

SESSION 3:

How diversity and inclusiveness
has changed Statistics departments
and how leaders are leading groups

15th Statistical Leaders Meeting 2024

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*(supported by Antonella Mazzei, Olympia Papachristofi and Joana Marques Barros from the
Basel Biometric Society NextGen)*

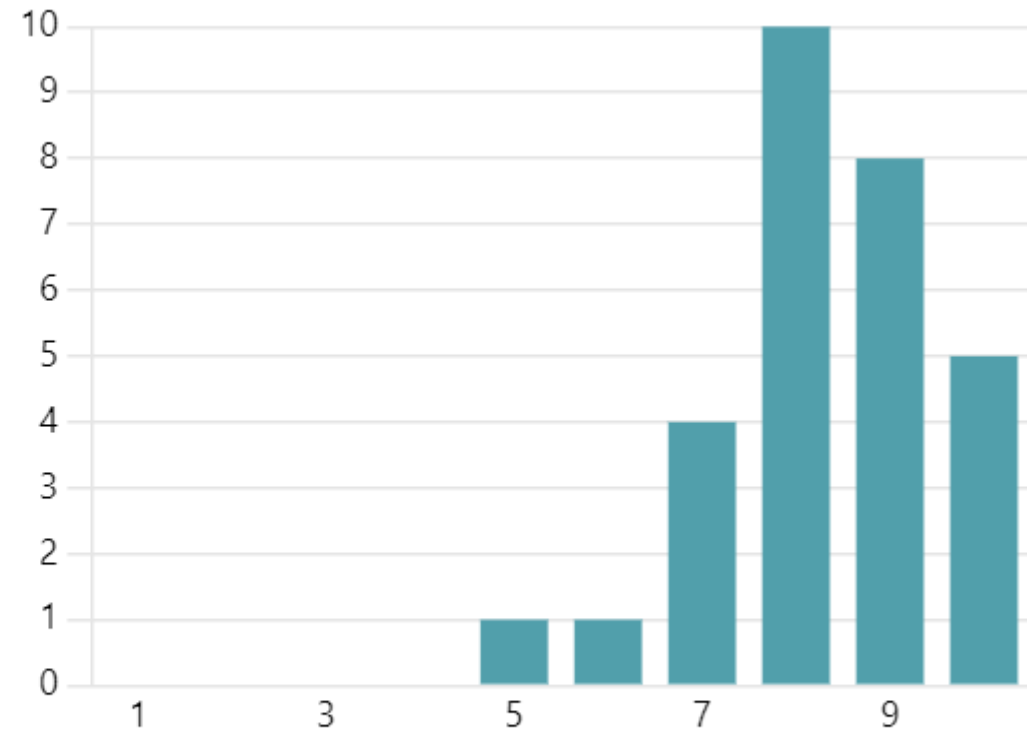
Objectives of the session

- Status of uptake of Diversity, Equity and Inclusion in Statistics departments and how it is adding value to the teams
 - Survey results
- Sharing best practice for DEI activities
- Identifying ways to remove obstacles
- Identifying examples of successful implementation

1. On a scale of 1-10, how well do you know what is meant by diversity, equity and inclusion (DEI) and what it entails?

[Not at all]1 - 10 [Extremely well]

