Equality, Culture, Diversity & Inclusion (ECDI)

An Exploratory Event

March 5, 2024
Before we start

Audience
• Muted by default, please unmute if speaking and mute again after you are finished

Recording
• For purposes of the thematic group
• If you do not wish to be on, please turn off the video

Interaction
• Poll via integrated Slido in Zoom- always access via Zoom chat
• Your questions–please ask via Q&A in Slido in Zoom
• Technical/Other problems- please ask in the Zoom chat

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Presenters

Jakob Feldfos Christensen
D’IVERSlunity
DEFACTUM

Rosemary Madnick
The Lundquist Institute for Biomedical Innovation
What is Equality, Culture, Diversity and Inclusion (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
Feedback/Polling

How familiar are you with the concepts of Equality, Culture Diversity, Equality, and Inclusion (ECDI)?

• Very familiar
• Somewhat familiar
• Not familiar at all
Feedback/Polling

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

• Increased innovation and creativity

• Improved decision-making

• Enhanced employee satisfaction and engagement

• Better understanding of diverse member needs
Feedback/Polling

To what extent do you believe EARMA promotes and practices of equality, culture, diversity and inclusivity (ECDI)?

• Very much
• Somewhat
• Not much
• Not at all
Feedback/Polling

To what extent do you feel that EARMA promotes an inclusive and welcoming environment?

- Not at all
- Slightly
- Moderately
- Very
- Extremely
Anti-Discrimination and Diversity

• Compliance with anti-discrimination laws and regulations

• Ethical responsibilities of organizations

• Building a culture of integrity and respect

• Diversity within profession
Feedback/Polling

How confident are you in your organization's policies and practices addressing culture, diversity, equality, and inclusion?

- Very confident
- Confident
- Neutral
- Not confident
- Not confident at all
Benefits of ECDI in the Profession

• Increased member retention and loyalty
• Enhanced reputation and brand image
• Access to diverse talent pools
Impact of ECDI on Wellbeing in a Professional Context

- Support Work Environment
- Career Development and Opportunities
- Cultural Competence and Understanding
- Mental Health Support/Well-being Programs
- Engagement and Retention
- Legal and Ethical Compliance
- Competitive advantage in the global marketplace/areas
Feedback/Polling

How important do you think equality, culture diversity, and inclusion are in the profession?

- Extremely important
- Important
- Neutral
- Not very important
- Not important at all
Feedback/Polling

Do you believe that everyone EARMA has equal opportunities for opportunities regardless of their background?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
Feedback/Polling

Do you believe that EARMA provides equal opportunities for professional growth and development?

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
EARMA’s Role

• Advocacy and Influence

• Education and Awareness

• Network and Community Building

• Data Collection and Research

• Inclusive Representation

• Policy Development

• Collaborations and Partnerships

• Member Support

• Accountability and Reporting
Feedback/Polling

How satisfied are you with the representation of diverse groups in leadership positions within EARMA?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied
Best Practices

• Leadership Commitment
• Inclusive
• Training and Education
• Diverse Leadership
• Inclusive Policies
• Networking and Affinity Groups
Strategies for Addressing ECDI

• Leadership Commitment
• Inclusive Recruitment of Members
• Training and Education
• Inclusive Policies and Practices

• Promotion of Inclusive Culture
• Transparency and Accountability
• Community/Member Engagement
• Inclusive Events and Conferences
• Partnerships and Collaboration
• Mentoring programs
• Continuous Education
Feedback/Polling

How well do you understand the goals and objectives of the ECDI initiatives in EARMA? Please provide comments or suggestions.
Feedback/Polling

How optimistic are you about the organization's commitment to improving ECDI in the future?

• Not at all optimistic
• Somewhat optimistic
• Moderately optimistic
• Very optimistic
• Extremely optimistic
Feedback/Polling

What specific actions or initiatives would you like to see implemented to advance ECDI in the organization?
Feedback/Polling

Are there specific policies, practices, or programs that you believe would enhance ECDI within EARMA?
Feedback/Polling

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

What activities do you suggest for this working group?
SHARE YOUR THOUGHTS

WE'RE LISTENING
Embrace diversity
Create inclusive environment
Well-being of RMA is a priority
Equal access is given to all

• **Thematic group** area at EARMA website
• Resources and collaboration space
• Summary and conclusion of this session and in EARMA newsletter

**EARMA conference** Odense 2024
• Meet us at 15-min discussion table on 25 April and join in further discussions
• Contact the **Team** of ECDI
The Team

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