

Workshop on Equity and Diversity in Research

Emmy Noether Meeting 2025

What is Diversity, Equity, and Inclusion (DEI)?

Diversity: variety, can be measured along different dimensions:

- Gender
- Race
- Socioeconomic background
 - First generation academic; family
 - Financial background
 - Migratory background
- Nationality
- (Dis)ability
- Neurodiversity
- Personality (introverted, extroverted)

Individual identity consists of multiple, intersecting factors.

A diverse group, community, or organization is one that includes a range of different personal identities.

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→ prejudice differs between countries/cultures

→ consider local context, local/institutional/national history

What is Diversity, Equity, and Inclusion (DEI)?

Equity: Fairness in the treatment of diverse people

An equitable group, community, or organization is one in which all participants are given access to meaningful opportunity to engage, succeed, and be recognized.

Social norms have created inequity among different groups.

→ need to recognize and counteract the implicit biases (structural and personal)

What is Diversity, Equity, and Inclusion (DEI)?

Inclusion: enabling participation by varied individuals in a group, community, or organization

Inclusive environment: people can be their authentic selves, and they feel they belong.

Differences of thought are welcome.

Diversity can only be sustained through inclusion!

Benefits of DEI

- **Diverse teams** have benefits (quality of work, creativity), but at cost of speed ([Lee & Xia](#) (2010), [Patrício & Franco](#) (2022)) → avoid “group-think”
 - Nice summary [here](#)
 - *Categorization-elaboration model* (CEM, [Van Knippenberg, De Dreu & Homan](#) (2004)) identifies contextual variables that determine if diversity is beneficial or not (task difficulty, trust, commitment, and task interdependence.. → inclusion!)
- Statutes of the DFG: “Excellent research requires a broad spectrum of ideas and pluralistic debate.”

Benefits of DEI

“No one is free until we are all free.” – **Fannie Lou Hamer**


We can only grow into our true self in the absence of societal pressures to conform with myriad preconceptions and such a society would also foster DEI.


Bias is a prejudice in favor or against a person/group/thing that is considered to be unfair.


- protected vs. unprotected traits


European Union: Any discrimination based on any ground such as sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited.

Example Washington DC: A protected trait is a characteristic or attribute of a person that is legally safeguarded from discrimination or unfair treatment. List depends on area of enforcement (

 EDUCATIONAL INSTITUTIONS	1. Age	10. Personal Appearance
	2. Color	11. Political Affiliation
	3. Disability	12. Race
	4. Family Responsibilities	13. Religion
	5. Familial Status	14. Sex
	6. Gender Identity & Expression	15. Sexual Orientation
	7. Homeless Status	16. Source of Income
	8. Marital Status	
	9. National Origin	

 EMPLOYMENT	1. Age	11. National origin
	2. Color	12. Personal appearance
	3. Credit Information	13. Political affiliation
	4. Disability	14. Race
	5. Family Responsibilities	15. Religion
	6. Gender Identity & Expression	16. Sex
	7. Genetic information	17. Sexual Orientation
	8. Homeless Status	18. Status as a Victim or Family Member of a Victim of Domestic Violence, a Sexual Offense, or Stalking
	9. Marital Status	
	10. Matriculation	

 HOUSING	1. Age	12. Place of Residence or Business
	2. Color	13. Political Affiliation
	3. Disability	14. Race
	4. Family Responsibilities	15. Religion
	5. Familial Status	16. Sealed Eviction Record
	6. Gender Identity & Expression	17. Sex
	7. Homeless Status	18. Sexual Orientation
	8. Marital Status	19. Source of Income
	9. Matriculation	20. Status as a Victim of an Intrafamily Offense
	10. National Origin	
	11. Personal Appearance	