8.31
Average Rating

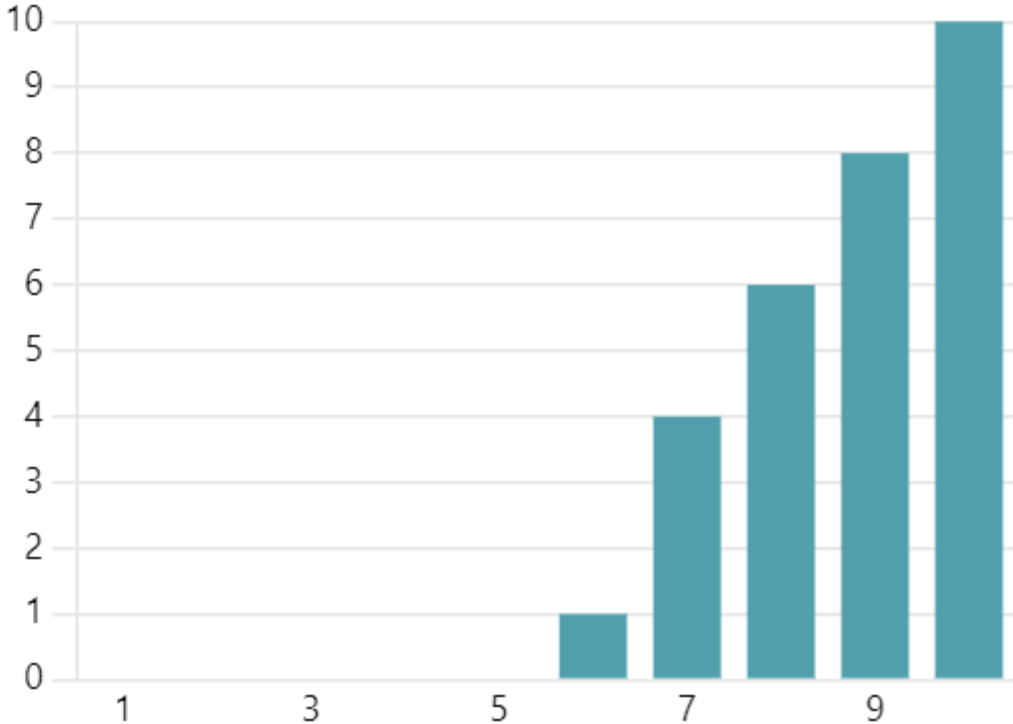


Overall very good knowledge on DEI, maybe with limited confidence on the topic in some.
Question: *Where do you feel to have any knowledge gaps, and how could they be filled?*

2. How much do you think DEI is added value for your team?

[Not relevant at all]1 - 10 [Extremely relevant]

