

Exchange on Gender equity and Diversity at QU



Wednesday, 14th February
at 14:00h at DESY building 1b,
2nd floor / room SR3.

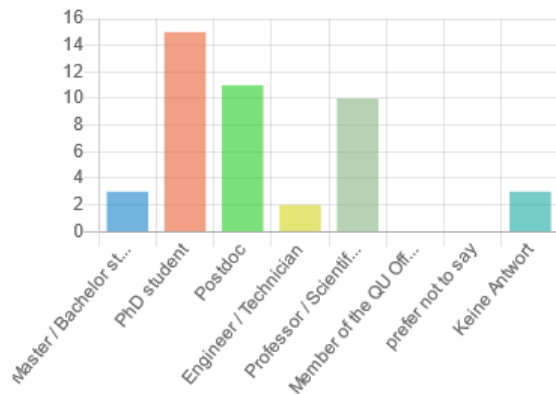
Gender Equity and Diversity Survey



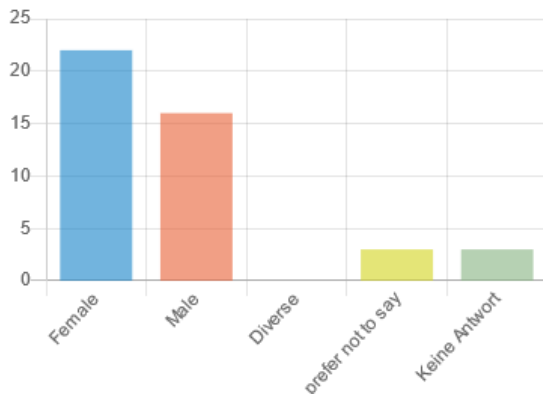
We asked for your thoughts and feedback concerning the cluster's gender equity and diversity work in a **10-15 minute online survey.**

Participants of the survey: 44 completed

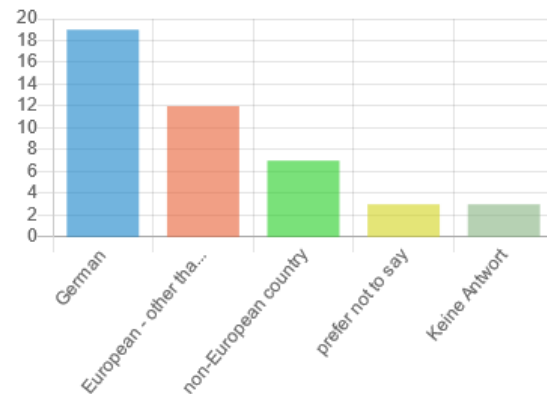
At which level of career are you?



Which gender are you?

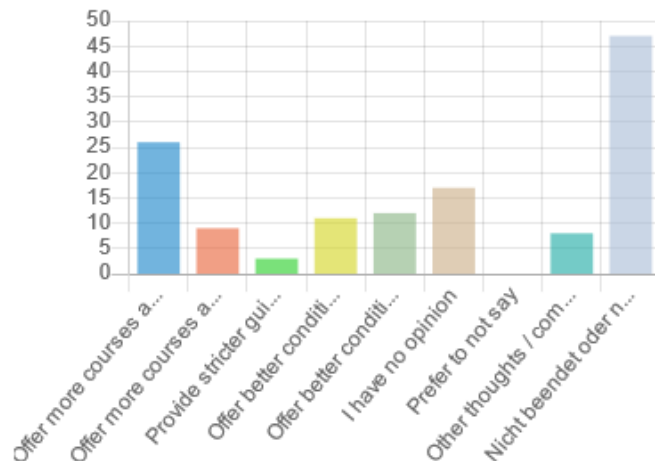


Which nationality are you?



Room for improvement

The Diversity Officer and Director monitor the Cluster for gender and diversity issues. Please comment or choose how we could improve (multiple choices possible):



- Offer more courses and information on unconscious bias
- Offer more courses and information on scouting
- Provide stricter guidelines for hiring
- Offer better conditions for PI hiring diverse candidates
- Offer better conditions for hired diverse candidates
- I have no opinion
- Prefer to not say
- Other thoughts / comments
- Nicht beendet oder nicht gezeigt

Individual comments

„The university offers already enough services; it is a waste of cluster money to build up parallel structures.“ (2x)

„I am not really touched by issues that arise out of diversity reasons. However, I like that the service is offered.“

„I think the one of the biggest obstacles in reaching gender equality right now is the perception that we have overcome every bias. This is not true and would help people understand that there is still much to do.“

Individual comments II

„And make them mandatory“ (courses on scouting)

„In principle I like the idea but people will be annoyed if guidelines become a lot stricter.“

„I feel like the actual amounts of spaces that women can inhabit are very limited, there are almost no initiatives for reflection, for political organization, etc.“

„Insist more on education for persons in leading roles.“

Individual comments III

„I think one of the main issues is that while the undergraduate level and to some extent the graduate level is improving in diversity, this does not reflect on the postdoc/junior/professor level. I don't know what you can do about this, but it's very important to get it to change.”

