

INTRIQ EDI Workshop 2019

Resources

- The implicit association test from Harvard to test yourself for implicit bias: [here](#)
- Gender-bias In Nobel prizes: <https://www.nature.com/articles/s41599-019-0256-3>
- APS' LGBT Climate in Physics report : [here](#)
- Feminist physics further resources : [here](#)

Workshop Q&A

What are some examples of harmful or toxic behaviours/attitudes/comments I have witnessed or experienced that should be avoided?

- Unprofessional comments toward women, sometimes about their look
- expect female student to be top of class hold to higher standard
- some people comment that path is easier for women... due to “diversity hire”, comments not in front of them.

How can we discourage them?

- workshop like this one to enlighten people about EDI
- explain hiring process to demystify diversity
- becoming aware of EDI problem is an important step
- transparency of recruiting process
- Establish systematic mentorship to new members in a group
- *Call out toxic masculinity and make people accountable for their word/action*

As a graduate student / post-doc / professor / industry member what actions could I take on a daily or occasional basis to promote the inclusion, retention and success of under-represented people in my field?

- Diversity has benefits for physics. By making decisions with a more diverse committee, we get better quality science and excellent people. We risk not identifying good candidate by not discussing this
- Make sure non-french speaking people can learn French
- Always encourage questions
- If you are a female or from under-represented minority, take on leadership positions and be a “role model” to make younger students from the same group more comfortable
- Encourage people who seem unsure of themselves /less confident
- Support people on their decision especially when from minorities

How can competing interests of family life and professional life be accommodated?

- Learn to say no
- Breaking stereotype that “working more is better”
- Managing expectation: reduce or modify
- Having help provided for both family and professional life
- *Facilitating paid parental leave for parents*

How could current practices in my institution/department regarding recruitment and hiring be improved to promote diversity and inclusion of people from under-represented groups?

- Outreach and mentoring program for high school student
- Reaching out more specifically to minorities
- Anonymization for grading and recruitment
- Women or minorities only scholarships
- *Making sure recruiting committees have specific training about unconscious bias specifically in the recruiting process and in judging candidates’ skills*

Contact info for diversity committees:

DiPhUS (Comité diversité en Physique de l’Université De Sherbrooke) :

- Website: <https://diphus.wordpress.com/>
- e-mail diphus@usherbrooke.ca

WiP (Women in Physics at McGill University)

- Website: <https://wipmcgill.wixsite.com/wipmcgill>
- E-mail : women.coord@physics.mcgill.ca

Comité Diversité Physique de l’Université de Montréal (D-PHY) :

- Website : <https://phys.umontreal.ca/departement/comite-diversite-physique-d-phy/>
- E-mail : questions.dphy@astro.umontreal.ca

Workshop 2019 Organisers:

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Photos taken at the EDI workshop of the Fall 2019 INTRIQ meeting

