



Résultats du sondage départemental / Results of the department-wide survey

Comité Diversité en Physique de l'UdeS
UdeS Diversity in Physics Committee

Présentation par/ Presented by
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Sara Turcotte

Guest speakers
Myriam Guindon (Chaire pour les femmes en
sciences et génie au Québec)
Nadia Octave (Canadian Organization of Medical
Physicists)

24 octobre 2018
October 24th 2018



Why are we here?

In order to get a sense of the needs and wants of all members of the department regarding diversity and inclusivity issues, we built a survey and asked everyone to give us their impressions.

Today we would like to disclose the results of this survey, and open the discussion with everyone present to build on those results.

Please ask questions and intervene whenever you want. We will open the floor for general discussion at specific points during the presentation as well.

We will try to keep the presentation and discussion under 40 minutes, and then we can continue the discussion with Dre Nadia Octave's presentation.

Overview of the presentation

1. Description of the survey
2. Respondents' profile
3. Perception of the Committee's roles
4. Perception of diversity and inclusivity in the department
5. Perception of women's representation in physics
6. Another look at the Committee's roles/ Discussion

1. The survey

Disclaimer

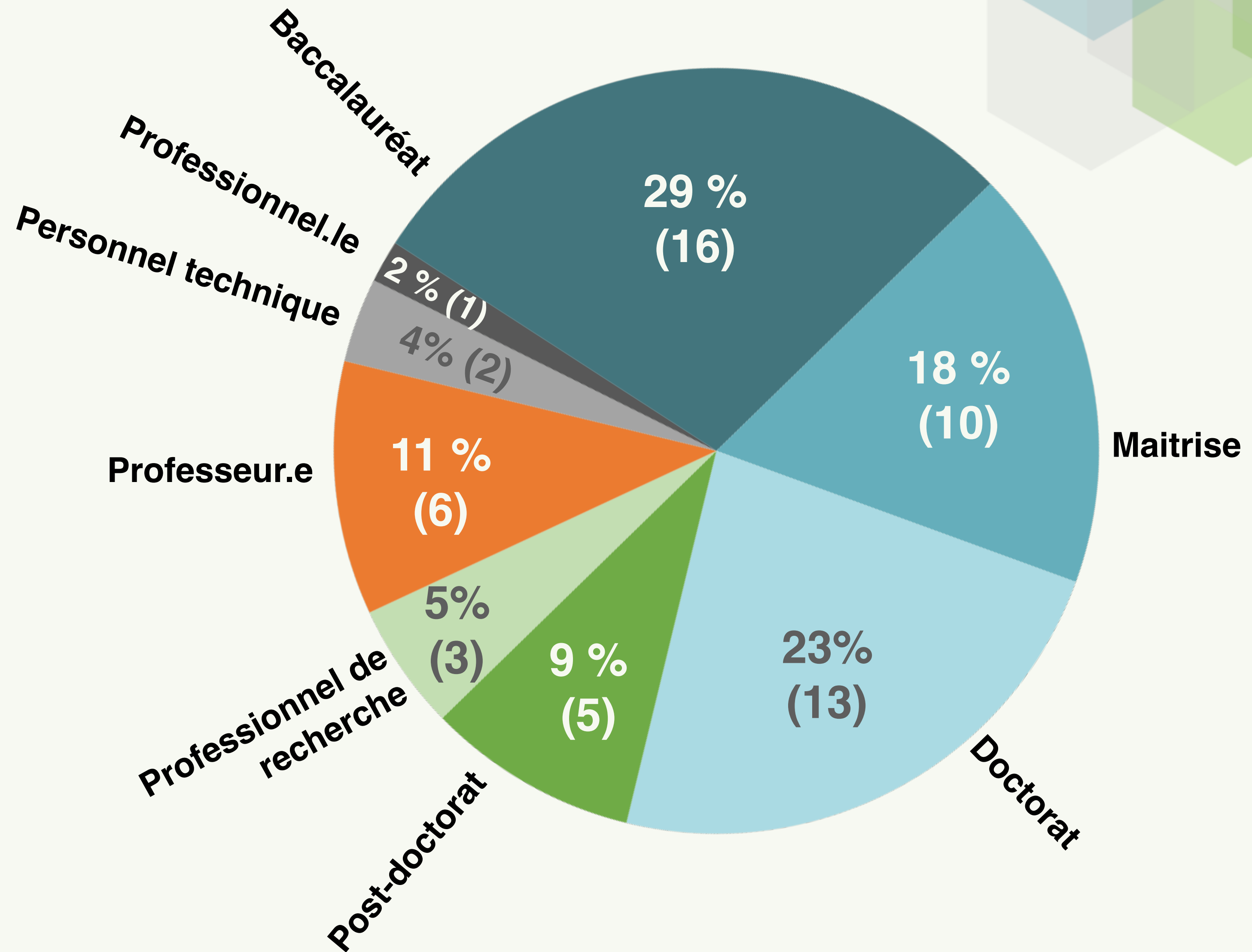
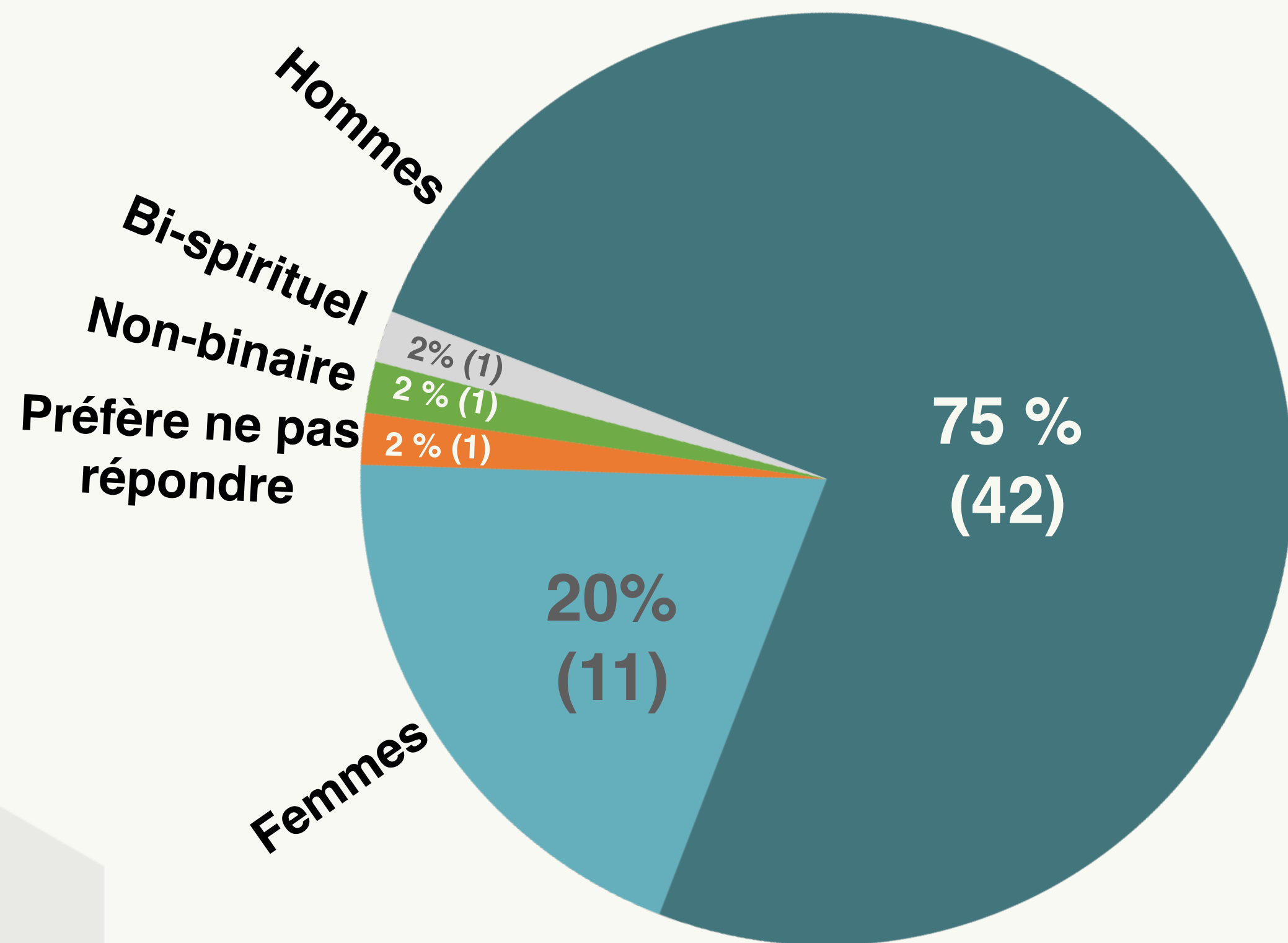
- **This is not a scientific survey, neither in terms of design nor data analysis. The goal is to feel the pulse of the department.**
- **Certain questions are not explored, or only in surface. This survey is not exhaustive, and not the only tool at our disposal to gather information.**
- **We do not consider ourselves specialists of all questions related to diversity and marginalized groups.**
- **We hope that with the implication of more members of the department in the Committee, we will be more able to study and bring solutions to other problematics than those affecting only women.**

