



## Raising awareness for diversity and inclusion at DESY

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*WA meeting, 28th August 2020*

# Introduction

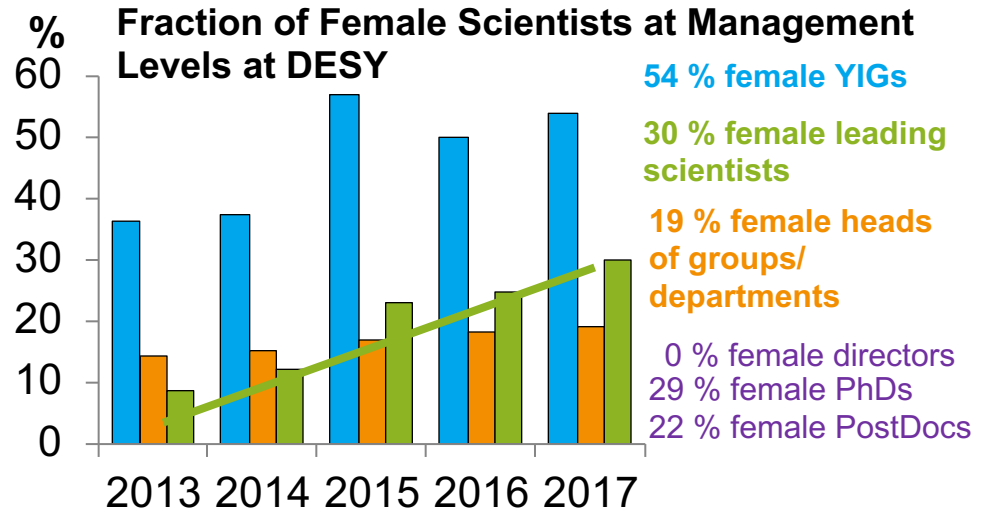
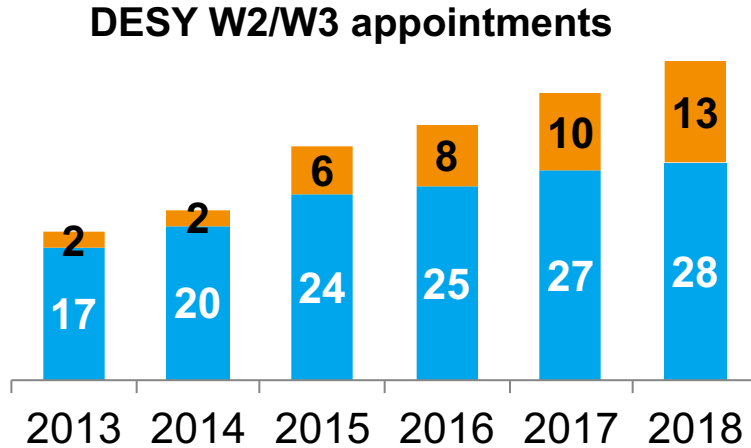
## Situation at DESY

- It is well known that discrimination against many minorities exist globally, nationally and locally (e.g. gender, disabilities, social or cultural background, ethnicity, sexual orientation, religion, age...)
  - We have witnessed a number of incidences at DESY over the years which indicate that not all people in leadership positions at DESY are sufficiently aware of what discrimination is and how it can be avoided
- Often this is ***not due to bad intentions but due to implicit bias***
- We believe none of us want this and it is important to strengthen the effort at DESY to increase awareness of diversity and inclusion.
  - See also strong statement from June 14<sup>th</sup> by directorate following death of George Floyd:  
[https://www.desy.de/aktuelles/news\\_suche/index\\_ger.html?openDirectAnchor=1853](https://www.desy.de/aktuelles/news_suche/index_ger.html?openDirectAnchor=1853)

# Gender Diversity in Germany and at DESY

## Examples

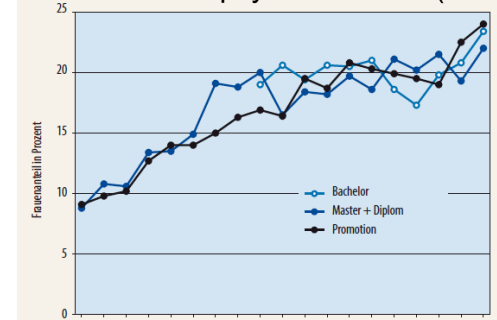
Source: POF-III evaluation



- Fraction of women in senior positions at DESY growing (primarily through Helmholtz-wide initiatives)
- Fraction of female students and postdocs at DESY and in Germany ~25%

=> Gender diversity at DESY

Fraction of female physics students (Germany)



Source: DPG

# Cultural Diversity at DESY

## Examples

### Fraction of PhD students and postdocs at DESY (August 2020)

	Germany	EU & UK	other
ATLAS	30%	39%	32%
CMS	32%	30%	38%
R. Santra	40%	60%	

- More than half of the early career researchers from outside
- Come in roughly equal parts from Europe and overseas

