

Session 3: How diversity and  
inclusiveness has changed  
Statistics departments and how  
leaders are leading groups

Breakout Summary and  
Action Items

# Session 3

# Breakout Summary

Group 1

# Overall Summary and Action Items

- Actions for EFSPI Leaders:
  - Think about job profiles that truly attract diverse talent; consider recruiting without automatic filtering
  - Create a psychologically safe environment
  - Consider non-Statistics functions in interview panels
  - Consider committing to conduct internal trainings on DEI and become ambassadors
  - Follow-up on the topic in future meetings
  - Assess EFSPI Leaders themselves and obtain insights for our Stats Leaders group
  - Conduct a (virtual) Workshop on DEI & cognitive biases in one of our quarterly EFSPI Leaders meetings
  
- Actions for EFSPI Council
  - Role model diversity in council. Do we represent the full community (now and in the future)?
  - More sharing/rotations between SIGs to expand diversity and inclusiveness.
  - Ask the question: is DEI on the radar of the 10 country associations and if yes, in which context -> collect feedback from EFSPI Council members
  - Utilize the Scientific & Training Academy to provide trainings

## Group 1:

### Let's concentrate on the added value of having diverse teams. Could we discuss examples, successful/unsuccessful stories and lessons learned?

- Diverse: across the globe – different perspective, different talent pool
- How much proactive are we with DEI? What is the added value? Are we already diverse enough?
- Bring in people from outside the 'traditional' background
- Hiring more diverse people, redesigned the job advert and more inclusive (e.g. from stats into quantitative, financial)
- Examples:
  - Diversity in training. Bringing in people with more software background
  - Women inspired network, PRIDE groups, next gen, non-local community, connecting events/groups within companies – create safe groups, e.g. quintinational football event
  - Position to 'challenge' – wear a hat ...
- Unsuccessful: You don't want to be the checkbox  
RWE -> hire more epidemiologists (say 10 yrs ago) did we do enough? More stats in other roles
- For leaders: Understand the meaning, e.g. non-binary, break down stereotypes  
Learn about the cultures, Some will never say "I don't understand" (they don't want to turn you down).  
See it as a benefit for them (work-life balance)
- Lesson learned: We hire diverse team members and after a few years convert them into more of the same  
Bring them together. Some will never say no, for example. Spend time to understand.

# Group 1: Actions for EFSPI Leaders

- Celebrate and advocate positives from team members with diverse background
- Challenge our defaults and keep a broad open mind
- Be pro-active, intentional and engaging
- Culture awareness
- Educate yourself, show vulnerability and respect
- Be aware of your choice of words with respect to minorities
- Create a safe environment
- Think about your job ads, to attract diverse talent
- Think about opportunities/rotations for positions outside stats
- Don't hire diverse talent and kill it 😊

# Group 1: Actions for EFSPI Council

- Bringing in outside perspective
- Share examples within companies of diversity (e.g. job ads)
- Role model diversity on council, do we represent the community (now and in the future)?
- More sharing / rotations between SIGs (some SIGs have a lot of representatives from academia/US etc)

# Session 3

# Breakout Summary

Group 2

## **Group 2:**

**Seems that the hiring stage is the main place to apply DEI, however obstacles are there (budget/time). How can we overcome them while maintaining/even expanding diversity?**

- How do you define Diversity ( educational level, expertise, the way they think, personality) ?
- Start with who do you want to get in your team- assessment of your team profile ( insight colour)
- Job offers advertisement with diversity element in it ( not too vague , not too exclusive: eg SAS)
- Look at more applications – change filtering-
- Try to avoid individual interview- at least 2 interviewers to prevent unconscious bias
- Technical and social interview
- Panel should be diverse
- Interview questions script to ensure diversity elements in it
- Talent sourcing
- Limiting factors ( with budget impact): Visa, relocation



# Group 2: Actions for EFSPI Leaders

- Get involved: encourage academia/industry presence
- Open to different media to advertise- different channels
- How diversity blossoms in your teams
- Build recruitment process with diversity
- Try to have other function than stat in the panel

# Session 3

# Breakout Summary

Group 3

## Group 3:

# Psychological safety is essential in teams, even more so if diversity is there. What are the “best” strategies in terms of ensuring safety?

- **Leadership Behaviour:**
  - Building trust, respect, continuously and consistently talk about diversity topics
  - As leader show that you are a human being, vulnerable and also making mistakes
  - Leaders have to walk the talk, no check-box ticking
  - Leaders should embrace that diversity is not just a few criteria
  - Consider diversity aspects when assigning new tasks and roles (not always the usual suspects/volunteers)
- **Mindsets to foster:**
  - Inclusiveness is essential, embrace that there are differences
  - Willingness to speak up, but it is a lot more - various ways to check whether there is PS, not only the willingness to speak up
  - Even when there is psychological safety, is everybody willing to speak up, different personal characteristics to be taken into account
  - Do we prioritize PS sufficiently
  - Failure culture – how to deal with people admitting mistakes or coming up with questions which do not seem to fit
  - Raising awareness should be the major focus, find the right forum especially for niche questions

## **Group 3:**

**Psychological safety is essential in teams, even more so if diversity is there. What are the “best” strategies in terms of ensuring safety?**

- **Tangible actions:**
- Company-wide structures fostered by senior management with the intent to allow bottom-up initiatives – can be involved in assessments
- Check all processes whether diversity is reflected, e.g., hiring, promotions, feed-back processes (consider blinding)
- Communications is crucial: multiple communication channels to allow people to connect – be conscious about two-way communication – be approachable and responsive – listening modus on
- Under discussion: Consider doing anonymous survey