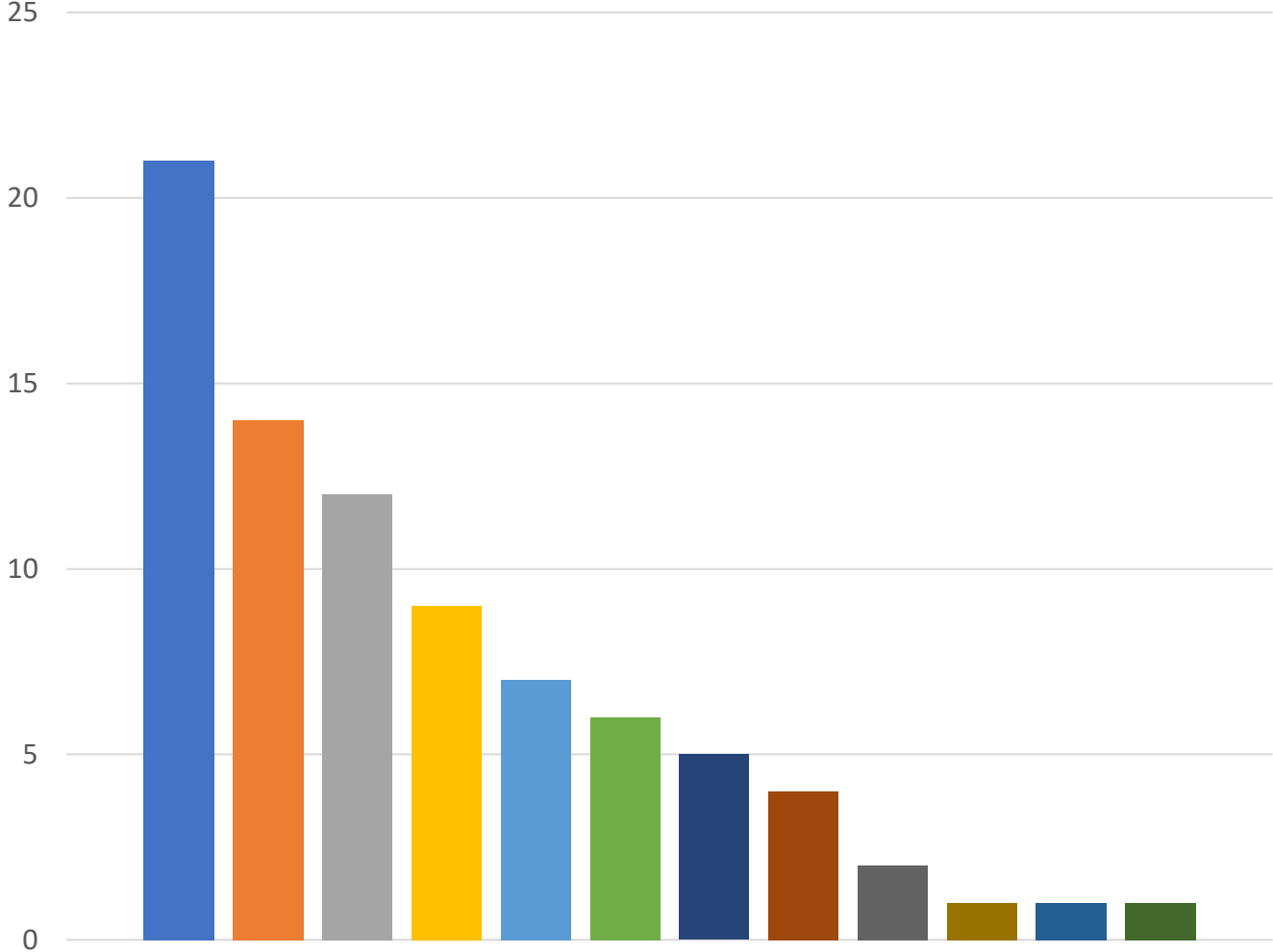
8.76
Average Rating



Most statistical leaders believe that DEI is adding significant value for the teams
Question: *Could you share examples how this added value was observed?*

3. What aspects of diversity do you consider relevant in your teams? Select only your top 3 aspects

- Culture
- Gender
- Level of experience
- Type of experience
- Age
- Neurodiversity
- Educational background
- Gender identity
- Race
- Any type of difference
- Diversity of behaviour/personality
- Level of education



Key relevant aspects are Culture, Gender and Level of experience, while Race, Personality and Level of education are not considered relevant