The survey

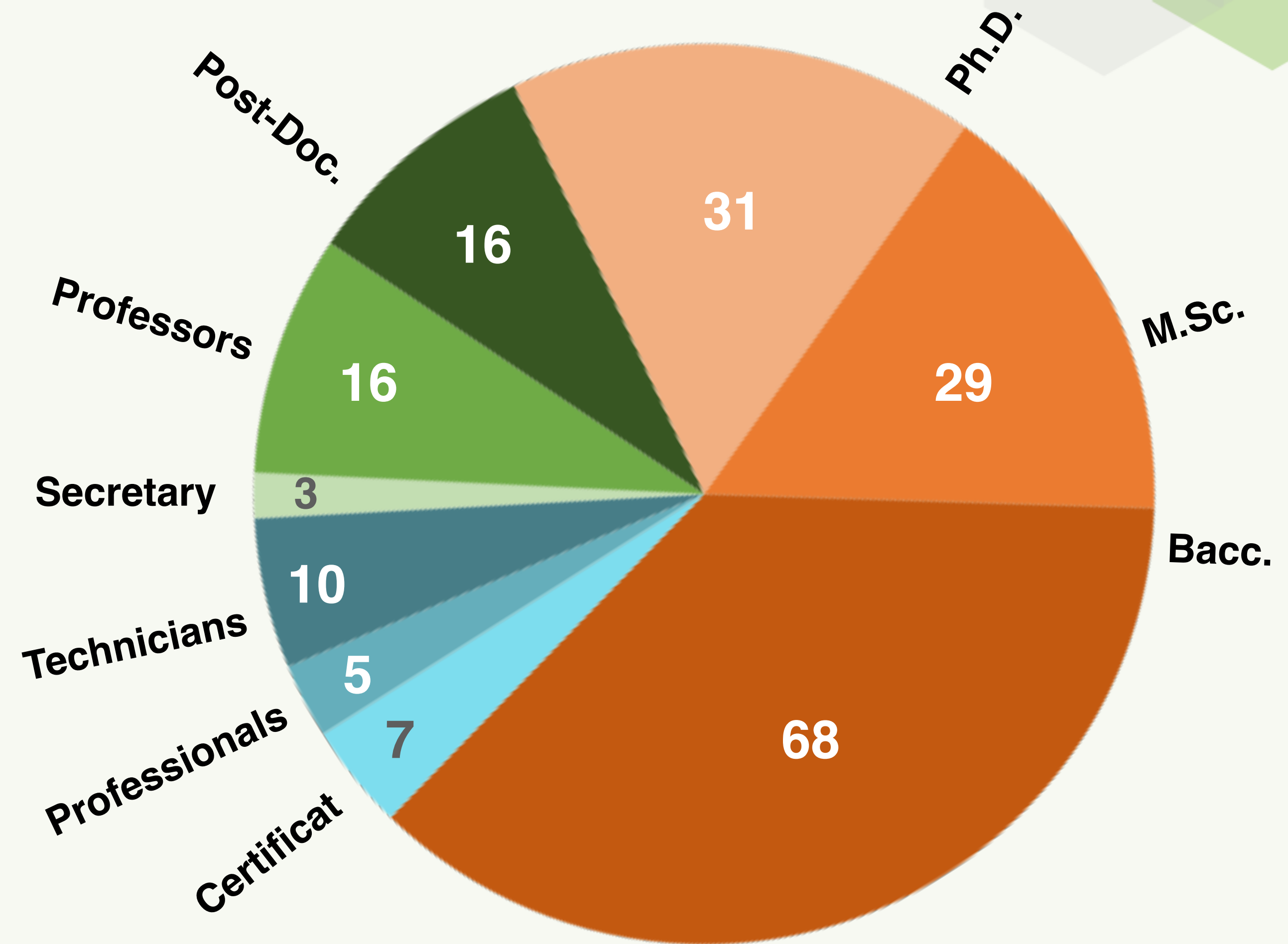
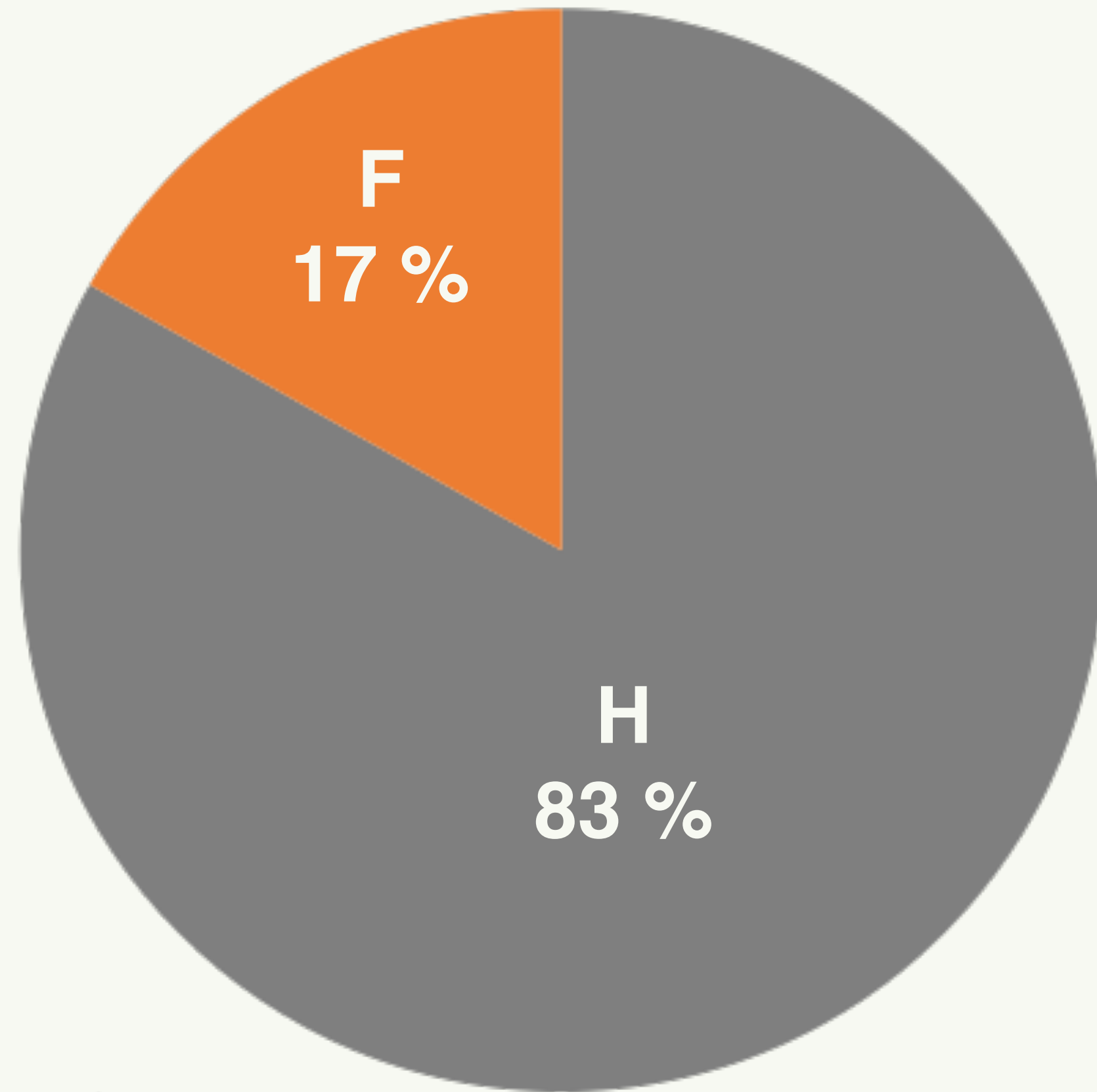
- Target audience: All members of the Physics department (professors, postdocs, PhD and master student, undergrads, technical team, personnel).
- The survey was available in French and English, from September 10th to October 5th 2018, inclusively.
- We gathered 56 responses (51 French, 5 English), over a total of 190 department members, meaning a participation rate of ~30%.
- The subjects surveyed were mainly the perception of under-representation of women in physics, the perception of diversity and inclusivity of the department, and the roles that should be played by the Committee.
- The survey questions were inspired by those produced by the Université de Montréal's Diversity in Physics Committee : https://phys.umontreal.ca/fileadmin/Documents/FAS/science-physique/Documents/5-Departement/D-PHY/D-PHY_résultats_sondage_2015.pdf

