

Break out session

Actionable ways to improve diversity in our communities

Date: 25.06.2019

Time: 14:00 - 15:30

Venue: Room BUILD

Link: <https://software.ac.uk/ccmcr19/programme>

Session leads:

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Participants:

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- Andy Turner a.turner@epcc.ed.ac.uk
- Rike Bolam friederike.bolam@ncl.ac.uk

Theme: *Focus on the actions and outcomes, not on intention and knowledge*

Abstract:

In this break out session, we would like to take the conversation beyond the fact that diversity is required, not only to improve inclusiveness but for the growth of a company/organization.

Outcome:

This session will allow the participants to develop notes collaboratively by exchanging their personal tools and tips which everyone can take back and implement in their work after this conference.

Part 1:

Welcome: Malvika (5 mins)

[Slide](#)

Icebreakers! (15 mins)

Diversity Bingo

Objective:

- To help participants see how much (or how little) diversity is in their group.
- To assist participants in examining elements of diversity that are obvious (e.g., red hair) or not obvious (e.g., gay, lesbian or bisexual). This can be a fun and enlightening activity to do in the group and is also an excellent one to do paired with another small group.

A few useful tips to play this bingo :)

- Be aware. Broaden your general knowledge of groups and cultures.
- Include others. Have a variety of people involved in your groups and activities.
- Never assume!
- Ask questions, listen carefully, and check to understand.
- Have respect. Treat all people fairly, honestly and with positive regard. Openly communicate.
- Share information, expectations and unwritten rules with everyone.

Diversity Bingo!

Have Black African Ancestry	Taken steps to make their environment inclusive	Know >2 programming languages	Confident about discussing Diversity and Inclusion issues	Have friends with LGBTQ+ identity
Disabled Person	Have religious family values	A historically underrepresented minority in Tech	Have Hispano-Latino Heritage	Grew up with a computer in the home
LGBTQ+ Identity	Afraid of being judged for saying something wrong about Diversity & Inclusion	BINGO!	Biracial or Bicultural	Single Parent
Experienced Depression	Have invisible illness/disease	Immigrant	Lived in more than 2 countries	Have vegan/ vegetarian/ other specific type of diet
Volunteered time for community work	Have Asian Ancestry	Experienced Poverty	Height under 5 feet or over 6 feet	Experienced a difficult situation (failure/rejection) at work

Introduction: **Malvika** (5 mins)

- Terminology
- Aim of the discussion
- Resources: CoC

Part 2: Setting the tone (25 mins)

Introduction to the group exercises and grouping (5 mins)

- Tips for effective and inclusive discussions: Ally skills

Group: Scenario-based discussion (15 mins)

a. Events (organizers perspective):

- *In 3 months you will host a one-day event in your organization on machine learning. You want to include speakers and trainers of diverse genders and ethnicity in order to provide relatable role models for your attendees. So far you have been able to confirm only male speakers who are well known in the field. What could be your strategies to ensure that you can achieve the diversity that you aimed for?*

b. Training and workshop events (trainer's perspective):

- *Joy is a student from a small town in Bangladesh and is an intern at an Italian University. Joy's supervisor encouraged them to attend a Carpentries workshop to learn to program. While interacting with Joy during the coffee break you that they are shy asking questions as they are unsure of their accent and proficiency in English. You want to make sure that Joy feels*

included in the classroom interactions. What can you do to make your training more inclusive?

c. Bias one may witness in the communities

- *You are involved in selecting a new team member to work with you on the same project. You and your supervisor are going through all the applications together. Your supervisor rejects multiple applications based on the nationality of the candidate saying that the students from these countries are difficult or have 'bad-attitude'. You find your supervisor's action discriminatory. How will you handle this situation?*

d. Inclusive outreach

- *You have recently conducted a survey to assess the training and resource requirements for your community/group or organization. Upon analyzing your survey data you observe that your data lack responses from most of the minority groups, which may lead to drawing a biased conclusion. What will you do to understand the community needs in an equitable manner?*

e. Social scenario

- *After a week-long conference organized by a volunteer-based organization, you are at an informal gathering at a bar. You witness a well-known community member behaving inappropriately and making uninvited physical contact with another member while on the dance floor. What will you as a bystander do?*

Report back: (5 mins)

Part 3: Malvika (“IDENTI-FYI”) (30 mins)

Group discussion (20 mins)

- **Form groups by these 5 topics/tables**
 - Including (previously excluded)
 - Designing (technology, materials)
 - Educating (self and others)
 - Networking (diverse community)
 - Training (resources)

Brainstorming (10 mins)

- *Brainstorm in groups all the diverse challenges related to the assigned topic (IDENT) which you face in your environment.*
- *Rank order the top three challenges you see and write them down. It is important to focus here on brainstorming, not coming up with solutions.*

f. Initiating actions (10 mins)

- *Once challenges are outlined, begin to discuss manageable actions for dealing with those challenges and the resources or support you might need to take those actions.*
- *Make a note of these. It is important here to focus on manageable, realistic actions that each individual can take*
- *Once these actions are outlined, encourage participants to implement them in their own environment.*

Part 4 Final reporting and wrap-up (*10 mins*)

2. Final Takeaway
3. Any other points from the group

Post-event

- Display flip chart in the main hall
- Write-up a summary of the event as a blog