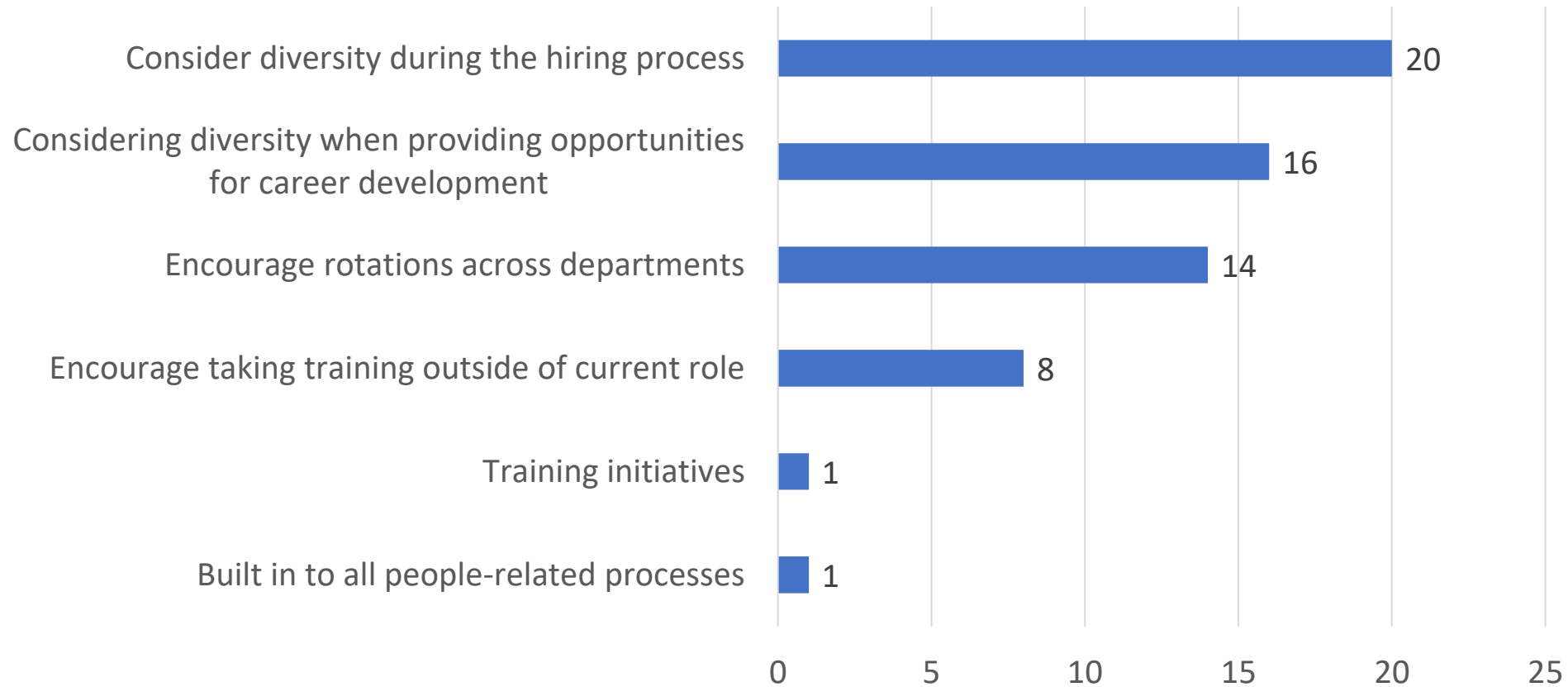
4. Have you implemented measures to take account of DEI in your team?

● Yes 21
● No 8



About three quarters of the statistical leaders have implemented DEI measures
Question: *Could you share examples which measures you had implemented?*

