

Harnessing Demographic Data for Diversity, Equity, and Inclusion

Virtual Presentation for PIONEER
University of Washington

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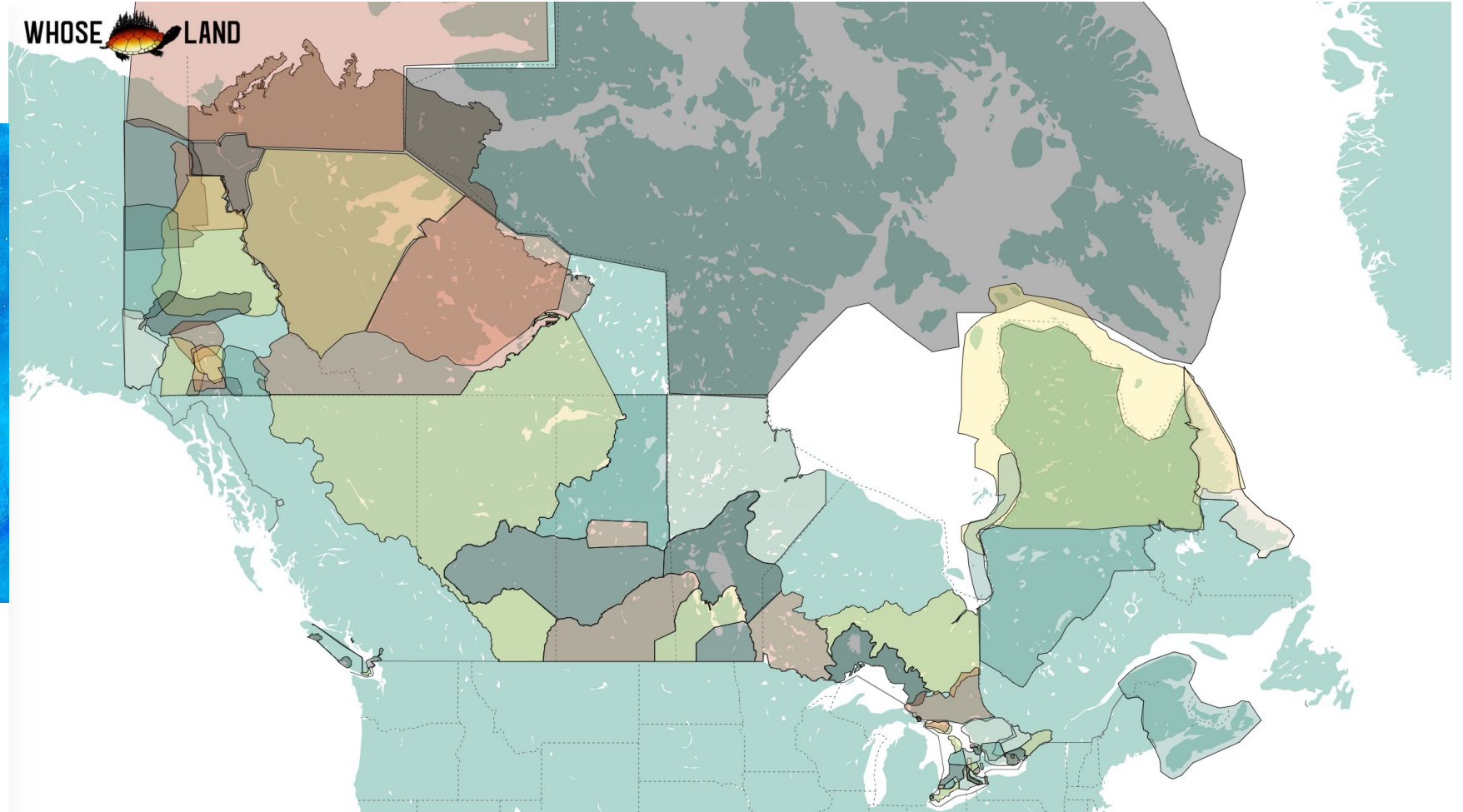
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"Sister's Love Walk" by Artist Theresa Brant for use by the McDonald Institute



The McDonald Institute at Queen's University is situated in the traditional territory of the Anishinaabe & Haudenosaunee First Nations. The Institute is part of a national network of institutions and research centres, which operate in other traditional Indigenous territories. Visit www.whose.land to learn the traditional territories where astroparticle physicists are grateful to live and work across Canada.

