equity and Inclusion
and why is it important to consider

Understanding DEI in CP
• Diversity survey results
• ACP Summer school analysis
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Conclusions
and next steps
Conclusions

● Main findings
  ○ We have a strong community!
  ○ Diversity of ACP Summer School speakers needs improvement
  ○ Our community supports DEI initiative ideas 😊

● Surveys provide baseline for:
  ○ Better understanding status quo
  ○ Identifying areas of improvement

● Please participate in future surveys so results become more representative!
Check out the detailed results!

- Everything is on the **ACP website**: [http://www.a4cp.org/events/dei](http://www.a4cp.org/events/dei)
  
  - This **slide deck** with detailed results in appendix
  - The **raw data**:
    - Diversity Survey results 2021
    - Equity & Inclusion survey results 2022
    - ACP Summer School speaker analysis
Next steps

- **Get involved!**
  - Do you want to receive updates on DEI initiatives?
  - Do you have ideas/feedback for DEI initiatives?
  - Are you able to get involved (e.g. as mentor, leader, etc)?
  - **Sign up here** (non-committal): [https://tinyurl.com/cp2022dei](https://tinyurl.com/cp2022dei)

- ACP Executive committee will evaluate DEI initiative ideas
  - Main contact person: Zeynep Kiziltan (DEI delegate)
    dei@a4cp.org
Do you want to provide feedback?

- **DEI Feedback form**
  - Feedback on surveys, initiative ideas, this presentation, etc.
  - Anonymous or with email address
  - Link to form: [https://tinyurl.com/cpdei-feedback](https://tinyurl.com/cpdei-feedback)
Appendix

Detailed Results
- Diversity survey 2021
- Equity & Inclusion survey 2022
- ACP Summer School speakers analysis: additional data
ACP Diversity Survey
Results 2021
What gender do you identify as?

- Non-binary: 1.0%
- Female: 18.8%
- I prefer not to say: 3.1%
- Male: 77.1%
What is your age?

- 20 - 29 years: 6
- 30 - 39 years: 29
- 40 - 49 years: 25
- 50 - 59 years: 20
- 60 - 69 years: 11
- >= 70 years: 2
- I prefer not to say: 3

number of responses
Which one of the following titles / roles describes yours best?

- Student (e.g. undergraduate, Master, etc): 1
- PhD Student: 4
- Post doc: 9
- Researcher / Specialist (academia): 12
- Researcher / Specialist (industry): 18
- Assistant or associate Professor: 26
- Professor: 21
- Retired professor: 1
- Independent Researcher: 1
- Amateur researcher: 1
- I prefer not to say: 2

number of responses
How many hours per week do you work on average?

- < 20 hours: 7 responses
- 21 - 30 hours: 1 response
- 31 - 35 hours: 7 responses
- 36 - 40 hours: 28 responses
- 41 - 50 hours: 31 responses
- 51 - 60 hours: 15 responses
- > 61 hours: 4 responses
- I prefer not to say: 3 responses
How many hours per week do you undertake care responsibilities on average (e.g. taking care of children, etc)

- 0 hours: 33 responses
- 1-10 hours: 29 responses
- 11-20 hours: 11 responses
- 21-30 hours: 7 responses
- 31-40 hours: 8 responses
- 41-50 hours: 3 responses
- >51 hours: 2 responses
- I prefer not to say: 3 responses
What is your country of residence?

- Algeria: 1
- Australia: 8
- Austria: 6
- Belgium: 2
- Benin: 1
- Cameroon: 1
- Canada: 4
- Chile: 2
- China: 1
- Colombia: 1
- Czechia: 1
- France: 17
- Germany: 2
- Greece: 1
- Ireland: 4
- Israel: 1
- Italy: 2
- Netherlands: 2
- Poland: 1
- Portugal: 3
- Saudi Arabia: 1
- Sweden: 8
- Thailand: 1
- United Kingdom (UK): 11
- United States of America (USA): 8
- I prefer not to say: 6
What is your country of origin?

- Algeria: 1
- Australia: 4
- Austria: 5
- Belgium: 5
- Benin: 1
- Cameroon: 1
- Canada: 4
- Chile: 2
- China: 2
- Colombia: 2
- Czechia: 2
- France: 1
- Germany: 2
- Greece: 2
- Israel: 1
- Italy: 1
- Kosovo: 1
- Netherlands: 2
- Poland: 1
- Portugal: 3
- Romania: 1
- Russia: 1
- Spain: 1
- Sweden: 2
- Thailand: 1
- Tunisia: 1
- Turkey: 9
- United Kingdom (UK): 4
- United States of America (USA): 4
- Vietnam: 1
- Yemen: 1
- I prefer not to say: 8

Number of responses
What is your ethnicity?

- African or Black American: 4
- Arab: 3
- Asian: 6
- European and Middle Eastern: 1
- European or White North American: 73
- South American: 4
- Multiracial or Biracial: 2
- Caucasian, neither European nor American: 1
- I prefer not to say: 4
Are you a person living with any disabilities?