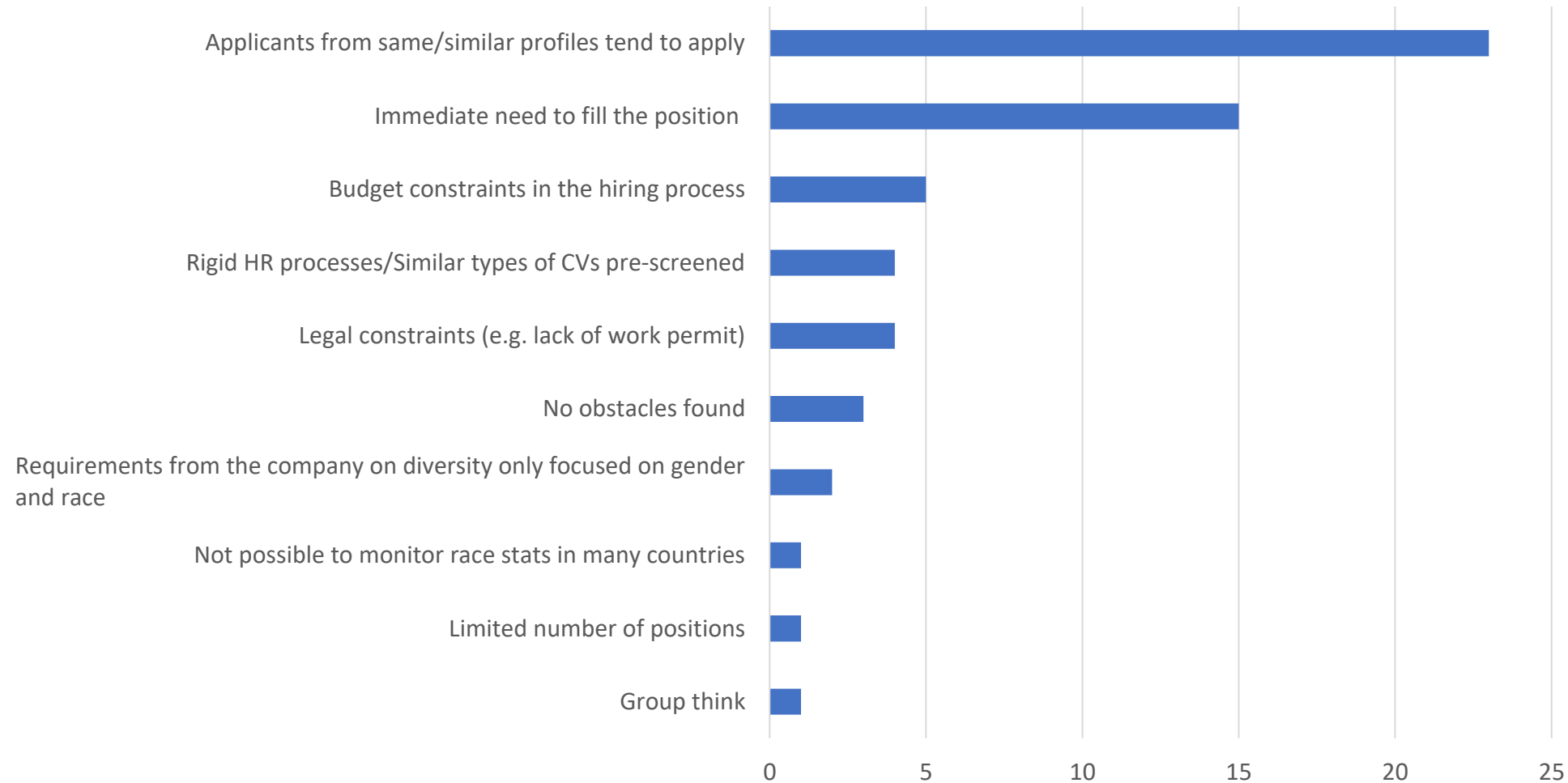
5. How have you implemented DEI in your teams? (Select all that apply)



Hiring and Career development are more common areas for DEI than trainings/rotation

Question: *Why would trainings/rotations be less common? Any suggestions to improve their DEI aspects?*

7. What are the biggest obstacles when recruiting diverse talent in your team? (Select all that apply)



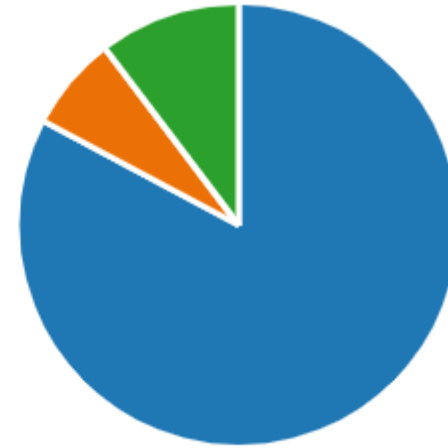
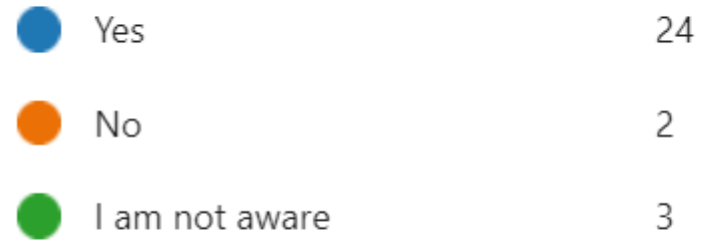
Key obstacles during recruitment are time constraints when filling the position and the profiles of the applicants
Question: *How could these obstacles during recruitment be overcome?*