„Some welcoming social events would be nice. It would be a place for people to find their community. But the publicity of the event should be such that both under-represented and mainstream communities feel included.”

“More diverse members of PhD thesis defences.”

Individual comments IV

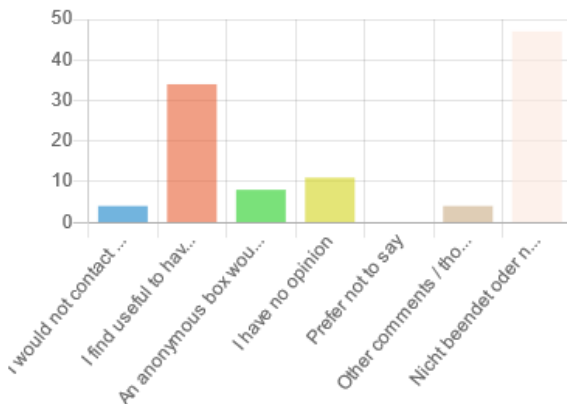
„Additional funding for the hiring of diverse candidates.”








“Not really courses, but seminar style talks from experts from social science etc might be interesting to spark awareness/ideas”

„ An sich finde ich Ihre Arbeit gut und wichtig. Allerdings möchte ich bei dieser Gelegenheit darauf aufmerksam machen, dass ich, und dafür spreche ich vermutlich für eine gewisse schweigende Menge an Personen, mich als jemand, der nicht zum üblichen Pool derjenigen gehört, die vornehmlich durch die Gleichstellungsdebatte gefördert werden (sollen), (männlich, „weiß“, „biodeutsch“, aber immerhin „Arbeiterkind“) zunehmend durch eben diese in Ihrer jetzigen Form diskriminiert fühle.“

Violations of code of conduct

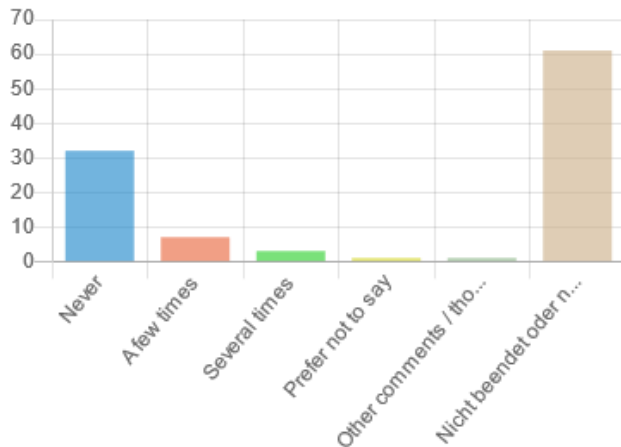
The Diversity Officer and Director can help in case of violation of Code of Conduct. All discussions are kept confidential. Please comment how we could improve (multiple choices possible):



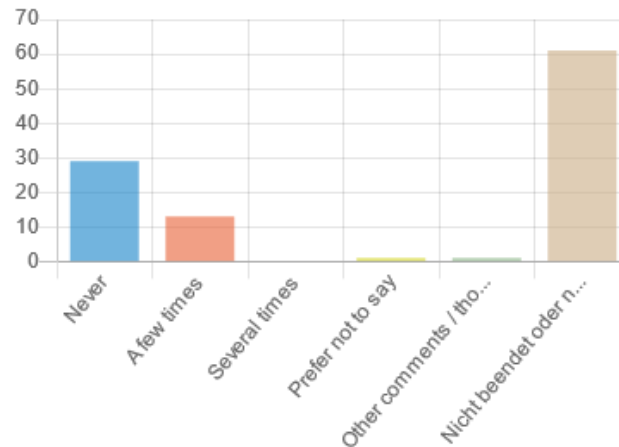
-  I would not contact them, only my supervisor or colleagues
-  I find useful to have an independent body to consult
-  An anonymous box would be more helpful
-  I have no opinion
-  Prefer not to say
-  Other comments / thoughts
-  Nicht beendet oder nicht gezeigt

Bias/unprofessional conduct | Microaggression/bullying

Did you ever experience bias or unprofessional conduct from any of your colleagues towards you during your time at the Cluster?