- Yes, a mental health disorder: 4 responses
- Yes, a physical disability: 3 responses
- No: 86 responses
- No; I prefer not to say: 1 response
- I prefer not to say: 2 responses

Number of responses (multiple responses possible)
ACP Equity & Inclusion Survey
Results 2022
Do you identify as belonging to an underrepresented group in the CP research community? (e.g. due to your ethnicity, gender identity, etc)

- Yes: 32.6%
- No: 53.5%
- I don't know: 7.0%
- I prefer not to say: 7.0%
I feel a sense of belonging to the CP research community.

- Strongly agree: 20
- Agree: 14
- Neither: 5
- Disagree: 4
I feel my unique background and identity are valued in the CP research community.

![Bar chart showing responses to the statement.]

- **Strongly agree**: 12 responses
- **Agree**: 10 responses
- **Neither**: 18 responses
- **Disagree**: 3 responses

(number of responses)
I feel respected by the other members in the CP research community.

- Strongly agree: 16 responses
- Agree: 18 responses
- Neither: 6 responses
- Disagree: 3 responses

(number of responses)
I sometimes feel pressured to hide or change things about myself in order to fit in with the CP research community.

- Strongly agree: 2
- Agree: 4
- Neither: 8
- Disagree: 8
- Strongly Disagree: 22

Number of responses: 0-25
I think people from all backgrounds have equal opportunities to succeed in the CP research community.

- Strongly agree: 15
- Agree: 9
- Neither: 10
- Disagree: 8
- Strongly Disagree: 1

Number of responses
Reasons for not being able to attend ACP events

- Care obligations: 44.44%
- Difficulty getting visa: 18.52%
- Insufficient funds: 70.37%
- Work commitments: 55.56%
Have you ever experienced discrimination in the CP community?

- No: 42.86% Not under-represented, 83.33% Other
- Yes: 21.43% Under-represented
- Prefer not to say: 14.29% Under-represented
- I don't know: 21.43% Under-represented, 16.67% Other
Idea #1: Offering virtual participation at CP conferences

The chart shows the distribution of responses categorized by level of agreement and representation. The categories are:
- Not under-represented
- Other
- Under-represented

The responses are in the following order from left to right:
1. Strongly agree
2. Agree
3. Neither
4. Disagree
5. Strongly disagree

The number of responses for each category is as follows:
- Strongly agree: 5
- Agree: 10
- Neither: 7
- Disagree: 2
- Strongly disagree: 0
Idea #2: Financial support for attendance for those with care obligations

![Bar chart showing responses to the idea of financial support for attendance for those with care obligations. The chart indicates the number of responses for each level of agreement: strongly agree, agree, neither, disagree, and strongly disagree. The breakdown is as follows:

- Strongly agree: 10 responses (Not under-represented: 4, Other: 2, Under-represented: 4)
- Agree: 9 responses (Not under-represented: 3, Other: 2, Under-represented: 4)
- Neither: 3 responses (Not under-represented: 2, Other: 1, Under-represented: 0)
- Disagree: 2 responses (Not under-represented: 1, Other: 1, Under-represented: 0)
- Strongly disagree: 1 response (Not under-represented: 1, Other: 0, Under-represented: 0)
Idea #3: Variable conference fees dependent on country of affiliation

- **Not under-represented**
- **Other**
- **Under-represented**

<table>
<thead>
<tr>
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<td>Strongly agree</td>
<td>5</td>
</tr>
<tr>
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Idea #4: Imposing soft quotas on committees, chairs, etc.
Idea #5: Local out-reach programs at CP conferences to attract under-represented groups

- Not under-represented
- Other
- Under-represented

Number of responses:

- Strongly agree
- Agree
- Neither
- Disagree
- Strongly disagree
Idea #6: Mentoring system for under-represented groups

- Strongly agree
  - Not under-represented: 5
  - Other: 3
  - Under-represented: 5

- Agree
  - Not under-represented: 9
  - Other: 1
  - Under-represented: 6

- Neither
  - Not under-represented: 1
  - Other: 1
  - Under-represented: 1

- Disagree
  - Not under-represented: 2
  - Other: 1
  - Under-represented: 1

- Strongly disagree
  - Not under-represented: 2
  - Other: 1
  - Under-represented: 1
Idea #7: Modest increase in registration fees for DEI initiatives

- Not under-represented
- Other
- Under-represented

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ACP Summer School Speakers analysis
2005 - 2021
Results
*We define “white” as: from Europe, North America or Australia / NZ, and “non-white” as: from all other regions. we use only the sex or biological gender (not gender identity, since it’s unknown)
Diversity in **native language** of Summer School speakers

- Native language of speakers (2005 - 2021):
  - 35% French (diversity survey: max* 26%)
  - 25% English (diversity survey: max* 20%)

- Only 40% of speakers with other native language
  - Diversity survey: at least* 54%

*for simplicity, we assume that 50% of Canadian survey respondents speak English, and 50% speak French. Furthermore, we assume that 100% of Belgian survey respondents speak French for an upper bound.
Diversity of organisers impacts diversity of speakers

- Speakers tend to be less or equally diverse than organisers (>82% of cases)
- In case organisers are white males only:
  - speakers are white-males only in 57% of cases
  - always overrepresentation of white male speakers (>83% are white male speakers)