8. In your opinion, what strategies are effective to make a team with diverse talent feel safe? (Select all that apply)



Most effective strategies include 1:1s/team meetings, buddys/mentors and DEI training
Question: *Have the other strategies been applied/tested in your teams?*

9. Is there a clear policy on diversity and inclusion at your workplace?



DEI policies exist in most companies
Question: *Are these policies useful in daily life?*

10. Do you believe that your workplace provides you with enough tools and support to promote DEI in your team?



Most statistical leaders feel that the workplaces provide enough DEI support

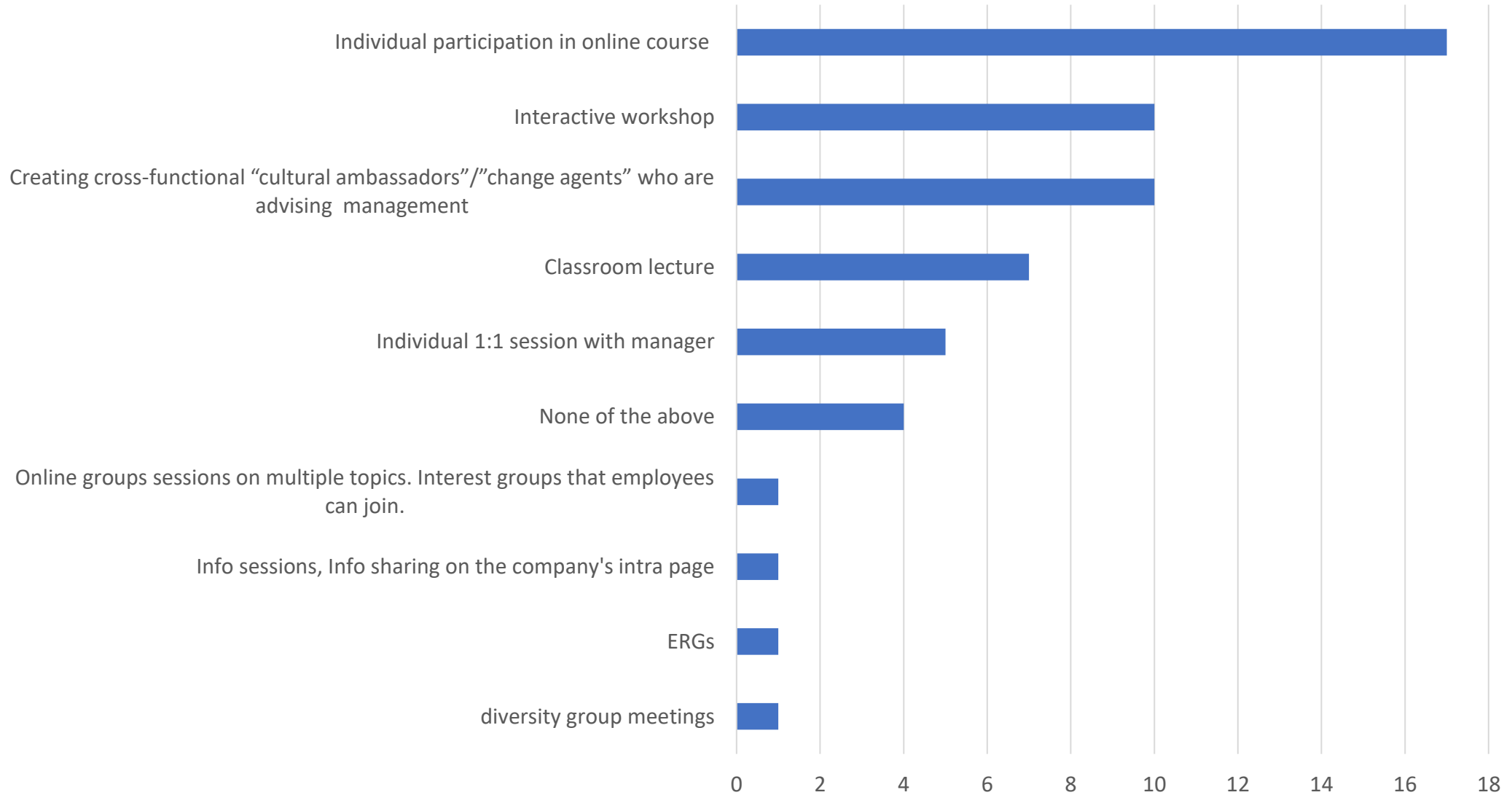
11. Have DEI trainings been offered to your team?