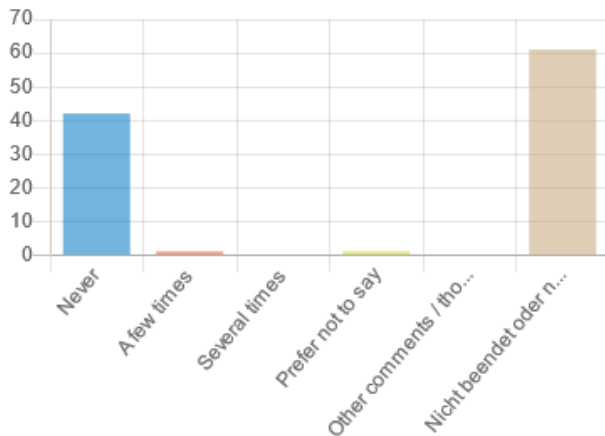


Did you ever experience microaggression, bullying or offensive jokes during your time at the Cluster?



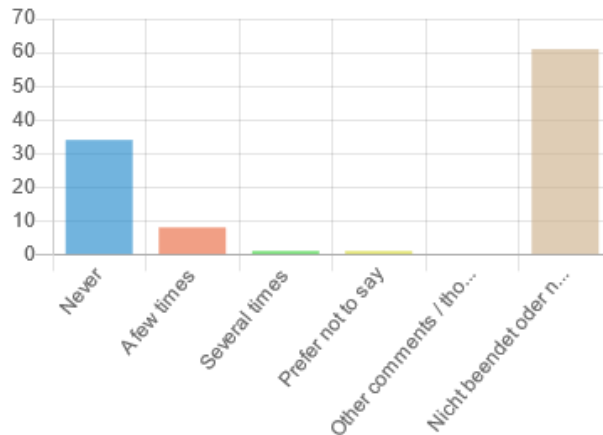
Sexual harassment

Did you ever experience sexual harassment during your time at the Cluster?



observation of wrong behavior

Did you observe any wrong behaviour towards any of your colleagues? Please note that you can always contact us in this case or any other need of feedback or counseling.

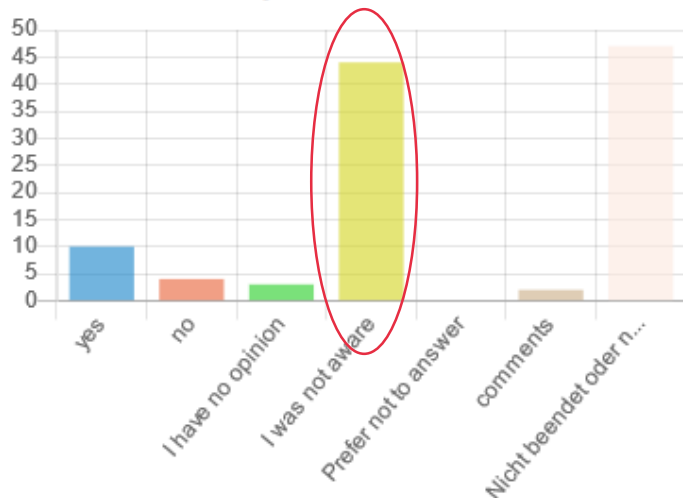


Awareness of existing offers / measures

- overall low awareness
- advertise more to make the offers known
- „diverse“ advertising (newsletter, individual mails, website, personal contacts, ...)

