

EquiStats Session 1

Equity groups in the workplace

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Our committee: Sahra Ghalebikesabi, Miriam Stricker, Lyuba Bozhilova, Shahine Bouabid, Anna Menacher, Kyla Chasalow, Tyler Farghly, Kim Becker, Davina Durgana, Deborah Sulem, Francesca Panero, Desi Ivanova

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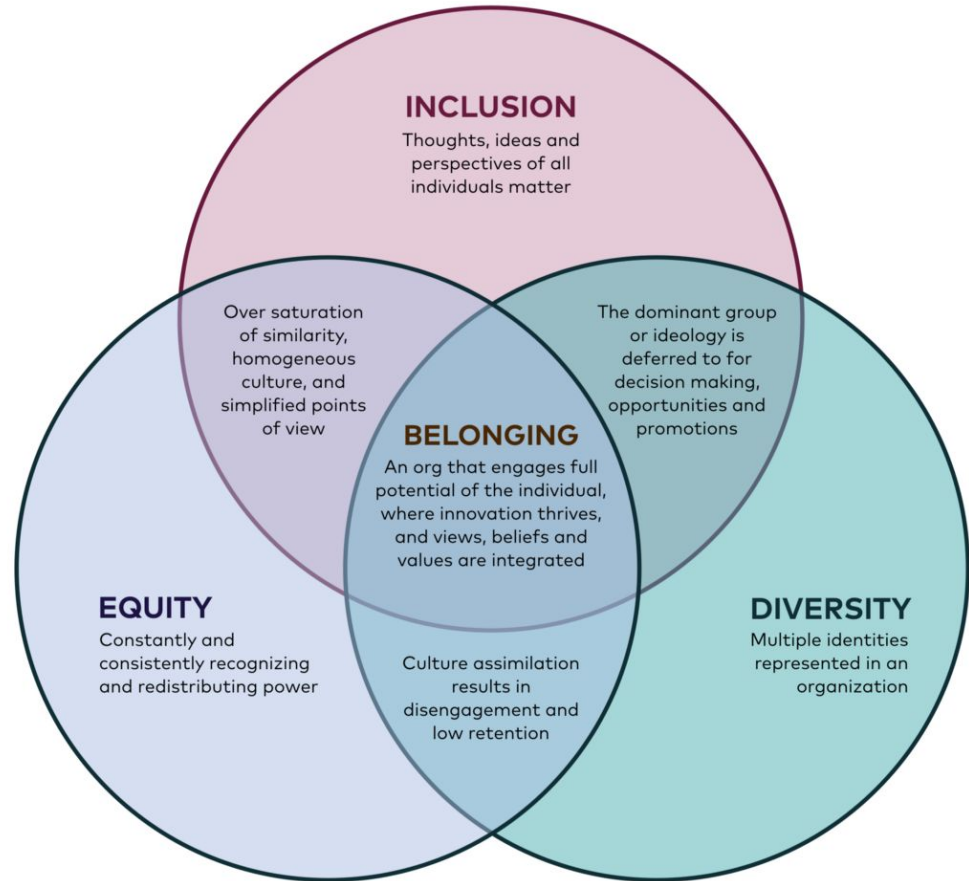
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Our aims:

- **connect** and **support** underrepresented and minority groups and allies in our department
- **raise awareness** on relevant issues
- discuss them in a **welcoming & safe environment**

Untangling Key Concepts

- Words like "**equity**," "**inclusion**," and "**diversity**" intuitive but vague
- How are these words different?
- Can some exist without the others?
- Why does it matter?



From: "*Belonging: A Conversation about Equity, Diversity, and Inclusion*" (2019)

Diversity, Inclusion, Equity, Equality....

Diversity - presence of variety

→ Key Question: which variables matter? Diversity of what?

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Equity - fair access or allocation of power, opportunity

→ Key Question: what does it mean to be fair (in a given context)?

→ Key Dynamic: distinction between equity and equality

Other Key Concepts...

Representation

Advocacy

Participation

Voice

Power

For more on some of these concepts, see: "Representativeness in Statistics, Politics, and Machine Learning" (Chasalow and Levy 2021)

Why does it matter?

- Distinguish different goals
- Uncover dynamics between them
- Uncover limitations
- Better communication

Where can ED&I groups go wrong?



From: *"Belonging: A Conversation about Equity, Diversity, and Inclusion" (2019)*

Where can ED&I groups go wrong?

"I also understand that some people can find ED&I or D&I programs inside their organizations to be a fallacy, for a number of reasons:

- *low retention and turnover of diverse talent*
- *diversity at the bottom and not the top*
- *reprimand for speaking up or voicing concern that is countercultural to the organization*
- *not being listened to or taken seriously"*

From: *"Belonging: A Conversation about Equity, Diversity, and Inclusion" (2019)*

‘Dr Dan Guinness [...] found that a pertinent issue of some men being reluctant to engage with discussions on gender equality is due to ignorance and fear. “The problem is that so many conversations [about sex] are taboo, which means that people are actually afraid of talking, learning and discussing. So, they don’t educate themselves”.’

- *Equality Discussion Groups: Men and Gender Equality (2020) by Olivia Halsall*

Discussion Questions

- How do you view the purpose of an equity group?
- Have you been a part of similar groups? What did you like/not like?
- What limitations do these groups have?
- How might distinctions between concepts like equity, inclusion, and diversity shape our goals?
- What might encourage or discourage people from attending or participating?
- How might we approach discussing people, groups, and experiences we have not been part of?
- What role does equity groups play for individuals versus the organisations they are part of?

Next session: LGBTQI+ Discussion, 2nd April 13:00 - 14:00

Keep up with us!

Our website: <https://tylerkf.github.io/equistats/>

Subscribe to our mailing list: equistats-subscribe@maillist.ox.ac.uk

Anonymous feedback form: <https://forms.gle/FPQWmrNnEEv457I7A>