Defining Terms: Equity Deserving Groups in Canada

- Women
- Indigenous Peoples
- Visible Minorities
- Persons with Disabilities
- 2SLGBTBQ+ (to be updated)

I-EDIAA; EDII; DEI; JEDI; IDEA

- I-EDIAA - Indigenization – Equity, Diversity, Inclusion, Accessibility and Anti-Racism
- EDII – Equity, Diversity, Inclusion, and Indigenization
- DEI – Diversity, Equity, and Inclusion
- JEDI– Justice, Equity, Diversity, and Inclusion
- IDEA – Inclusion, Diversity, Equity, and Accessibility

Understanding Your DEI Landscape

What are some of the geographical differences our spaces?

- Historical, political, and cultural differences between our locations
- Adaptations to equity and diversity work that are location specific
- In Canada, a large focus on Indigenization in response to the [Truth and Reconciliation Commission's Calls to Action](#) (2015)
- Other equity deserving groups also have unique experiences that vary across geographies

What could census data be used for?

Employment: Principal Investigators can use census data to help diversify their hiring

Creating a Sense of Belonging: Building your community means sharing of values, but also respecting differences

Organizational Planning: Allows a collaboration to identify the needs of different members, prioritize resources, and track the progress of initiatives

Advocacy: Knowing who is part of your community (or who is missing) can lead to advocacy for change and updates to policies



An EDII Landscape in Physics in Canada

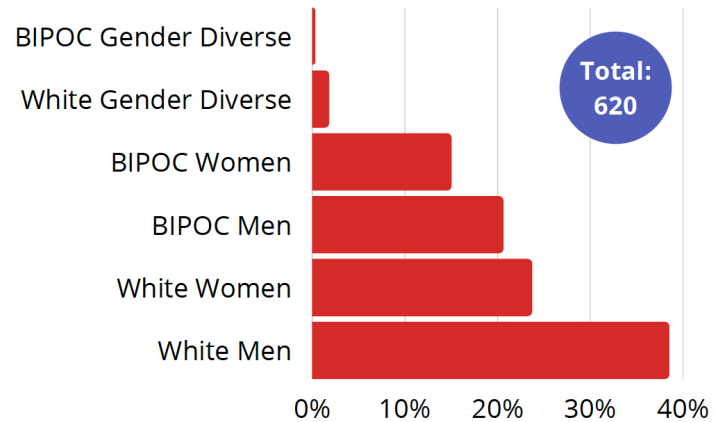
Examples from National, Institute, University, and Department
Demographic Data

Canadian Association of Physicists (CAP) Data

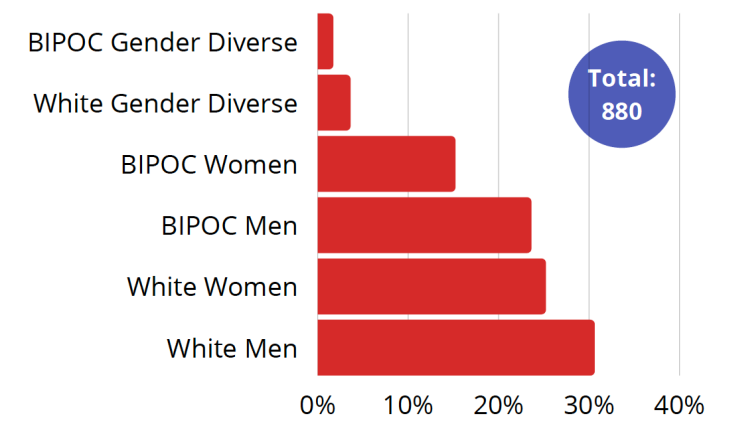
Over 3,000 people participated; also included Research Institutes, and Government/Industry.

Read the full report [here](#).