2. Respondents' profile

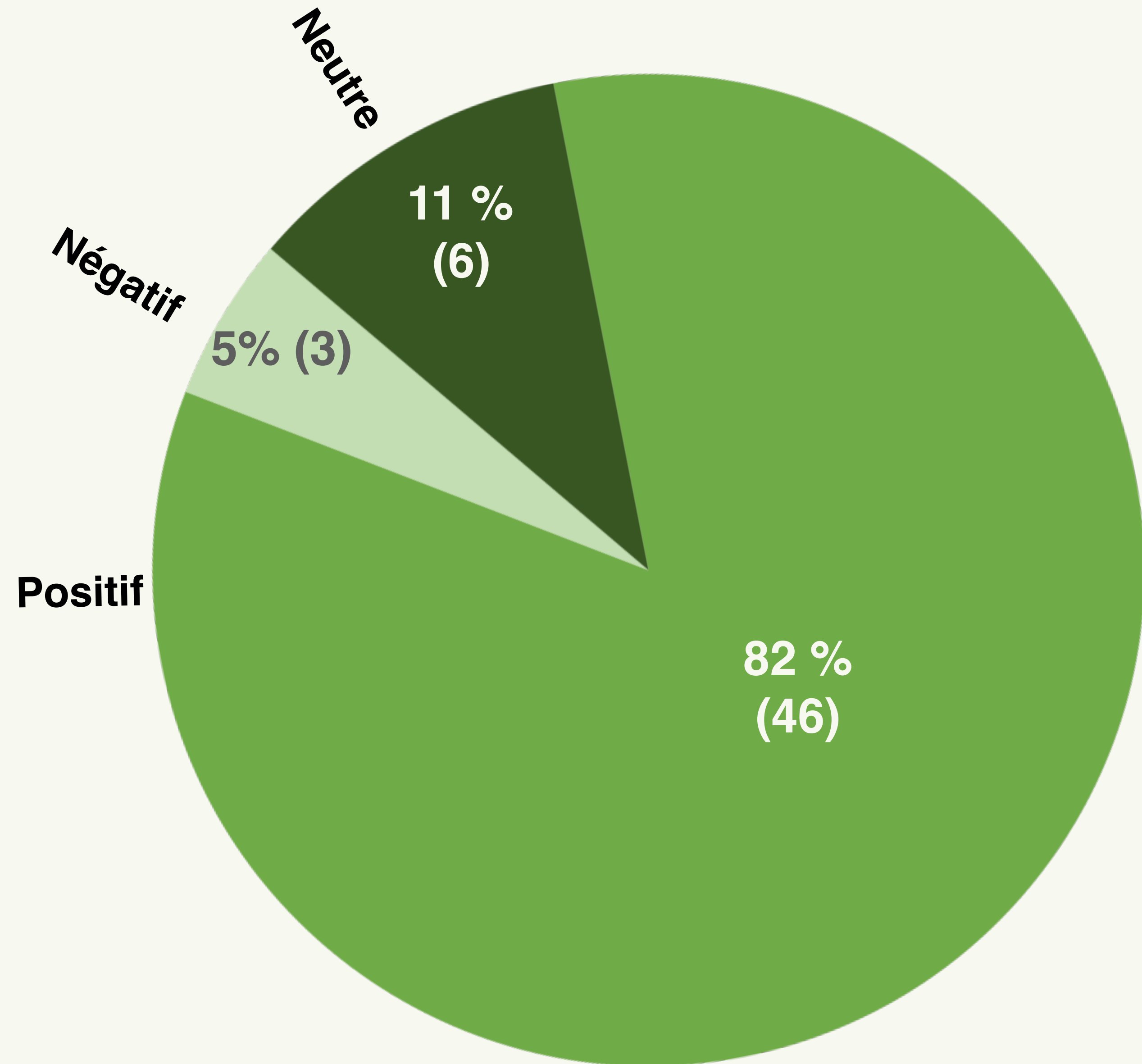
Respondant's profile



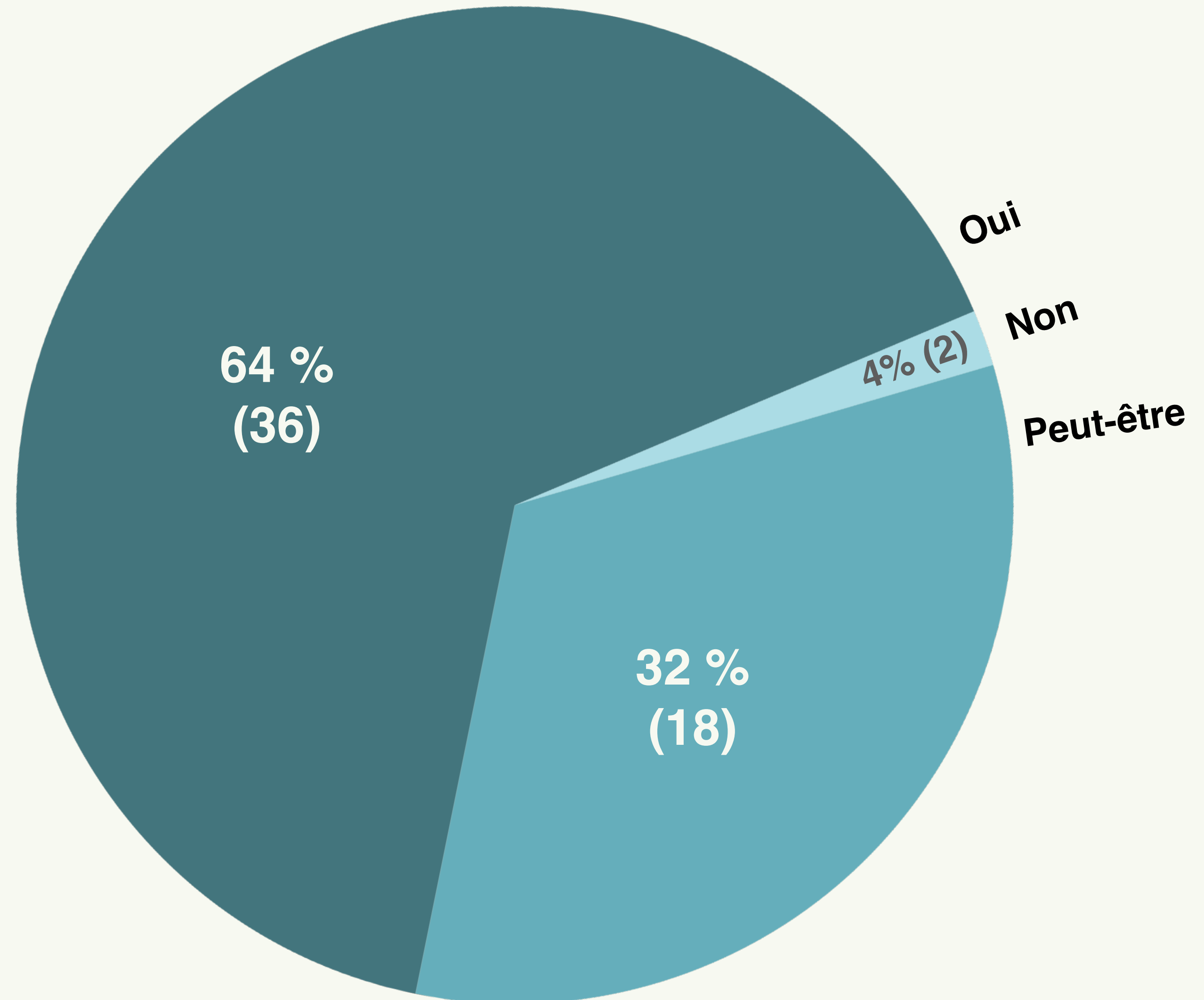
Department profile



How do you perceive the creation of this committee?



Would you like to participate to the activities organized by the committee (i.e. conferences, happy hours, breakfast discussions, etc.)?



Would you like to be involved in the committee (i.e. executive board, organization of conferences, recruitment, etc.) ?

