Diversity, Equity and Inclusion Lunch Activity Notes

Accessibility and neurodiversity

- Social events/lunches/dinners: “we are going for lunch” is NOT an invite to people that think more literally (be explicit, ask “do you want to join?”).
- Mingling: approaching others in coffee breaks is extra hard for neurodivergent people who don’t recognize social cues.
- Consider having less expectations/pressure for things that don’t really matter.
- Do not question if people take breaks.
- Participation: provide options, everyone is different (for ex: small group discussions, drop box, shared docs, slack, all of the above).
- Small changes suggested:
    - Exit from the lecture hall not at the front (in front of everyone).
    - Duration of sessions: add 5-10 minute breaks – not a coffee break, not a poster session, just a break.
    - Less pressure to attend/socialize in every break.
    - Less pressure to be seen asking questions.
- Keep in mind that many disabilities are invisible.
- Offer for example seats also during giving a talk or breaks literally where everyone is so no one has to choose between health and networking.
- Make accessibility of the venue transparent before one has to register.

Mobility, caregiving and financial realities

- For conferences: a child care grant that the person could use according to their/their kids needs.
- Protect non-working hours during the week: be with your family/friends, practice a hobby, enjoy life.
- Caregiving: ask what they need.

Respectful and inclusive research cultures

- Supervisors need to be more open and able to take criticism.
- Have people you can turn to if there are issues (a representative or third party).
- Please switch to English if not everyone knows your language well enough to follow and participate in the conversation.
- Have spaces (even among peers) where you can talk openly: this can help identify issues, feel empowered, motivation, etc.

- Establish an onboarding process: introduction of people, how things work, who to talk to if X happens. This should be done institute-wise, not depending on each advisor.
    - An introduction day in the Spring and one in the Fall.
- Determine explicit and defined regular spaces where you can bring up criticism.
- Raise awareness on what is disrespectful behavior (mandatory training?).

Sandwich researchers

- Follow your heart & stay curious!
- Industry: it is easier to get internships as a student.
- Academia:
    - Network, network, network: show and discuss about your work.
    - Move a lot around different research groups
    - Find institutes you would like to go (hopefully with professors retiring soon) and talk to people from that institute at conferences.

Inclusion in large collaborations

- Equally engage with all people involved in a collaboration (engineers, admins, technicians, etc).
- Integration, human contact, and showing real interest on others is costless :)
- Listen to others and understand what is being said but also identify what is not said.
- Senior researchers should protect young ones against tension or conflicts related to projects.
- Women leadership is important when starting collaborations.

Early career researchers

- The biggest source of uncertainty right now are finding positions to apply for and funding.
- What would be useful for junior researchers? More activities like this & poster/talk.
- It would be a good idea to form a group in whatsapp/slack/mattermost to exchange open positions/opportunities and conferences/workshops.
- Activities outside of research talks are important for early careers to build community.