Equality, Culture, Diversity & Inclusion (ECDI)

An Exploratory Event

March 5, 2024
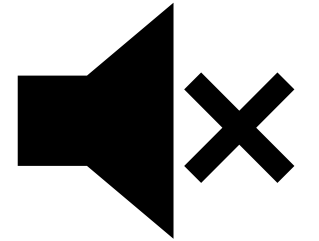

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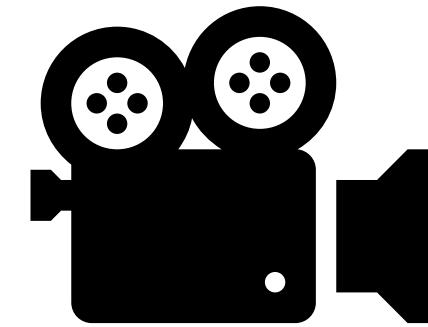
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Before we start

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

Slido.com
#2440084

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Presenters

Jakob Feldfos Christensen

D'IVERSIunity

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

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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.

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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?

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

Andreja Zulim de Swarte

Jakob Christensen

Olaf Svenningsen

Rosemary Madnick

Evelina Brannvall

Olga Roig

Susi Poli

Sheila Vidal

![EARMA - European Association of Research Managers and Administrators](image)

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