Available roles

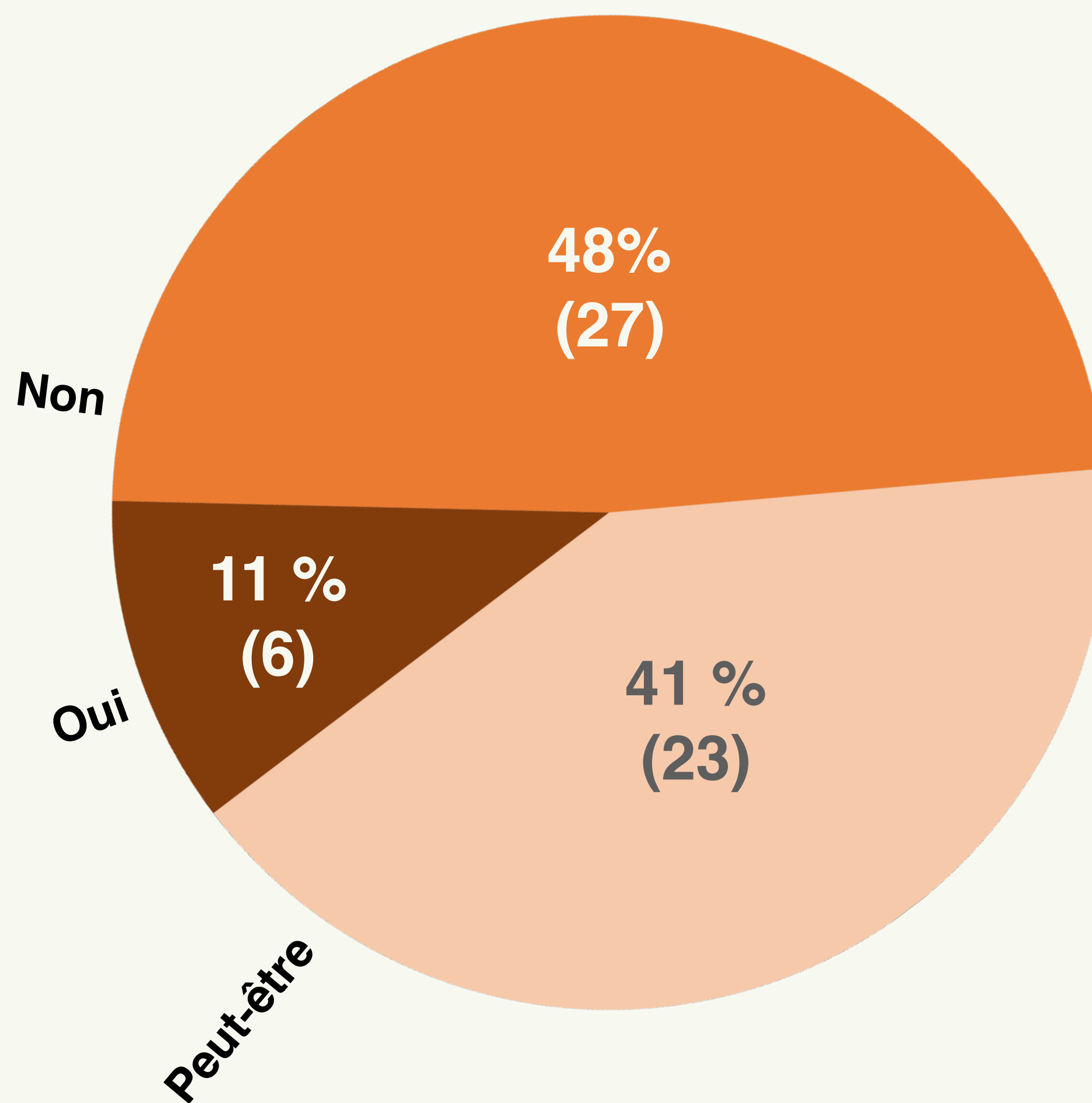
Communications and medias (1)

Internal affairs (2)

External affairs (1)

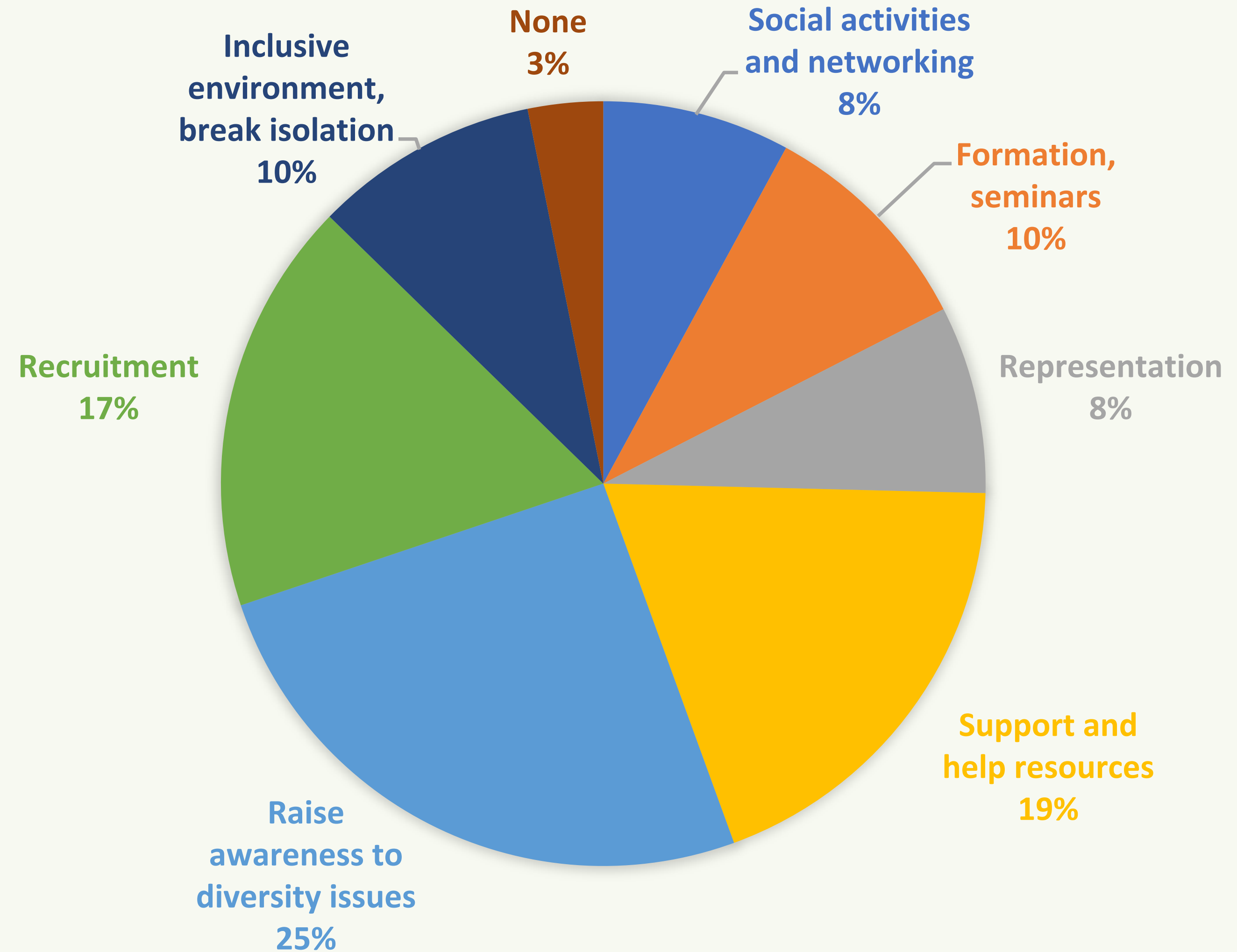
+ Assistants

Don't forget the
informational meeting this
noon, at D3-2030



3. Perception of the Committee's roles

In your opinion, what should be the roles of the Committee?



Selon vous, quel devrait être le rôle d'un tel comité :

«Mettre en réseau les personnes appartenant aux différentes minorités et donner une voir juste et respectueuse à cette communauté»

«À l'écoute des abus et des discriminations, ainsi que pro-actif dans le préservation de l'équité des chances pour tous.»

«Promotion de la physique auprès des jeunes femmes. Rôle consultatif pour le département de physique pour des décisions où l'aspect équité et diversité est un enjeu.»

«Favoriser l'arrivée et la rétention en physique et en sciences des femmes et des personnes provenant de minorités.»

«Encourager la création d'activités incitant la diversité (de toute nature) au sein du département

Devrais travailler à recruter et fournir les ressources nécessaires à tous.»