**=> A lot of cultural diversity at DESY**

# Implicit Bias

## Examples

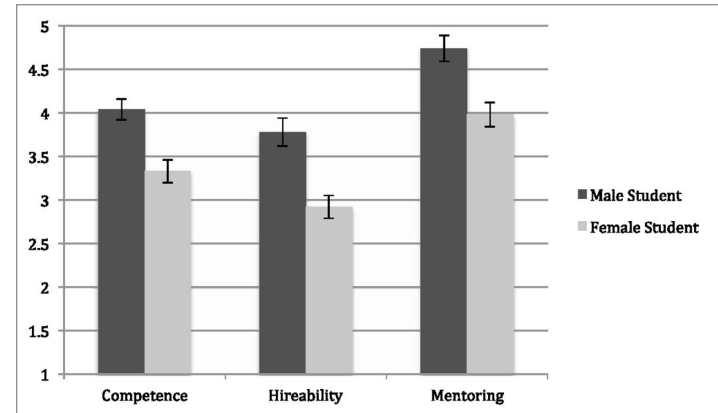
### Orchestra

- 1970s: 5% female musicians
- Blind auditions: screen used to hide identity of musician => increase likelihood of females selection by 30%
- Today: ~30% of orchestra musicians female



### John and Jane (2012 study)

- Identical CV sent for postdoc application
- Ratings: John > Jane in all areas
- Salary: John offered 15% more than Jane
- Bias observed independent of age, gender, ...

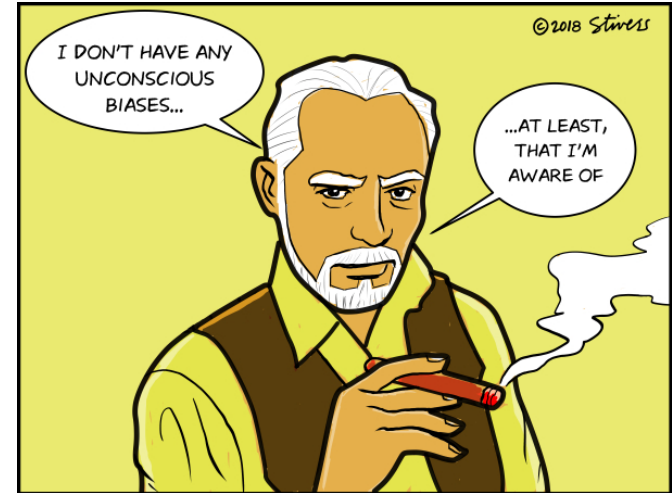


<https://doi.org/10.1073/pnas.1211286109>

# Implicit Bias

## Definition and training

- Definition:
  - *Implicit bias refers to the brain's automatic, instant association of stereotypes or attitudes toward particular groups, without our conscious awareness*
- Goal of training:
  - Become aware of biases and learn to counter-act them
  - Unconscious incompetence => conscious competence



If you are convinced you don't have any unconscious bias, take a test:  
<https://implicit.harvard.edu/implicit/takeatest.html>

# Conclusion and proposal for discussion

## Ideas for what we can do at DESY

- We have a lot of diversity at DESY and it is important that we recognize this and ensure support of all people without any bias (for daily work, career development, hiring committees, ...)
- We, as scientists in leadership positions, can volunteer to take a regular training (every 1-2 years) on how to deal with implicit bias, how to foster an inclusive environment and avoid discrimination against people for any reason
- This training could be online.
  - Could be supplemented by in-person workshops
- Such training exists at many institutions world-wide
  - Sometimes mandatory e.g. for all members of hiring committees
- Could form small committee to help find adequate solution

# Backup Slides



## DESY verurteilt Rassismus und Diskriminierung

DESY verurteilt den grausamen Mord an George Floyd und jede Form von Rassismus. „Diskriminierungen aufgrund von Hautfarbe, Geschlecht, ethnischer Herkunft, körperlicher Behinderung oder Beeinträchtigung, sexueller Orientierung oder Religionszugehörigkeit dürfen nirgends wort- und tatenlos hingenommen werden“, betont der Vorsitzende des DESY-Direktoriums, Prof. Helmut Dosch.

„Wir DESYanerinnen und DESYaner stehen für Weltoffenheit und Toleranz. Bei DESY arbeiten Menschen aus aller Welt gemeinsam an der Lösung der großen Fragen und Herausforderungen der Menschheit. Diversität ist für uns Notwendigkeit und Stärke zugleich. DESY wird sich dafür einsetzen, dass sich die internationale Forschungsgemeinschaft noch deutlicher öffentlich gegen Rassismus und Diskriminierung positioniert und Diversität in der Forschung fördert.“



DESY-Direktor Helmut Dosch. Foto: DESY, Rüdiger Nehmzow