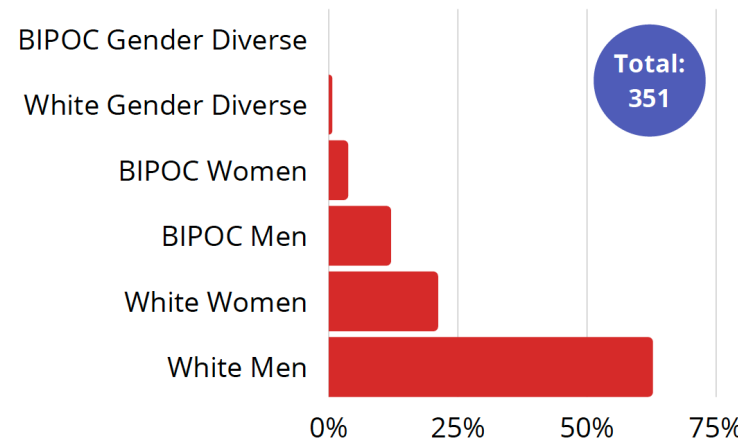
GRADUATE STUDENTS



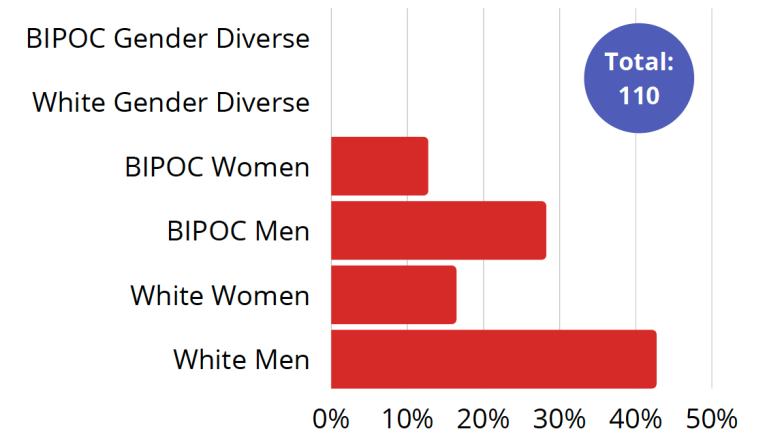
UNDERGRADUATE STUDENTS



FACULTY MEMBERS



POST-DOCTORAL RESEARCHERS



McDonald Institute Network (2023 Census Data)

- Come from **41 different countries** of origin.
- **32% speak more than two languages**; 40% speak English; 27% are bilingual English/French.
- **44% of members are the first** in their family to attend graduate studies; whereas only 18% are first in their family to attend post-secondary.



7%

Identify as a person with a disability (visible or invisible)

23%

Identify as women

11%

Identify as a sexual minorities (2SLGBTQ+)

30%

Identify as non-white

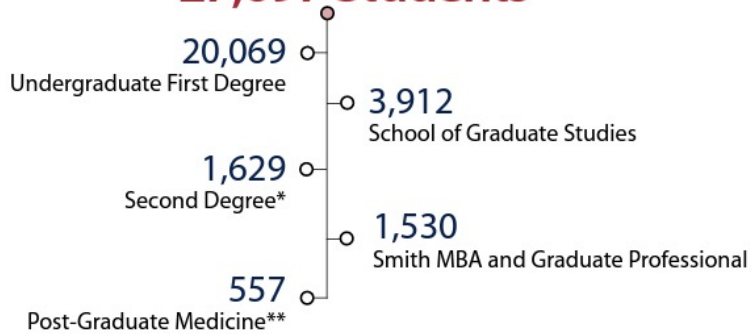
Indigenous and other gender minority respondents are below 5% participation, respectively.

Overall Student Representation at Queen's University

Total Enrolment

The preliminary, full-time, for-credit headcount.

27,697 Students



See the data at Inclusive Queen's [here](#).

Student Representation Rates for Queen's (via Self-Identification) Compared to the Canadian Population Age 15-24



Phase 1

Climate Survey Results

April 7, 2022
2:30pm

Stirling Hall
Rooms 414 & 501

Join the EDIIF Committee for a presentation on what has been discovered about the Department climate, and next steps.