Selon vous, quel devrait être le rôle d'un tel comité :

«Offrir de l'écoute et de l'aide aux personnes sentant que leur appartenance à une ou des minorités en physique affecte négativement leurs études. Favoriser et promouvoir la diversité dans le recrutement de nouveaux membres du département (à tous les niveaux).»

«Aucun, il met de l'avant des préjugés injustifiés dans la tête de quelques personnes incapables de s'accepter. »

«Nous aider à adopter des stratégies pour recruter plus de femmes en physique (à tous les niveaux). Organisation de discussions et/ou conférences au sujet de la diversité en physique.»

«Il devrait être présent pour s'assurer que les personnes de différentes diversités (raciales, LGBTQ+, et +) puissent se tourner vers quelque chose en cas de problème...»

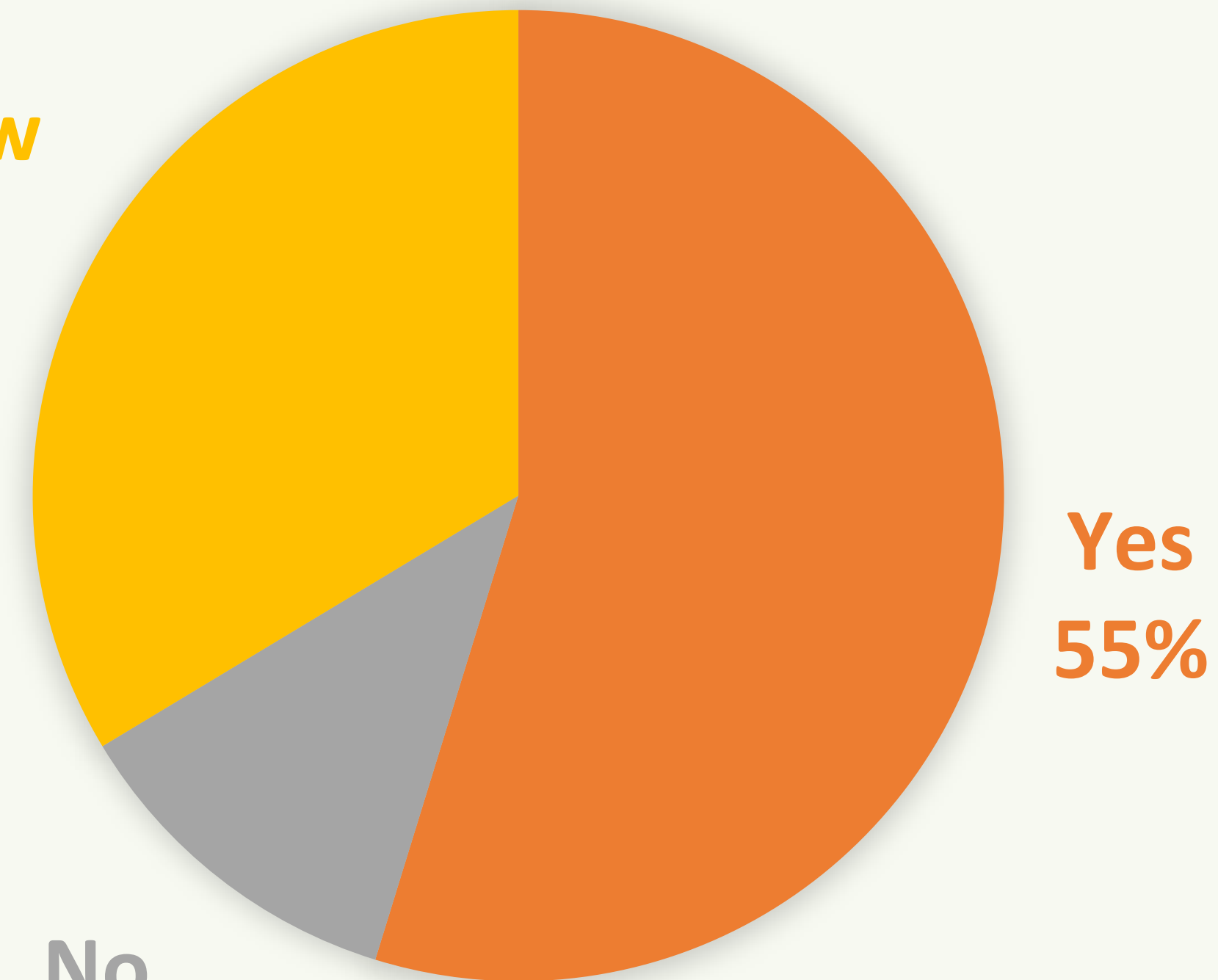


4. Perception of diversity and inclusivity in the department

Diversity and inclusivity in the department

Is the department a welcoming environment to people who belong to various minorities ?

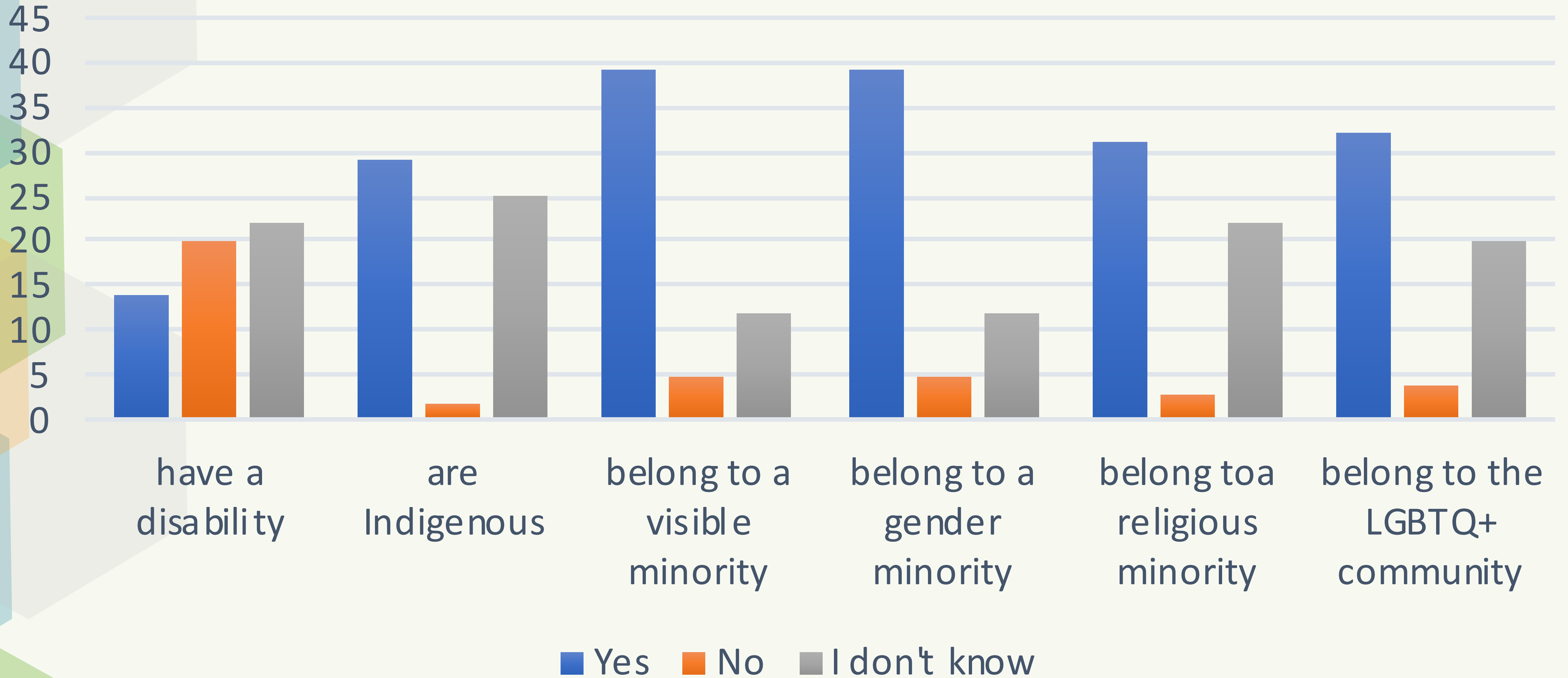
I don't know
34%



Yes
55%

No
11%

Is the department a welcoming environment to people who ...

