

Equality, Culture, Diversity & Inclusion (ECDI)

Ready for making the invisible visible again?

THEMATIC GROUP

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earma.org

The Team

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Some general principles for this ECDI TG

- The range of issues we are trying to cover **is extremely complex**, we all know (the university is drowning in its complexity)
- **Connections between these issues** could not be easy to make and explain (we'll do our best to make these feasible)
- Involvement from everyone is key **to make the invisible visible** (again or as never before).
- The **risk of patronising** the audience, or giving that impression, is very high. It's not our purpose, of course.

We have 3 subgroups (to better gather the issues under discussion and facilitate the connections) and using 4 formats to reach everyone, engage and do things collaboratively.

What is **E**quality, **C**ulture, **D**iversity and **I**nclusion (ECDI)?

- **Culture** focuses on the shared practices of a particular group of people
- **Equality** focuses on fairness
- **Diversity** focuses on recognizing differences
- **Inclusion** focuses on creating an environment where everyone can thrive

Our subgroups

- **Mental health and well-being**, including happiness at work.
- **Cultures**: intercultural communication, the global North vs global South debate, handling varied and multicultural partnerships in research.
- **Diversity**: in leadership, neurodiversity, physical diversity, setting Int'l values on diversity.

Formats for us to use

- **EXAMPLES:** this may include case studies and studies on these issues that have been carried out so far. **We want to know what others have done and build on that.**
- **PERSONAL STORIES:** this format includes personal stories from everyday practice, experiences (failures and successes), tips, views and insights. **We want to create rapport and hear any voice.**
- **RESEARCH:** this form is expected to facilitate our understanding of the complexity of the issues we are exploring. **We want to know consistently what we are talking about.**
- **POLICIES:** this includes any policy meant to reinforce the ECDI set of activities and values, for example, but not limited to, policies on mental health, GEPs, wellbeing and harassment in the workplace, biases and how to overcome these. **We want to link up policy with practice and get them talking to each other.**

Personal stories to break the ice

- How many times you have spoken up and felt that you were **not heard**, while the same issues reported by men were fully and immediately applauded?
- How often have men fully explained things to you that you, as a woman, already knew better? (copying Rebecca Solnit and her '**mansplaining**' concept).
- How often people have tried to use **cultural stereotypes** with you (or against), for example saying that you from Southern/North/West/East Europe do things differently.
- How many times you have met silent people, just listeners, and not understood that they may have been just shy, diplomatic, very smart to hear at first occasions, or even **neurodiverse** and so in need of a different setting to make easier for them to speak?

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Your thoughts...

What will you consider as priorities when it comes to Equality, Culture, Diversity and Inclusion (ECDI) in research management?

Your thoughts...

How important do you think Equality, Culture Diversity, and Inclusion are in the profession?

Your thoughts...

What topics would you like/need us to cover in the thematic groups related to culture, inclusion, diversity, and equality?

Your thoughts...

How would you like to contribute to this thematic group?

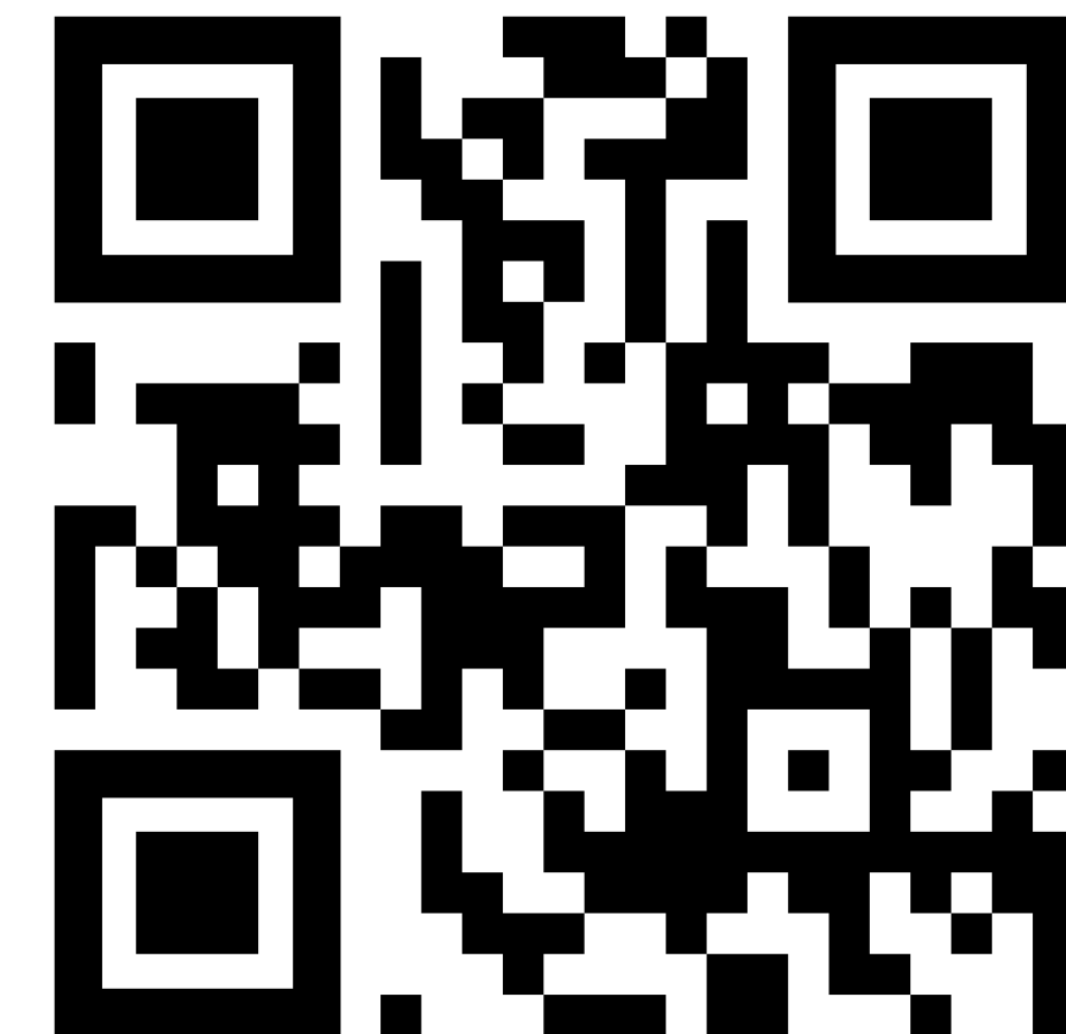
Work to Date and Next steps...

- Subgroups (included but not limited to):
 - Mental health and Well Being
 - Cultures
 - Diversity
- Webinar, March 5, 2024
 - Introduction to ECDI Thematic Group
- Inclusion of additional members into thematic group **and core group**
- Additional ideas from EARMA conference and presentation session



Share
YOUR
thoughts

We're
Listening



Embrace diversity and cultures
Create inclusive environment
Well-being of RMA is a priority
Equal access is given to all

- **EARMA conference** Odense 2024
- **Thematic group** area at EARMA website and LinkedIn
- **Join and follow** for new events
- Contact the **Team** of ECDI



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THANK YOU