 PUBLIC ACCOMMODATIONS AND GOVERNMENT SERVICES	1. Age	11. National Origin
	2. Color	12. Personal Appearance
	3. Disability	13. Place of Residence or Business
	4. Family Responsibilities	14. Political Affiliation
	5. Familial Status	15. Race
	6. Gender Identity & Expression	16. Religion
	7. Genetic Information	17. Sex
	8. Homeless Status	18. Sexual Orientation
	9. Marital Status	19. Source of Income
	10. Matriculation	

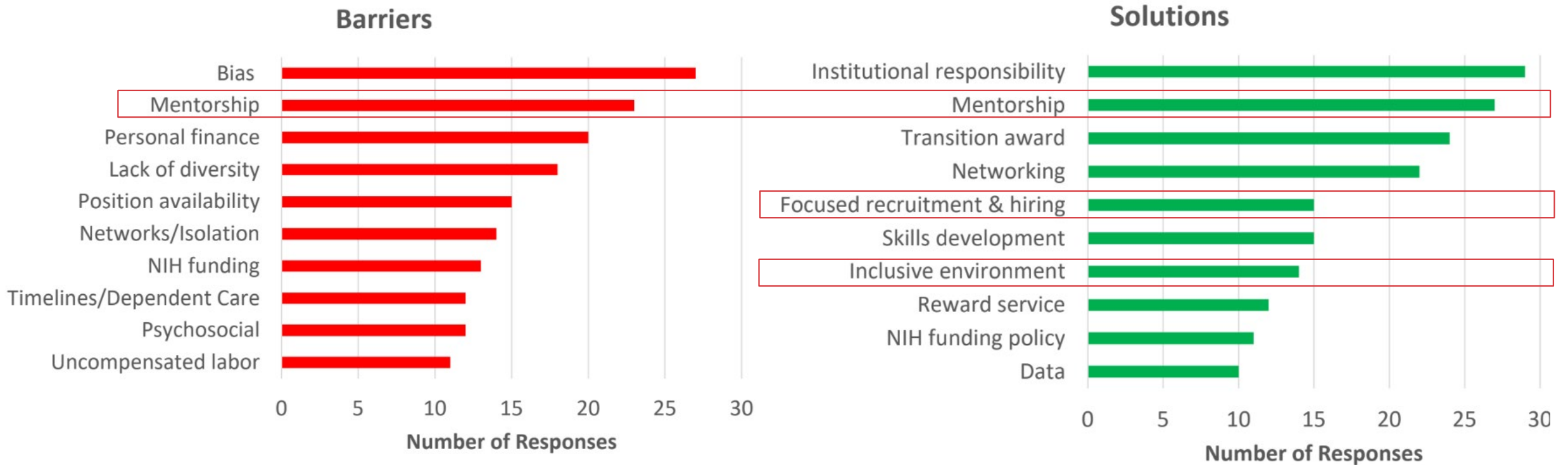
<https://ohr.dc.gov/page/protected-traits#two>

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- protected vs. unprotected traits
- structural bias
 - Underrepresentation of certain groups in organizations, especially leadership
 - Tight age-restrictions for grants that do not provide much room for career breaks/phases of lower productivity
 - Furniture sizes, left/right handedness, temperature of rooms
 - Biases in AI/Machine learning: biased training data, biased benchmarking (--> problem when used by e.g. legal system, for surveillance, face recognition); data protection matters here!
 - Biased samples/research focus in medicine: dermatology focused on white skin, female-specific conditions under researched, ...

[brainstorming with group] ~ 5 min

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[Survey of 89 under-represented postdocs and faculty in biomedical sciences](#)

Author: Kenneth D. Gibbs, Jr.

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- protected vs. unprotected traits
- structural bias
- microaggressions
 - Language: “first lady”, German names for profession
 - Expectations of who does which work (admin work often pushed toward female employees, ...)
 - Habitus: what is “professional behavior”, what is common knowledge, ...