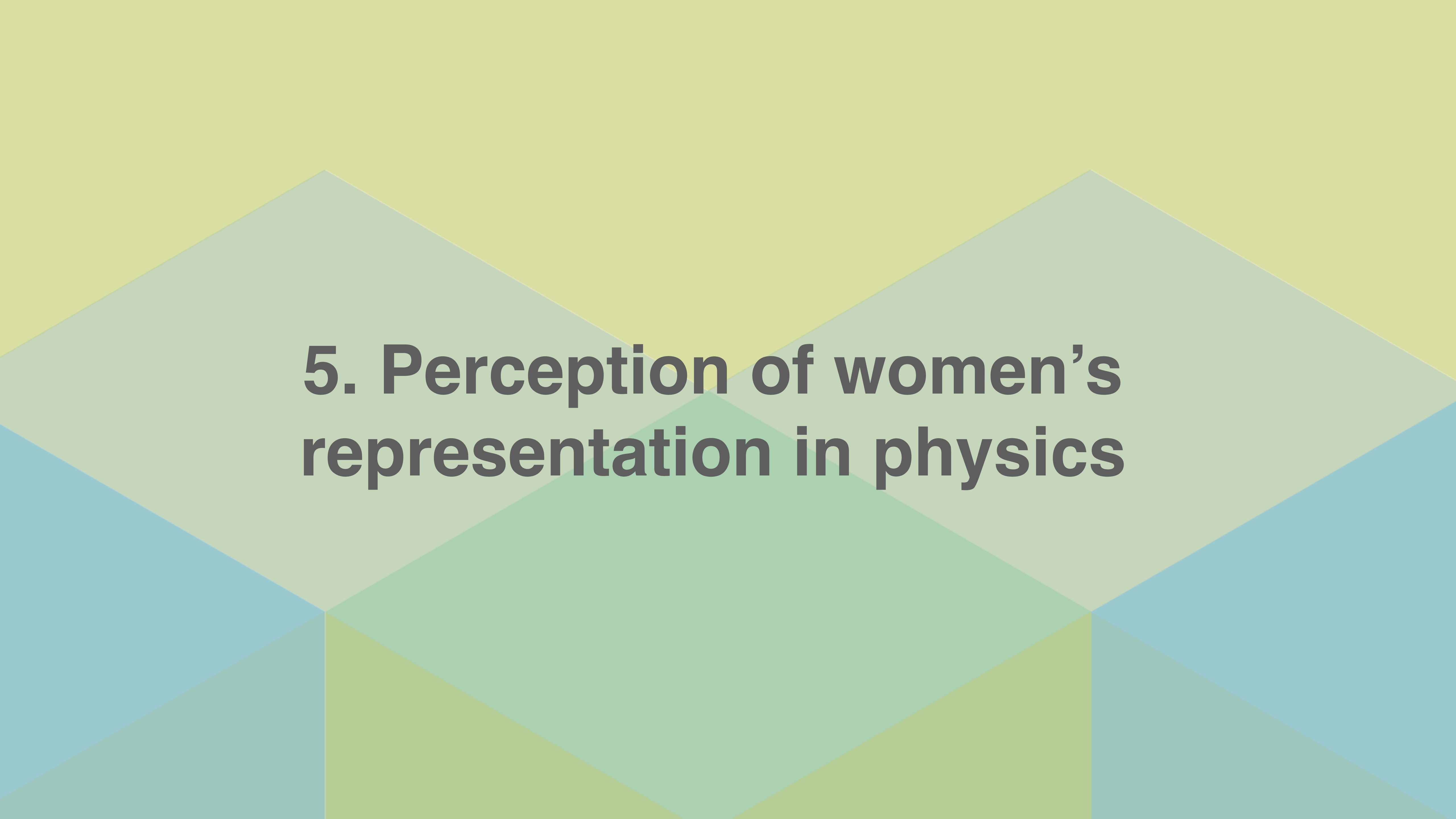


Diversity and inclusivity: some comments

- « Even though the university offers support during exams and professors do their best to accommodate students who are neurodivergent or have a mental illness, the lack of inclusivity is apparent during team projects, especially lab work. »
- « Diverse, non. Inclusive, I might be naive but I dare to think that we are on the right path. Why? I sense a will from a majority of people in the department to participate in improving things. »
- « Graduate studies seem more diverse than undergrad, faculty and administration. »
- « Yes [it is diverse and inclusive], as much as other departments. »
- « [The department] is not particularly inclusive, but it is mainly a result of its composition. Why consider non-binary people if there aren't that many? (sarcasm). I have often heard transphobic, homophobic and sexist comments in undergrad, for instance. What to do in those instances? There are no anonymous measures for support [...] »
- « Actually I am an international student here. In comparison with my country here is more diverse. »

Diversity and inclusivity: suggestions

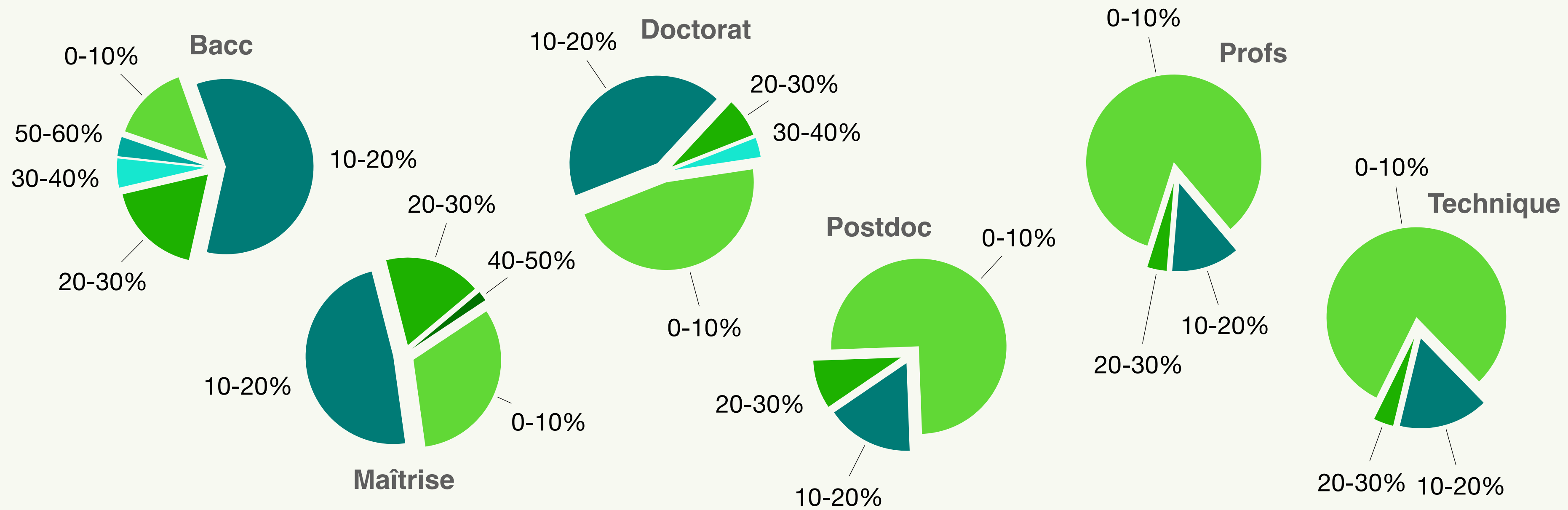
- « For people who have a disability, it is obvious that working in some labs is impossible. There could be an effort on that part. »
- « For example, enable trans people to change the name that appears on their record without asking for a legal name change that requires many weeks and more than a hundred of dollars. »
- « The committee has to be diverse, because the diversity of its actions depends on its composition (for instance this survey, that has not mentioned other minorities until this page). »
- « Me and my friends have a lot of problems for being involved in department activities because we do not speak French perfectly. We know that this is a French university and we do our best to learn French. However, I think that international girls are one of the major parts of UdeS physics women, which unfortunately were forgotten. »
- « A way to access the bunker without having to go through a staircase? Other than that, I think that to force inclusion (eg. quotas) would be a very bad idea. »