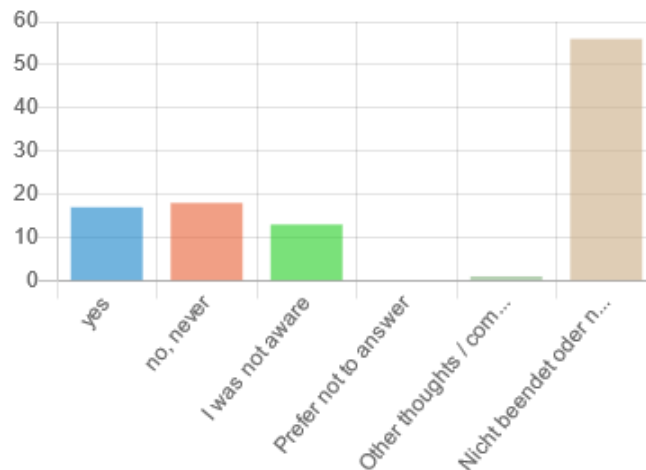
Diversity Hour

The Diversity Officer and Director offer a regular hour for diversity issues, each Monday from 14:00 to 15:00. Do you find it useful:



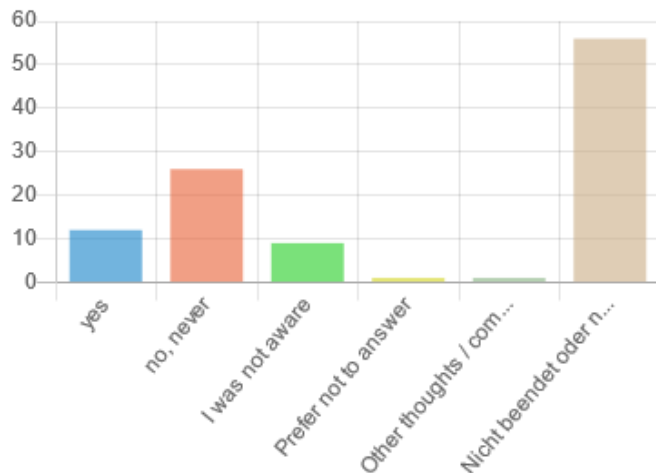
Beate Naroska Colloquium

The Cluster organizes the Beate-Naroska Guest Professorship Colloquium each year, did you attend any of these?



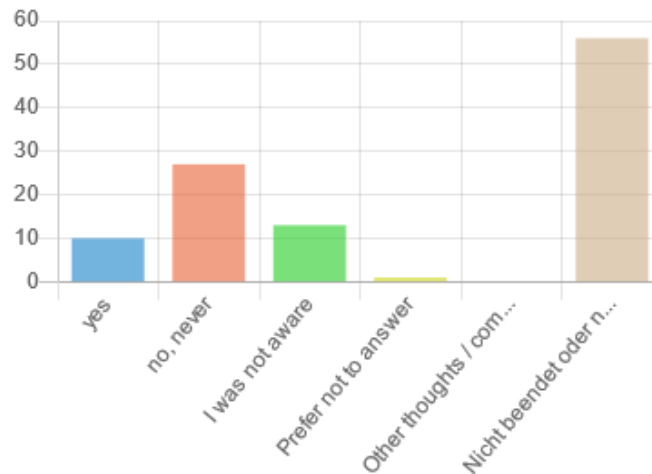
Special Events (IWD)

The Cluster offers special events like Panels for the International Women's Day, etc. Did you follow any of these events?



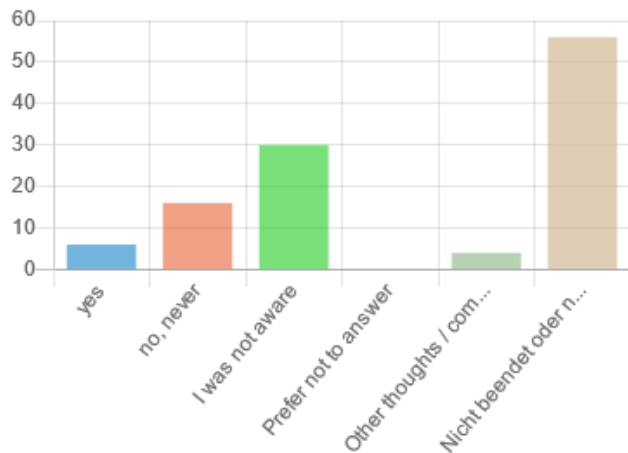
Informal Get-Togethers

The Cluster offers regularly Get-Together coffees or lunches, did you attend any of these?