[brainstorming with group] ~ 5 min

Group activity (~30 min)

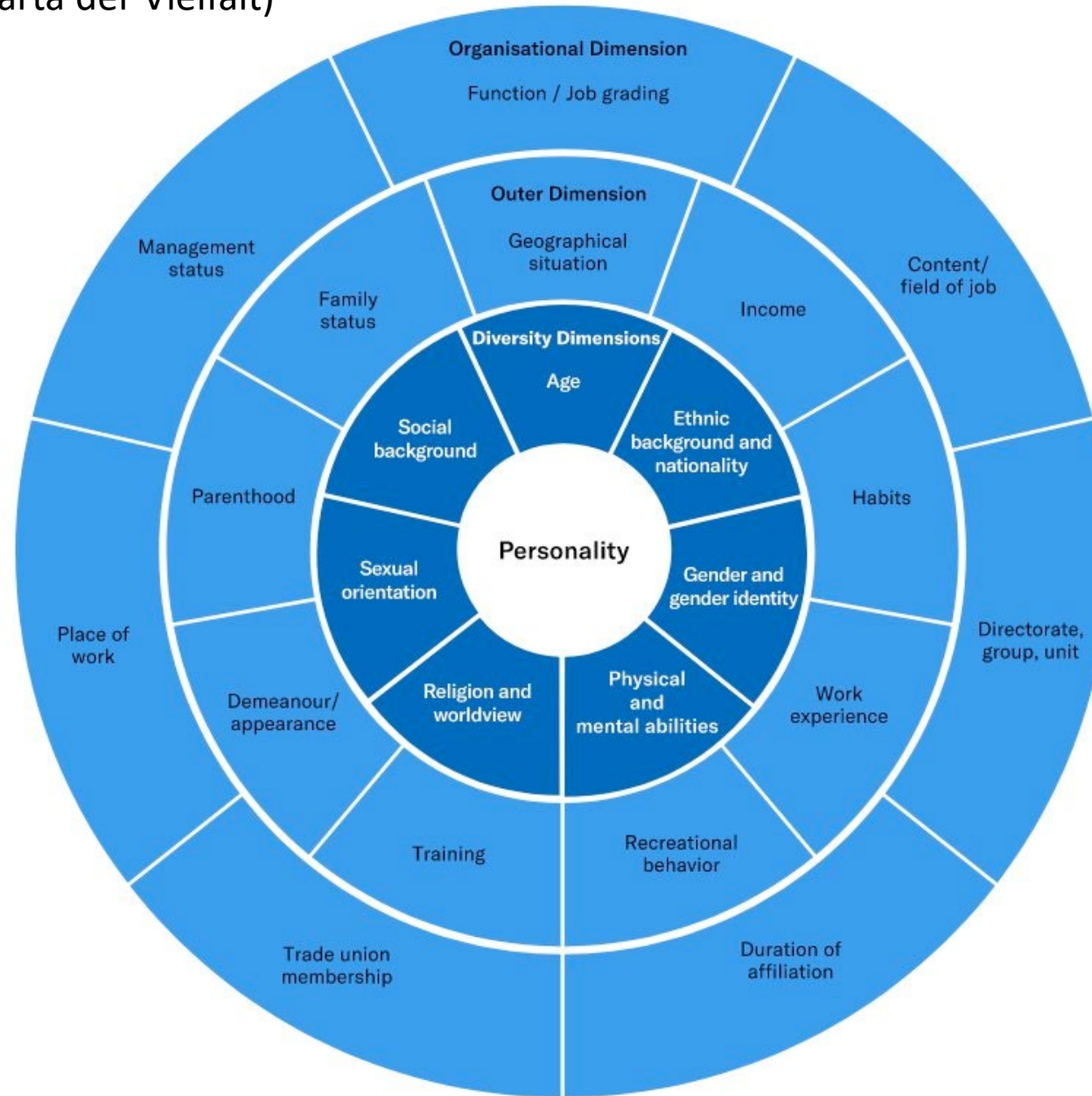
Possible tasks

- Rules for lab meetings
- Approaches to inclusive conference organization
- Approaches for combating bias in recruiting
- Methods for combating bias in the evaluation of grants, papers, talks