● Yes, mandatory training	10
● Yes, optional training	13
● No	6



*About 20% of the respondents do not have diversity training for their teams or, if yes, only optional.
Question: how do we “elevate” the bottom 20%?*

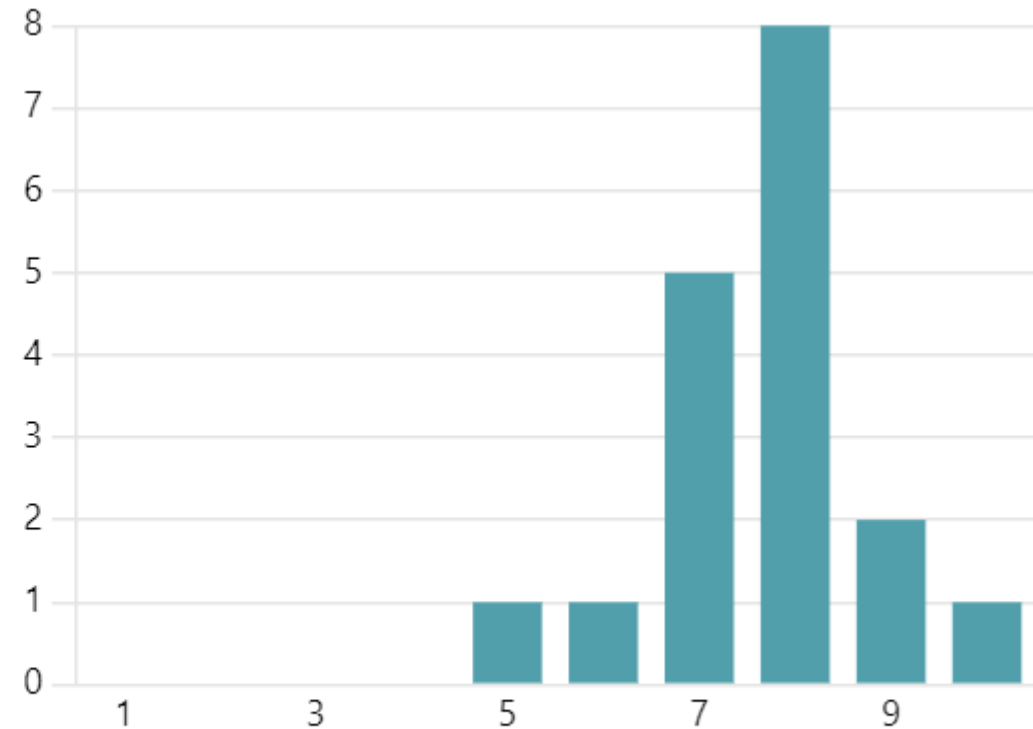
12. Which form of DEI training or activities has been offered to your team (multiple choice)?



*Online courses, interactive workshops and cross-functional ambassadors are primary forms of DEI activities.
Question: How have your teams reacted to these trainings? (See also Q13)*

14. How would you rate the success of the DEI trainings in helping your team understand the advantages and obstacles of applying DEI?
[Not added value] 1 - 10 [Changed mindset completely]

7.67
Average Rating



While success is pretty high, more can be achieved.

