

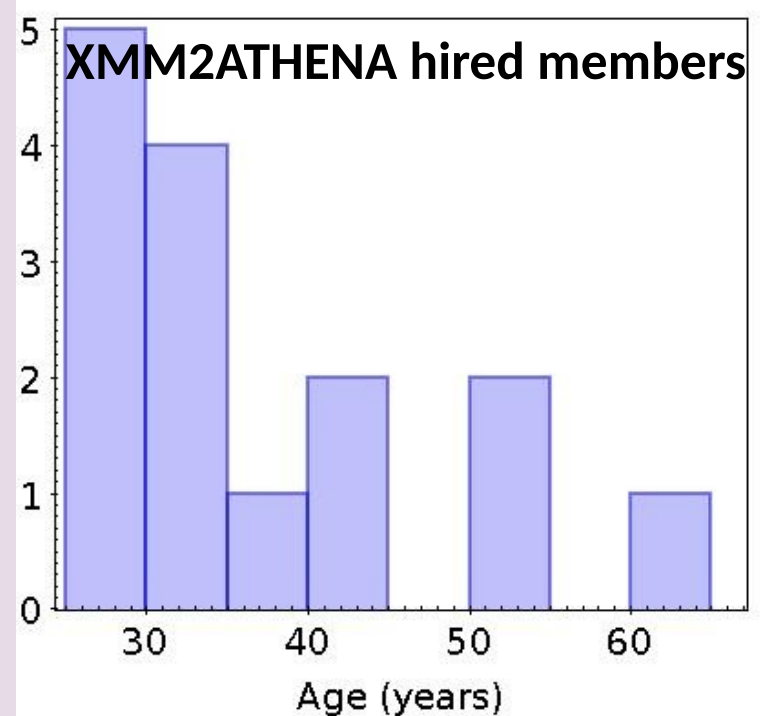
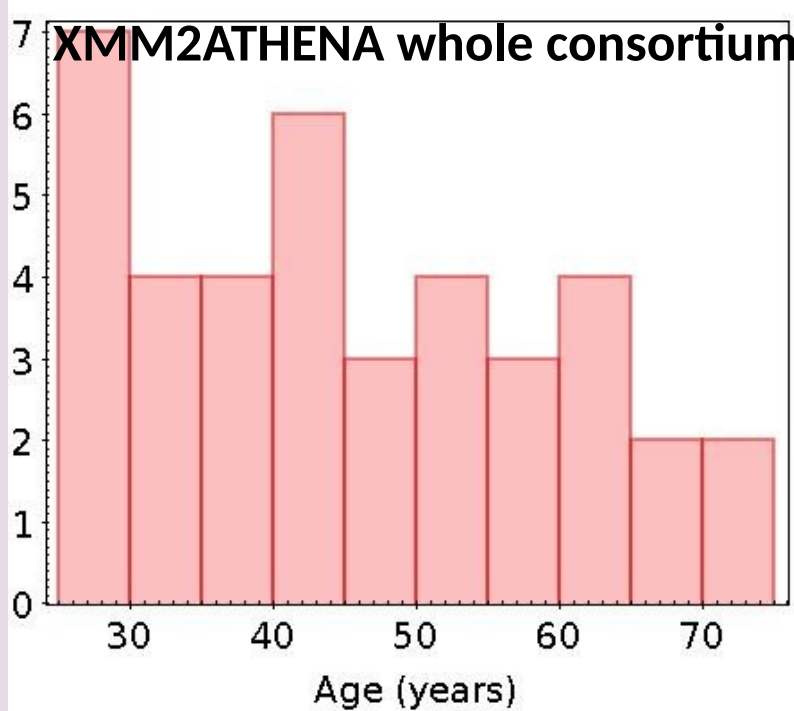
# Equality, Diversity & Inclusion