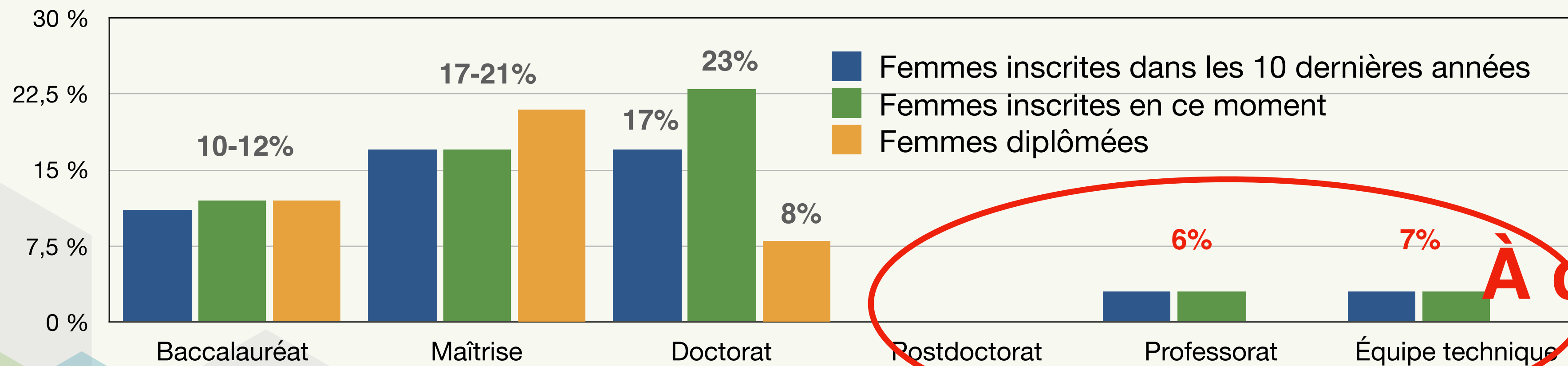
5. Perception of women's representation in physics

Proportion of women in the UdeS Physics department

In your opinion, what is the approximative proportion of women at the following levels:



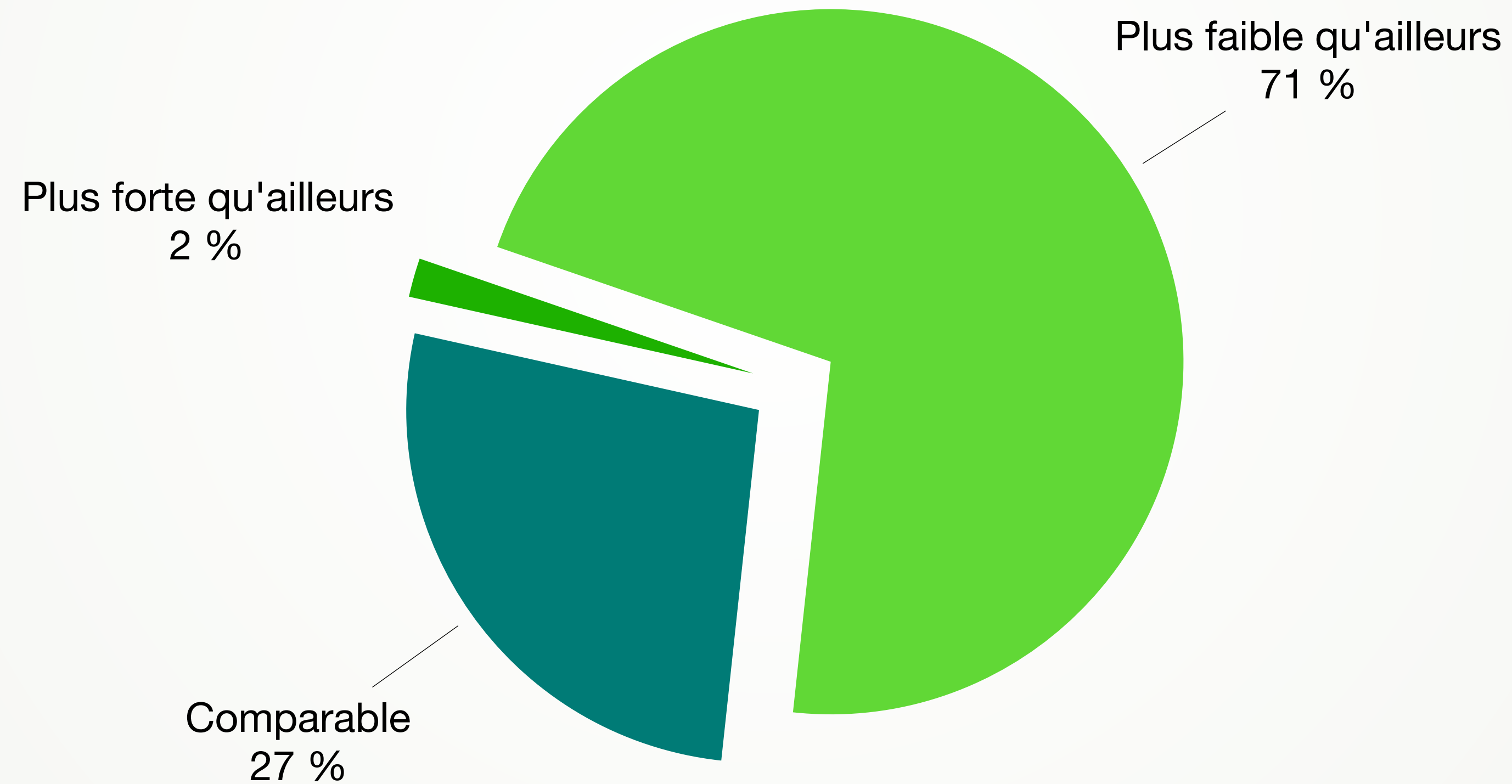
Réalité: Pourcentage des membres qui sont des femmes



À compléter

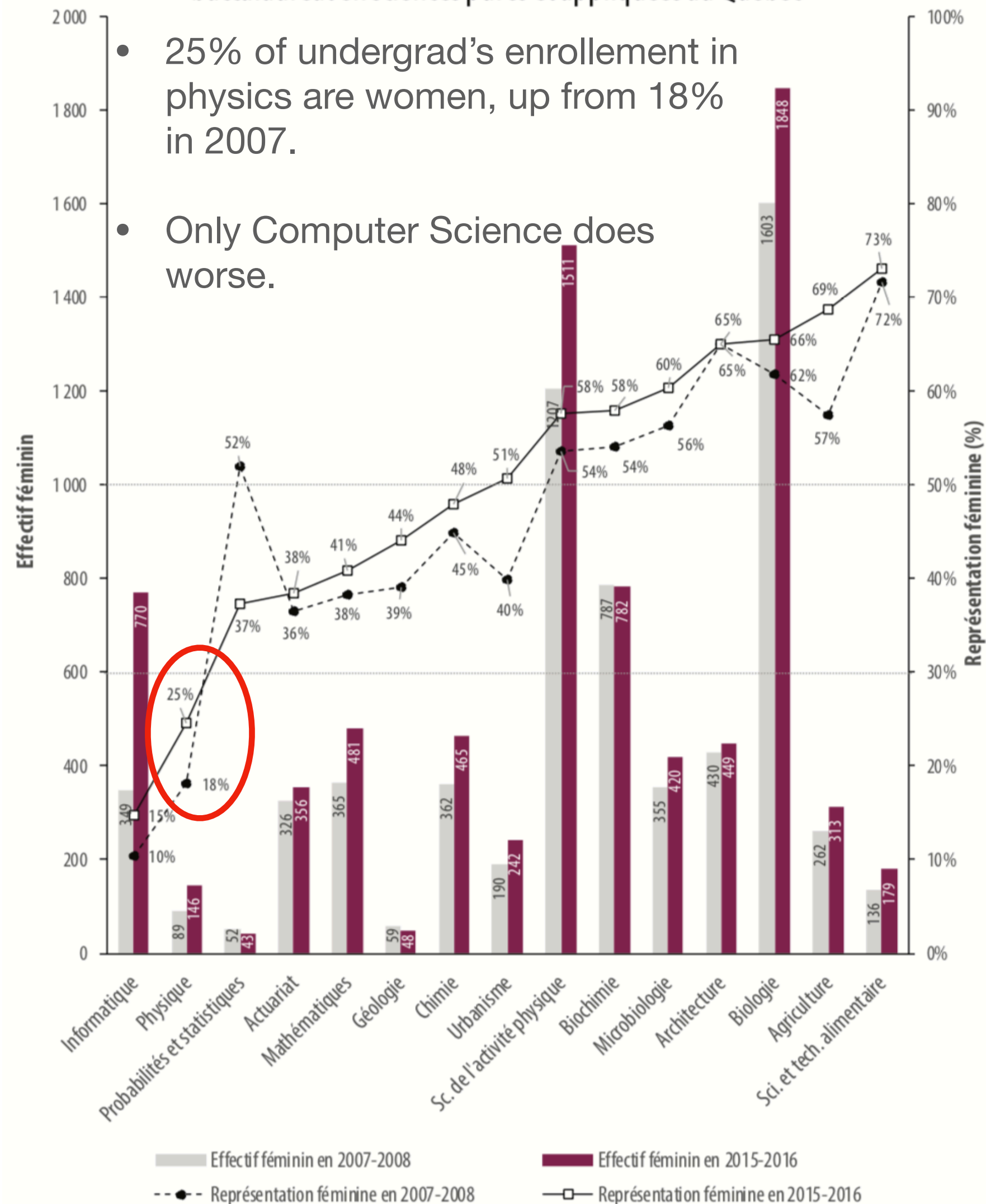
Women's underrepresentation in physics compared to other STEM fields

In your opinion, how do these numbers compare to other fields of science, technologies, engineering and mathematics (STEM) where women are underrepresented?