In small groups

1. Dreamer: Describe a positive vision
2. Pessimist: Identify challenges
3. Realist: Propose solutions/actions

Dimensions of diversity (Charta der Vielfalt)



Materials for further education

Leadership competencies (based on HHMI's 2020 Inclusive Leader Behavior educational materials)

COMPETENCIES						
BEHAVIORS	Empowerment	Humility	Care	Integrity	Engagement	Curiosity
	Encourage others to pursue their ideas, take risks, and fail forward	Be self-aware about your biases and blind spots; encourage others to do the same	Show compassion and empathy towards others	Be respectful in all interactions; regardless of who you're talking to	Show enthusiasm for your work and HHMI's mission; inspire participation	Actively seek feedback and input
	Demonstrate and vocalize your confidence and belief in others	Put HHMI's mission first (not putting one's department or self-interests first)	Take the time to get to know someone personally; recognize them as a human, not just a worker	Be accountable and dependable; follow through on your commitments	Find opportunities to "show up" around HHMI; be visible and present	Actively invite dissenting opinions and embrace healthy conflict
	Share information, resources, and knowledge with others widely	Admit and acknowledge when you don't know something; embrace others' expertise and knowledge	Be supportive and encouraging; mentor and coach others	Be willing to speak up and engage in difficult and courageous conversations	Advocate for others in an equitable way	Engender a safe culture that allows for open communication
	Assign stretch and growth assignments while being available to support (without micromanaging)	Find opportunities to be vulnerable with others	Actively <i>listen to understand</i> , not just to respond	Do the right thing, even when it's challenging	Go out of your way to recognize/reward hard work and achievements (formally and informally)	Approach problems and proposed solutions with curiosity; be willing to learn
	Provide direct and immediate feedback (positive and constructive)	Go out of your way to make authentic/ genuine connections with others, regardless of their position/status	Communicate intentionally; be clear and transparent about <i>why</i> decisions are made; set clear expectations	Treat everyone fairly and equitably; apply policies fairly	Seek opportunities to collaborate cross- functionally	Embrace continual learning and encourage others to do the same

Materials for further education

Team agreements

There are two types of agreements:

1.Relational agreements are about how we want to be in relationship with one another (e.g., be respectful, be open to new ideas).

2.Operational agreements identify procedures or structures we all agree to use (e.g., start and end on time, limit cell phone use, end with clear next steps).

Examples of what might go into a team agreement:

- Embrace the Mess*: We will never be able to get DEI efforts exactly “right.” This work is inherently messy and can be uncomfortable at times.
- Use “I” Statements*: Speak from your own experience; use “I” statements rather than generalizations.
- Maintain Confidentiality*: Don’t speak for others without explicit permission. Don’t share something communicated in a private or safe space.
- Assume Positive Intent*: For the most part, people don’t set out to inflict discomfort or pain.
- Take Responsibility*: No matter intention, understand that you are responsible for your impact.
- W.A.I.T.*: Before you speak, ask yourself, “Why am I talking?” to ensure what you have to say will add value and that you’re not taking up too much space.
- Progress > Perfection*: We likely won’t finish what we start, and that’s okay.

Materials for further education

Free lectures, workshops, podcasts

The Alba Network (FENS)

From Declaration to action workshop series ([link](#))

→ videos on demand, registration for session

<https://www.teachingwhilewhite.org/>

<https://www.npr.org/podcasts/510312/codeswitch>

https://drive.google.com/file/d/1ON9p92bs-uYij4I_Lk0V4DSOLcr769U6/view

Inclusive meetings: https://drive.google.com/file/d/1CUUYPyLWMBTA6Y2Sft4BPQbNRPD4v_eC/view

Implicit bias test:

<https://implicit.harvard.edu/implicit/takeatest.html>