Natalie Webb



- **A diverse group of people is more creative, accurate, and innovative (Levine et al. 2014, Philips et al. 2008, Dias-Garcia et al. 2014, ...)**
- **Everyone has an important place in a collaboration as everyone has had different experiences and thus has different ways of seeing a problem**
- **Creating a more diverse workplace will help to keep your team members' biases in check and make them question their assumptions**

## Age



Most people experience all ages, but stereotypes/negative beliefs/biases form

Examples :

- Older colleagues may be perceived as unable to understand technology
- or have insufficient energy to continue to manage projects or teams
- Younger colleagues may be perceived as too young to manage a project
- or perceived as lazy, unreliable, less conscientious, lacking organisational skills, selfish or poorly motivated

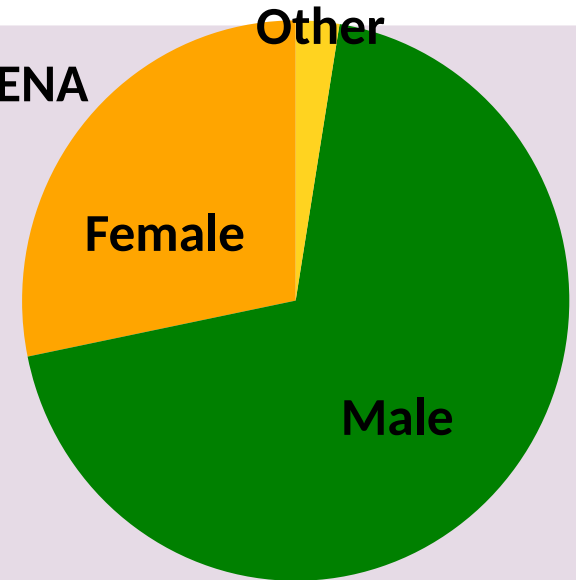
## Origin and Gender

- Origins : 9 European countries and several countries from Asia
- Efforts made to improve gender balance

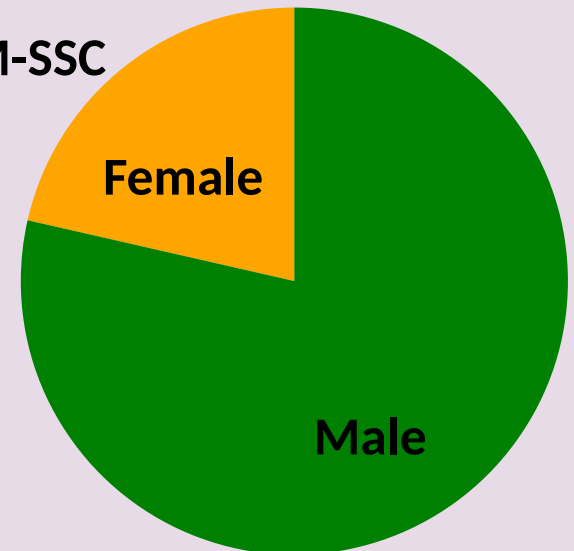
Other things considered :

- Neurodiversity
- Disability
- Privilege

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- **Job adverts inclusive**
- **Diverse hires made**
- **Include everyone in work package discussions and consortium meetings**
- **Listen and consider everyones contributions**
- **Promote work from younger generations**
- **Give opportunities to all – chairing sessions, presenting work, ...**

- Many things can be done to promote equality, diversity and inclusion
- Individuals should remind themselves to consider their colleagues with the respect that they would like to be treated with themselves.
- Being aware of diversity in society is essential to avoid stereotyping
- Bias / discrimination can make a colleague feel under-valued or out of place
- Colleagues then feel unease and can have a negative impact on well-being
- This will then have a negative impact on work-performance
- We should try to understand diversity & find ways to enhance inclusion

Things that can be done :

- To counter ageism, remind colleagues that they are valued at all ages
- Reinforce the positives at every age
- To be respectful of all gender identities, try asking another individual's personal pronouns, and provide your own or use gender-neutral terms
- Healthy environments can allow neurodiverse individuals to create habits and structures that minimise the negative impact their disorders can have
- Remember neurodiversity often means working harder to compensate

