DIVERSITY AND INCLUSION MEETING #1

Meeting Minutes - 7th February 2020 via WebEx

List of Attendees:
Chris Wolfe - CW
Althea De Souza - AdS
Amanda Bligh - AB
Fatma Koçer Poyraz - FK
Louise Wright - LW

NAFEMS:
Matthew Ladzinski - ML
Jo Davenport - JD
Olivia Bugaj - OB

The Recording of the meeting is available here

INTRODUCTIONS (07:32)

Members introducing themselves to each other.

- Jo Davenport (JD) was asked by Althea De Souza (AdS) what she thought was the representation of women with NAFEMS Staff. JD said that 60% of staff were women occupying a majority of administrative positions.

- Amanda Bligh (AB) noticed the lack of diversity in events attendees and joined this group to find out what is done to increase participation of women on the main stages.

- Chris Wolfe (CW) noticed a slightly higher women attendance at NAFEMS American events and notified Matthew Ladzinski and Andrew Wood (NAFEMS Americas Representatives) that should take the on opportunities for women to network across companies.

- Louise Wright (LW) would like to increase the engagement of more women in the NAFEMS Working Groups. LW said Data Science working group at the National Physical Laboratory are almost at parity.

NAFEMS ACTIVITIES (18:32)

OB presented work that NAFEMS has done so far to increase diversity and inclusion. Presentations slides available here.

NAFEMS is reviewing their content, policies and gathering data to follow the Diversity and Inclusion Framework. Link to the Framework here

- DIversity and Inclusion Guidelines document creation is a work in progress

- Reviewing stage of what can be achieved to drive Diversity and Inclusion within NAFEMS members

- Some steps have been taken to make our events accessible and action towards diversity and inclusivity are being discussed.

- Steps have been taken to assess diversity in students and PSE-certified engineer

- A page on the website has been created to welcome feedback on the topic, you can see it here

DISCUSSION (33:00)

- LW said that the NPL are following Project Juno initiative. LW asked How to get to gender parity in working groups? (00:17:28).

- CW said that ANSYS struggle to get female applicants. (1)

- ML noticed that there are fewer abstracts by women, possibly to be because women don't like to think they know everything. ML asked how do you encourage women to take pride in their work and be more confident in presenting that work at conferences? (00:36:55).

- CW added to ML's point by asking how to encourage introverted people to present their work?

- ML suggested that this group help identify the great work members of this group are seeing being presented by others in industry and how to welcome all different people.(00:40:00)

- LW thinks that what might put people off attending events is that at the moment the attendees are of the same background (00:41:23). Women don't present because they don't see women presenting or in the audience. (2)

- AdS, to respond to LW's point, asked if it would help if we advertised that there would be networking groups for women or diversity at bigger NAFEMS events (00:42:16).

- CW and FK would rather the focus be on diversity (00:43:00) in general to avoid being seen as biased (CW) and on the contrary to celebrate diverse background (FK).

- Is there something else that CAASE could do in terms of sessions or something else at that event that could be useful? ML at 00:44:00 and how to encourage everyone to take part in

these discussions?

- How can we move the needle to attract more diversity to NAFEMS and how to help the diversity within NAFEMS? (CW, 00:51:15)

- LW said at NAFEMS events that there would be an opportunity to ask people to share their group stories on how they improved the diversity in their organisation (00:51:50) The more diverse an organisation is, the better their bottom line is. Increasing productivity by improving diversity and selling as a positive so that it's not a "diversity thing" and not a "women thing".

- ML estimated that there are 8% of women who submitted an abstract for CAASE 2020 that clearly had gendered names. (00:57:47)

- AdS would like to continue the conversation on Linkedin to continue the discussion between meetings (00:58:17)

- ML suggested we have representative of the group involved in different NAFEMS regions to help drive the effort (00:59:10)

NEXT MEETING

Second meeting will be taking place on March 20th , in 6 weeks at 02:00 pm GMT, 09:00 am ET, 03:00 pm CET.

These topics might be the ones that we could continue investigating:

- **How to get to gender parity in working groups?** Mentioned by LW at 00:17:28

- **How do you encourage women to take pride in their work and be more confident in presenting that work at conferences?** Mentioned by ML at 00:36:55

- CW added at 00:38:32 and asked **How to encourage introverted people to present their work?**

- **Specifically is there something else that CAASE could do in terms of sessions or something else at that event that could be useful?** ML at 00:44:00

- **What activities can NAFEMS and the community do?** Think about the scope or positioning to motivate all sides of the topic to take part in a discussion. ML at 00:45:40

- **How can we move the needle to attract more diversity to NAFEMS and how to help the people who are diverse who are already within NAFEMS?** (CW, 00:51:15)

Link to the meeting recording is at: webex.com

NOTES

(1) There is a tool called <u>Gender Decoder for Job Ads</u> that will help you to find out if you use the kind of subtle linguistic gender-coding that can discourage women to apply for jobs that are advertised with masculine-coded language.

(2) "Lack of diversity at events? I take it personally & you should too" <u>Blog post</u> about diversity at events. The author is the founder of Keynoteworthy, a platform connecting event organisers with diverse speakers.