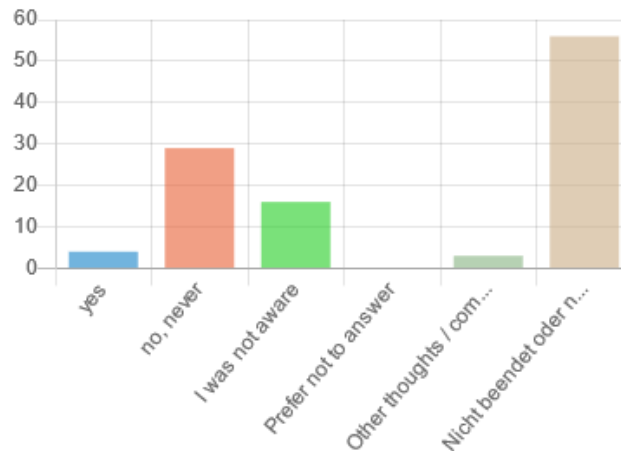
Unconscious Bias

The Cluster regularly offers events on unconscious bias. Did you follow any of these courses?



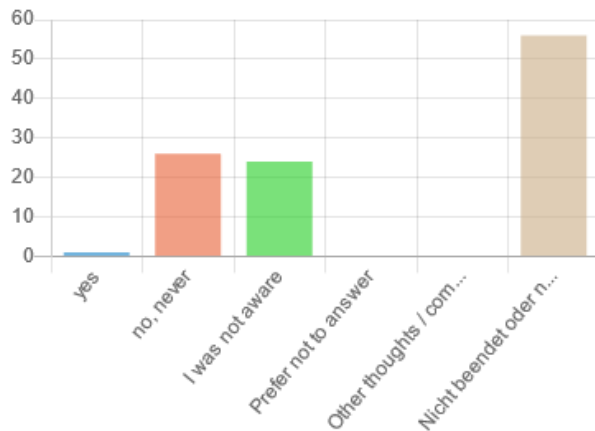
Mental Health

The Cluster regularly offers events on mental health. Did you follow any of these courses?



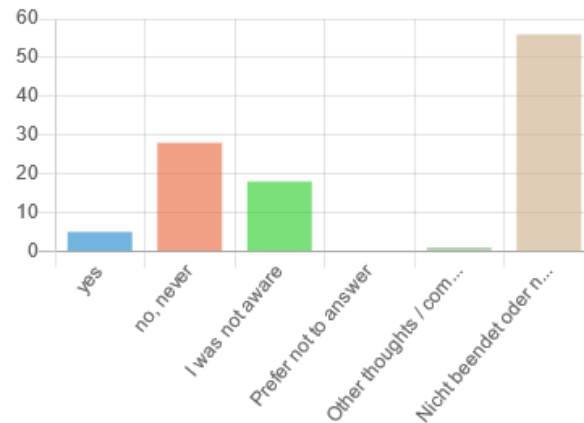
International Arrival

The Cluster participates in the regular events on International Arrival, did you follow any of these events?



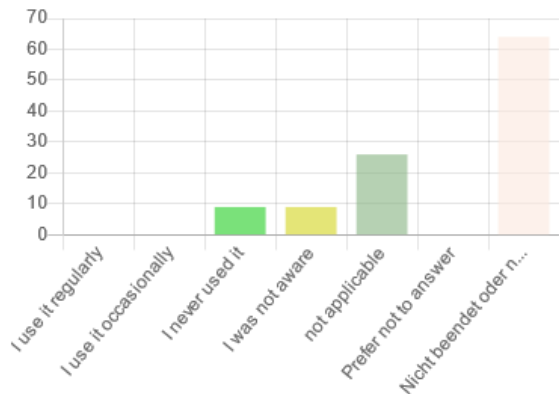
Skill courses

The Cluster regularly offers events on acquiring leading competences, writing grants, etc. Did you follow any of these courses?