DEPARTMENT OF
Physics, Engineering Physics & Astronomy

We heard from

Undergraduate students, graduate students, post-docs, staff, and faculty members. The survey was sent to 683 people and the response rate was **33.5%**

229
Individuals

37%

are women, non-binary, or transgender

<5

are Black or Indigenous

44%

reported a unique ethnicity relative to others

92%

agree the Department climate is friendly

34

people have experienced personal or sexual harassment or sexual assault

45%

agree the Department climate is diverse

56%

agree the Department is environmentally conscious

76%

say the accessibility of Stirling Hall should be a high priority for EDII in the Department

43%

say decolonization should be a high priority for EDII in the Department

We are listening. Join us!

The survey data is helpful for building an understanding of our community. In future **focus group sessions**, our aim will be listening to our community members to build as inclusive a department as possible. Join us and learn more on **April 7!**

Department of Physics, Engineering Physics and Astronomy (PEPA) Climate Survey Phases

Appreciative Inquiry Methodological Approach

- **Discover: Phase 1: Climate Survey: *What is the current climate of the Department of Physics, Engineering Physics & Astronomy?***
- **Dream/Design: Phase 2: Focus Groups and Questionnaire 1: *What inclusivity goals should we start working toward first?***
- **Destiny: Phase 3, Questionnaire 2: *What actions will we take to improve the department climate?***



Now that you have data, what's next?

**EDII Action Planning at
the McDonald Institute**

A Reminder of the McDonald Institute's Strategic Priorities Related to EDII:

Objective 4: Benefit Society and the Economy

*“Develop opportunities for the international community to see the Canadian landscape as ready to excel in future international astroparticle research and **lead equity and inclusion efforts to increase the diversity of the astroparticle physics community.**”*

Objective 5: Champion Diversity, Management and Governance

“... In our efforts to achieve international excellence in the research, it is our duty to contribute to solutions to EDI problems in astroparticle physics and physics in general.”

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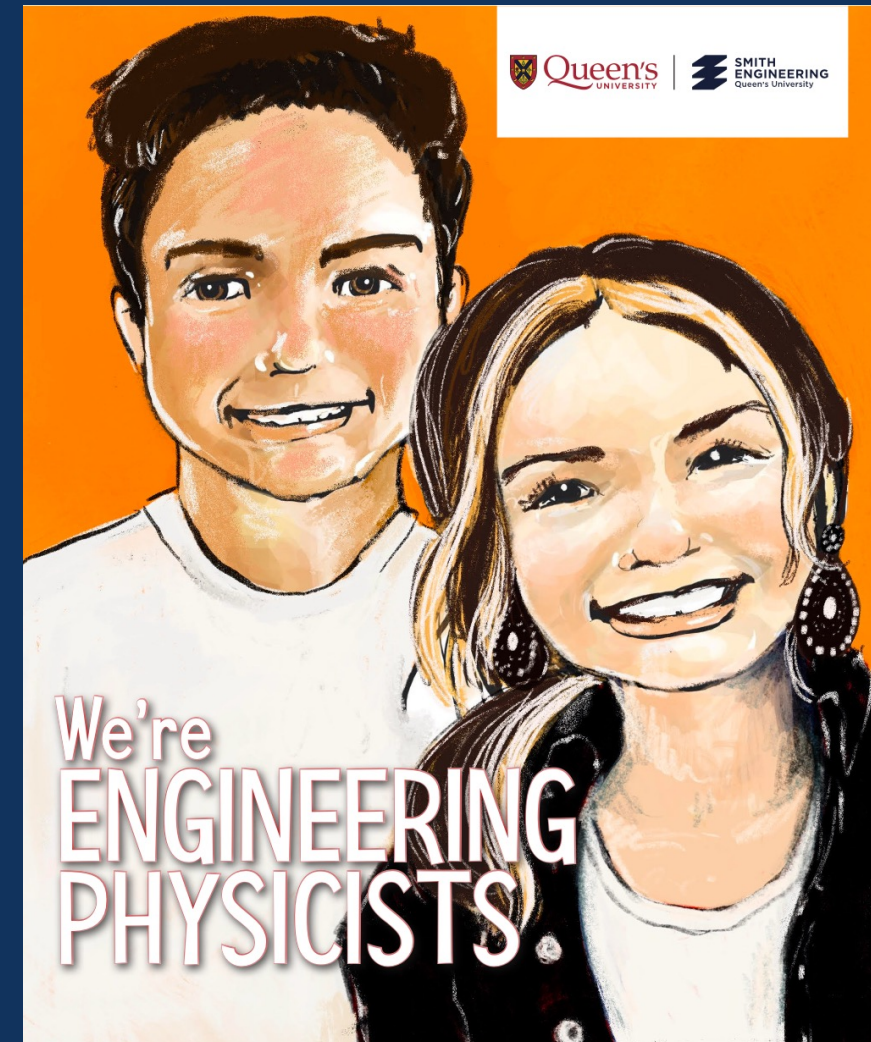
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Identify as non-white