BACKUP

13. Did the DEI training lead to open discussions on DEI with your teams?





DIVERSITY

of people,
perspectives



EQUITY

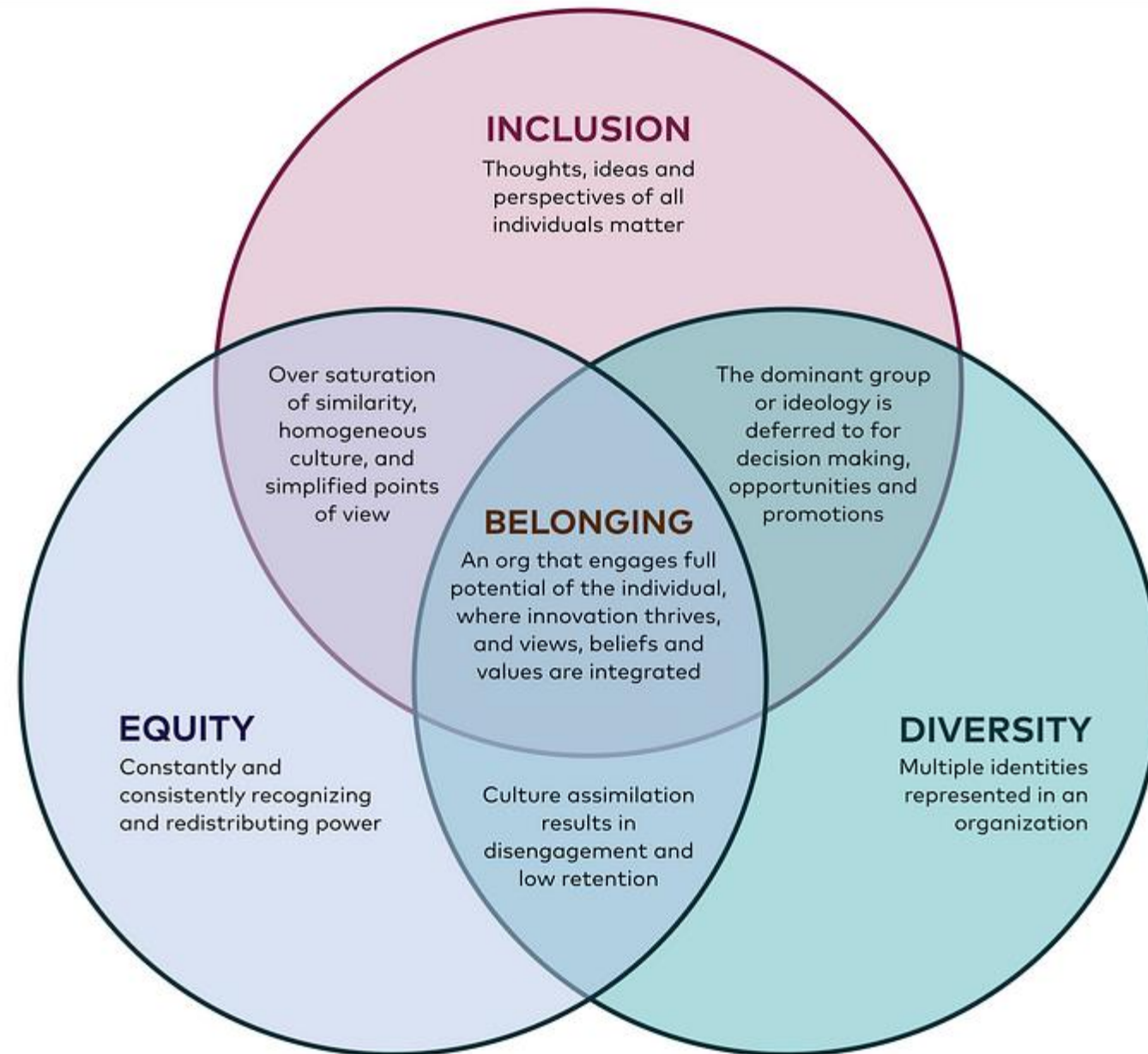
in policy, practice
& position



INCLUSION

via power, voice &
organizational culture





Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need, thus producing equity.

Inclusion



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.