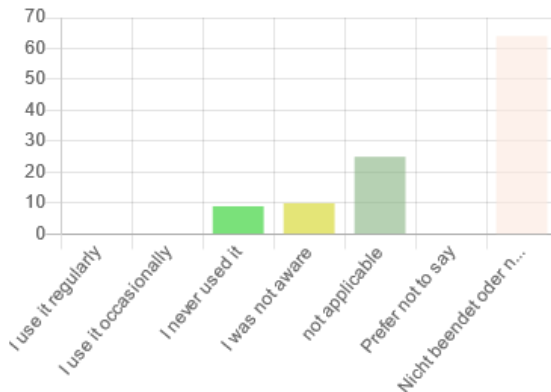


Family-friendliness / support for parents

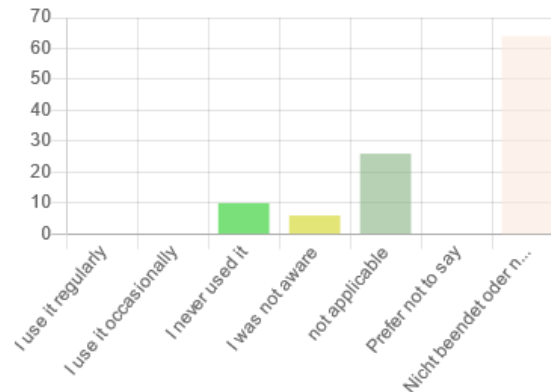
The Parent Child Office on campus Bahrenfeld (building 67, room 004) is a place to nurse, play, and care for your child while working on campus. It is equipped with toys, a changing table and a cot. You may use the Parent Child Office without prior registration.



Support by Hiwi students for professors in parental leave or with small children:

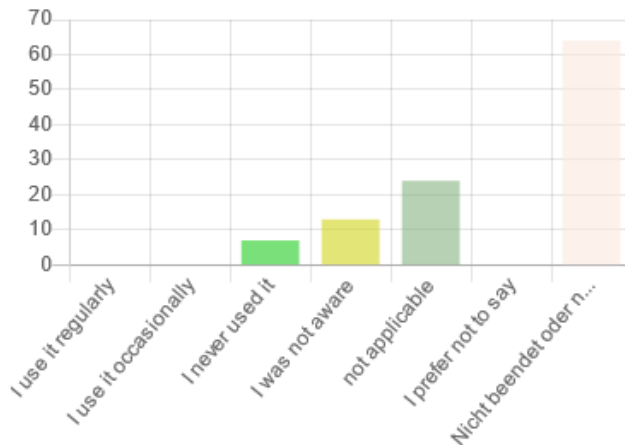


Conference support for parents with small children:



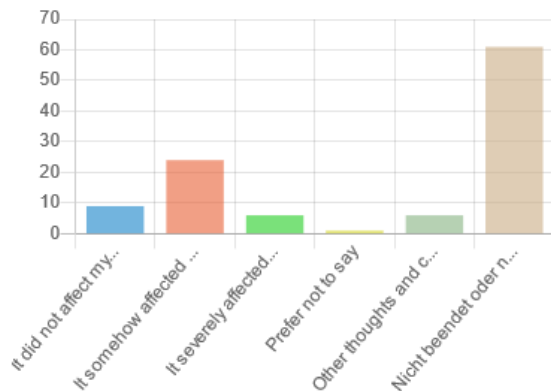
Support for women scientists involved in committee work

Forschungssemester for women scientists who are actively involved in committee work, in order to have more time for research:

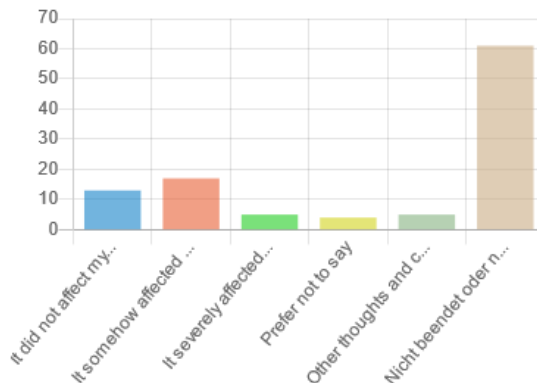


Impact of the pandemic

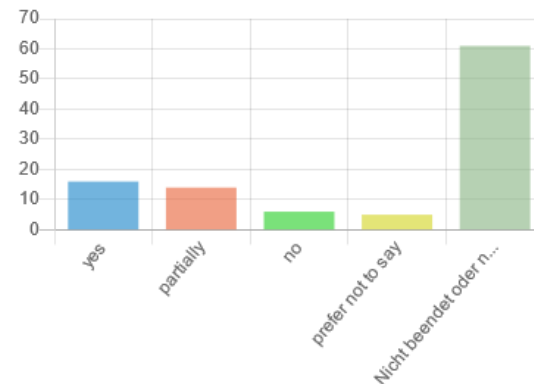
Most of the Cluster has taken place during the pandemic. While research has not stopped, the networking and communication has affected many members of our Cluster, especially young people. How did the pandemic affect your mental health?



Most of the Cluster has taken place during the pandemic. While research has not stopped, the networking and communication has affected many members of our Cluster, especially young people. How did the pandemic affect your work?



Do you think we have come back to a normal situation, like before the pandemics, in the Cluster?



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