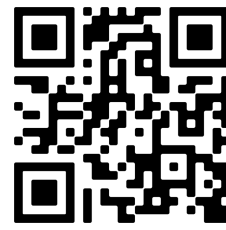
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What's Happening at the McDonald Institute?

- Manager for EDII role and budget (2023)
- Review and revise EDII policies
- Development of a Diversity and Equity Assessment Planning (DEAP) Tool
- Nurturing Indigenous-led partnerships
- Supporting Black Excellence and work integrated learning programs
- Advising grassroots groups in their development



McDonald Institute EDII Website Presence and Vision



Arthur B. McDonald
Canadian Astroparticle Physics Research Institute

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EDII ▾

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Jobs & Opportunities ▾

News & Events ▾

[Equity, Diversity, Inclusion, and Indigenization \(EDII\)](#)

[DEAP Tool for Researchers](#)

Where have we been...

It is documented that the Canadian physics community has performed below the STEM average for equitable, diverse, and inclusive recruiting, retention, promotion, and operational processes ([CanPhysCounts 2021](#); with additional U.S. context from: [Merner and Tyler, 2017](#); [Multimessenger Diversity Network et al. 2020](#); [Porter and Ivie, 2019](#); [National Center for Science and Engineering Statistics Directorate for Social, Behavioral and Economic Sciences, 2018](#)).

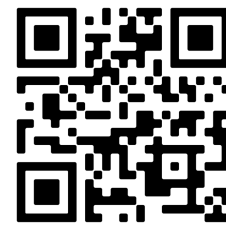
External and internal systemic barriers, and biases (conscious and/or unconscious) limited recruitment, participation, retention, and promotion of individuals from equity deserving groups. But, physics is changing...



Contents:

- Website features past, present, and future actions towards increasing EDII
- Link to the DEAP Tool for Researchers
- Link to the Advancing EDII Fund
- Community of Practice

The Advancing EDII Fund for Astroparticle Physics



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Equity, Diversity, Inclusion, and Indigenization (EDII)

DEAP Tool for Researchers

Stream 1 (up to \$1,000 CAD) – Seed funding for new initiatives that enhance EDII capacity in research labs, groups, and departments for starting novel programs, training opportunities, activities, or events.

Stream 2 (up to \$2,500 CAD) – Support funding for existing initiatives that advance EDII in the field for initiatives, programs, or events.

Stream 3 (up to \$2,500 CAD) – Support funding for faculty members* who are actively working towards goals using the DEAP Tool for Researchers (or an equivalent equity-based assessment tool).



The Advancing EDII Fund for Astroparticle Physics

The Advancing EDII Fund for Astroparticle Physics aims to financially support community building and strengthening efforts in physics training and research environments across Canada.

[Click here to learn more about this funding opportunity:](#)

Students, postdocs, faculty and staff supporting astroparticle research training and research environments in Canada are eligible to apply.

DEAP Tool for Researchers Website Presence



Features:

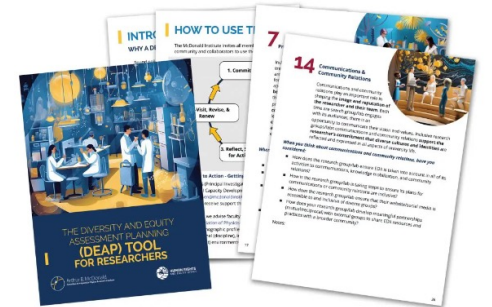
- A self-assessment for faculty on the EDII journey.
- Fourteen indicators as areas for EDII improvement.
- Goal setting for the academic year, with check-ins and support with EDII advisors.
- Downloadable pdf versions for print and web.
- Link to Manager for EDII Capacity Development.