# Group 3: Actions for EFSPI Leaders

- Share experiences with other Stats Leaders
- Be a role model in embracing DEI
- Encourage staff to engage in DEI and psychological safety initiatives
- Consider to commit to doing a training on PS to become an ambassador
- Consider to add follow-up to future meetings
- Take diversity aspects into account when assigning new tasks and roles (not always the usual suspects/volunteers) – consider rotations

# Group 3: Actions for EFSPI Council

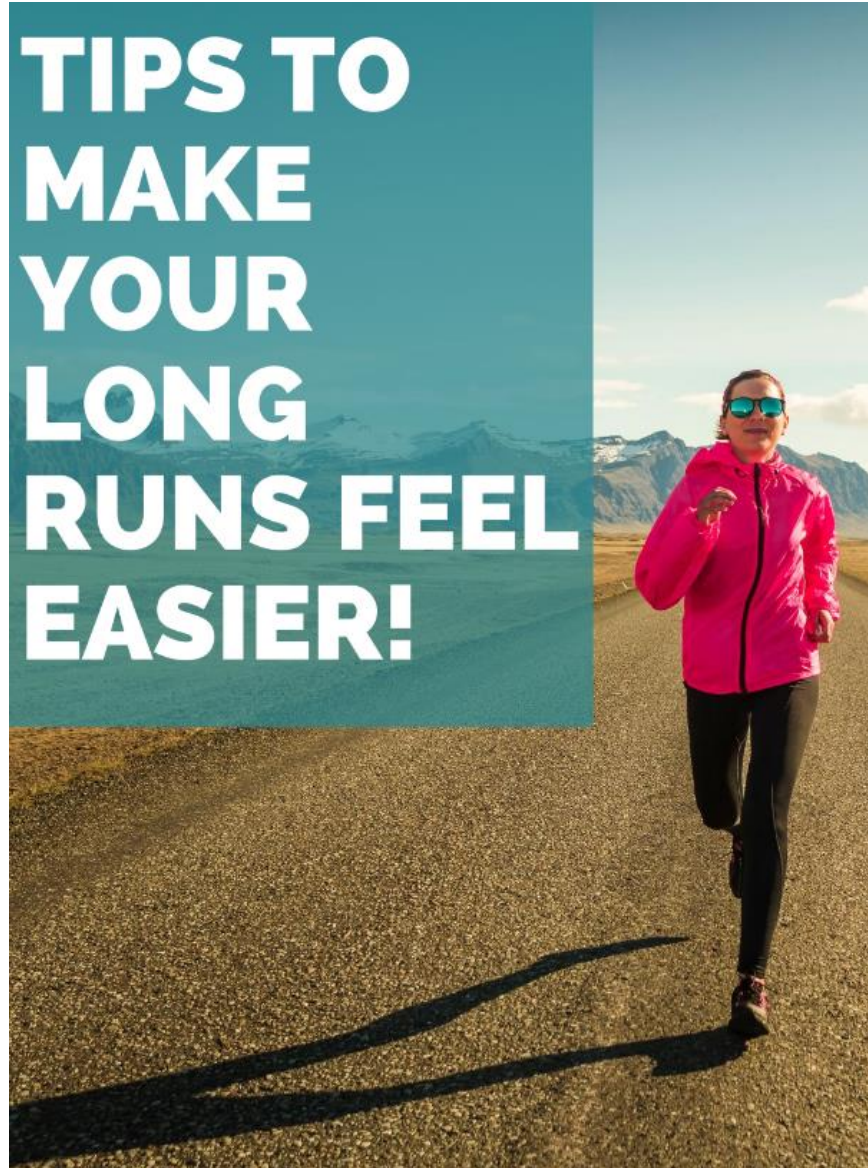
- Confirm DEI principles in best practices
- The council could better support psychological safety activities of the local associations
- Consider the role of DEI in interactions with external stakeholders
- Check whether we are representative of the community which we want to represent

# Session 3

# Breakout Summary

Group 4

**TIPS TO  
MAKE  
YOUR  
LONG  
RUNS FEEL  
EASIER!**





## Group 4:

**Not many organizations are offered trainings for their teams and, if so, then on-line or virtual (very few classroom lectures or 1:1's). What type of training had the best feedback and why? Can we do more?**

- In these “trainings” since 20+ years... But what does “training” mean?
- General observations:
  - The smaller the company the less focus on diversity
  - More focus on DEI during the hiring process than in the actual daily work
  - More focus on diversity and less on inclusivity
  - Various tools exist to assess team members’ skills & competencies, strengths & ‘opportunities’
- Mandatory, standard trainings but less interactive trainings encouraging true dialogue. Nonetheless, these trainings raise awareness for DEI, cognitive biases, etc.
- “Educational” activities on
  - unconscious bias (mostly online trainings)
  - cultural awareness trainings and workshops
  - diversity of clinical trials (important because of the underlying rationale/why this topic is important for business)
  - empowerment workshops
  - psychological safety masterclasses
- Events delivered by LGBTQIA+ and DEI (+ Culture) Councils
- Diverse Mentoring Programs
- What is missing (especially for leaders)? We could do more with respect to
  - How to build diverse (high performing) teams?
  - Inclusivity (including how to integrate new team members, people coming back from maternity/paternity/sick leave )
  - Understanding of neurodiversity
  - Linkage of the assessment results to the business impact

# Group 4: Actions for EFSPI Leaders

- Assess EFSPI Leaders and get insights for our group
- (Virtual) workshop on DEI & cognitive biases in one of our quarterly EFSPI Leaders meetings

# Group 4: Actions for EFSPI Council

- Clarify the question if the DEI topic is on the radar of the 10 statistical associations and if yes, in which context -> collect feedback from EFSPI Council members
- Utilize the Scientific & Training Academy to provide trainings