The Diversity and Equity Assessment Planning (DEAP) Tool for Researchers

The DEAP Tool for Researchers was co-developed by the Human Rights and Equity Office at Queen's University and the McDonald Institute. This Tool is intended for faculty and research scientists to use in their labs or research group spaces to expand their capacity for EDII growth.

The DEAP Tool for Researchers is a living document that will be updated to reflect user experiences as well as an evolving EDII landscape.

[Learn more about the DEAP Tool for Researchers here:](#) ▶



60 unique researchers from physics, chemistry, geosciences, and medicine have downloaded the Tool since the website's launch (Nov).



Thank You to **PIONEER!**

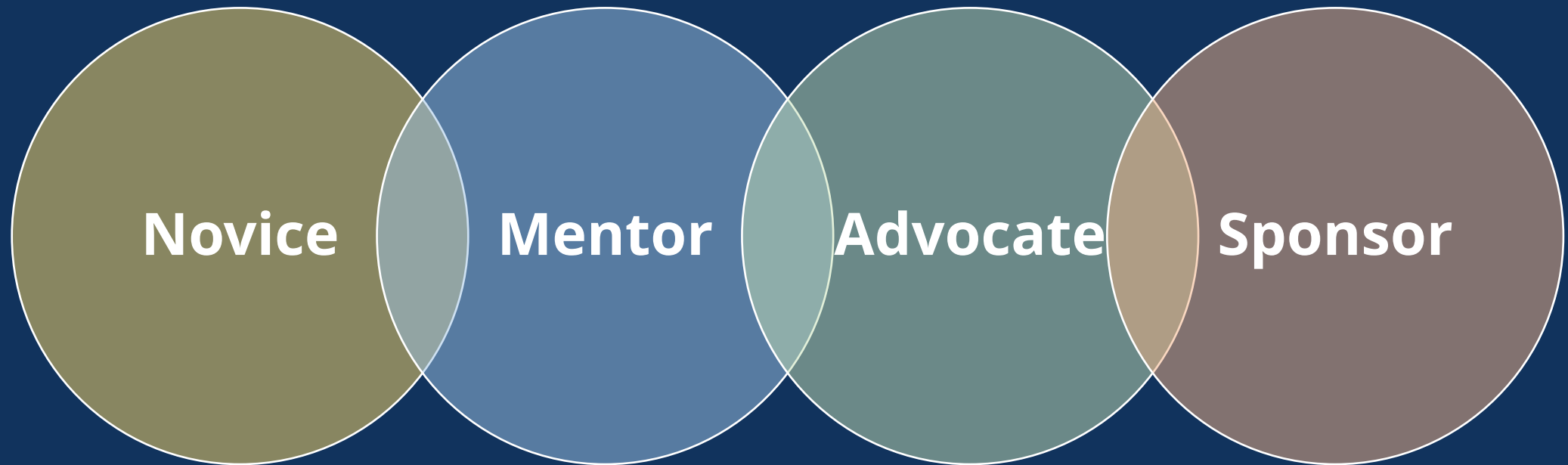
Please feel free to contact Alex at:
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*This role is undertaken thanks in part to funding from the
Canada First Research Excellence Fund through the
Arthur B. McDonald Canadian Astroparticle Physics Research Institute.*

What is the DEAP Tool for Individual Researchers?

- Builds on the success of the original [Diversity and Equity Assessment and Planning \(DEAP\) Tool](#) at the Unit level.
- A collaboration between the [Human Rights and Equity Office](#) and the [McDonald Institute](#).
- A self-assessment tool with 14 equity, diversity, inclusion, and Indigenization (EDI) indicators for consideration and action-oriented planning.
- A cyclical approach to implementing EDI Wise Practices, setting goals, and taking action within your research lab, group, or collaboration.

Self-Assessment



Please note, this self assessment is embedded within the first of three (3) asynchronous EDI in Research Modules provided at Queen's, available here:

<https://www.queensu.ca/hreo/education/equity-diversity-and-inclusion-research-modules>.

**Join us online at:
McdonaldInstitute.ca**