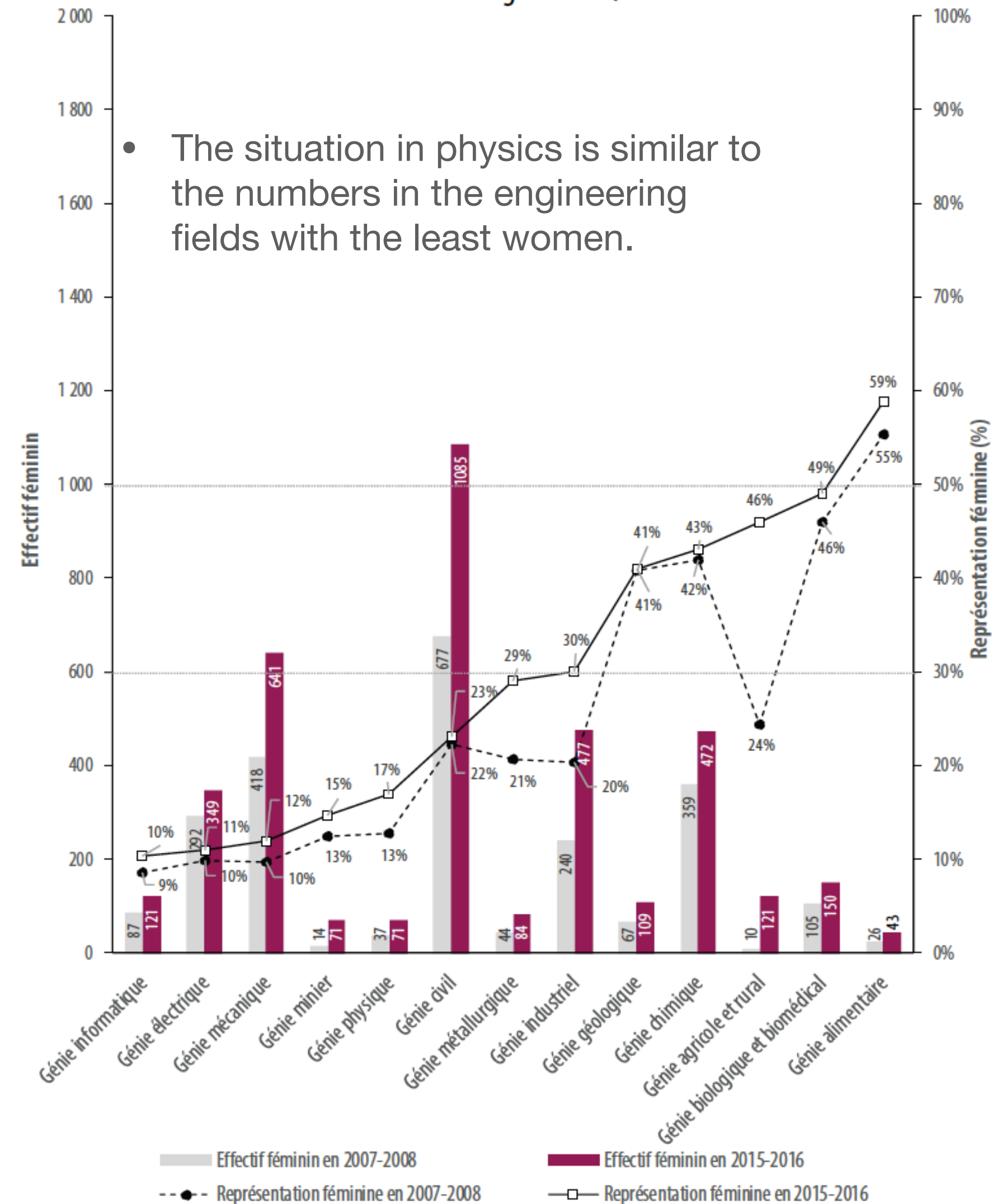
Numbers for women in pure and applied sciences and engineering Undergrad level

Effectif féminin et représentation féminine (%) pour les inscriptions au baccalauréat en sciences pures et appliquées au Québec



Graphique 11

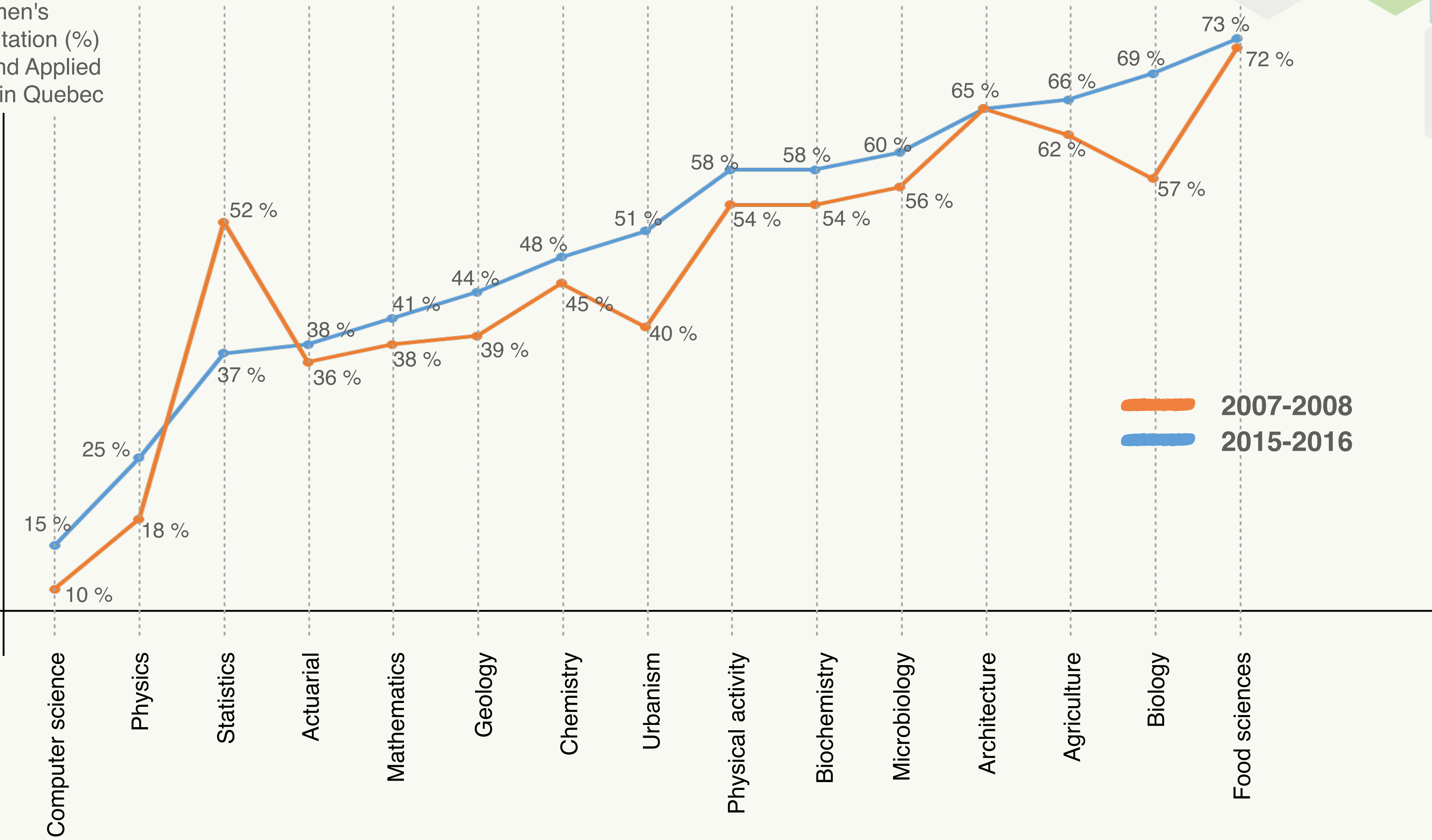
Effectif féminin et représentation féminine (%) pour les inscriptions au baccalauréat en génie au Québec



Numbers for women in pure and applied sciences and engineering

Undergrad level

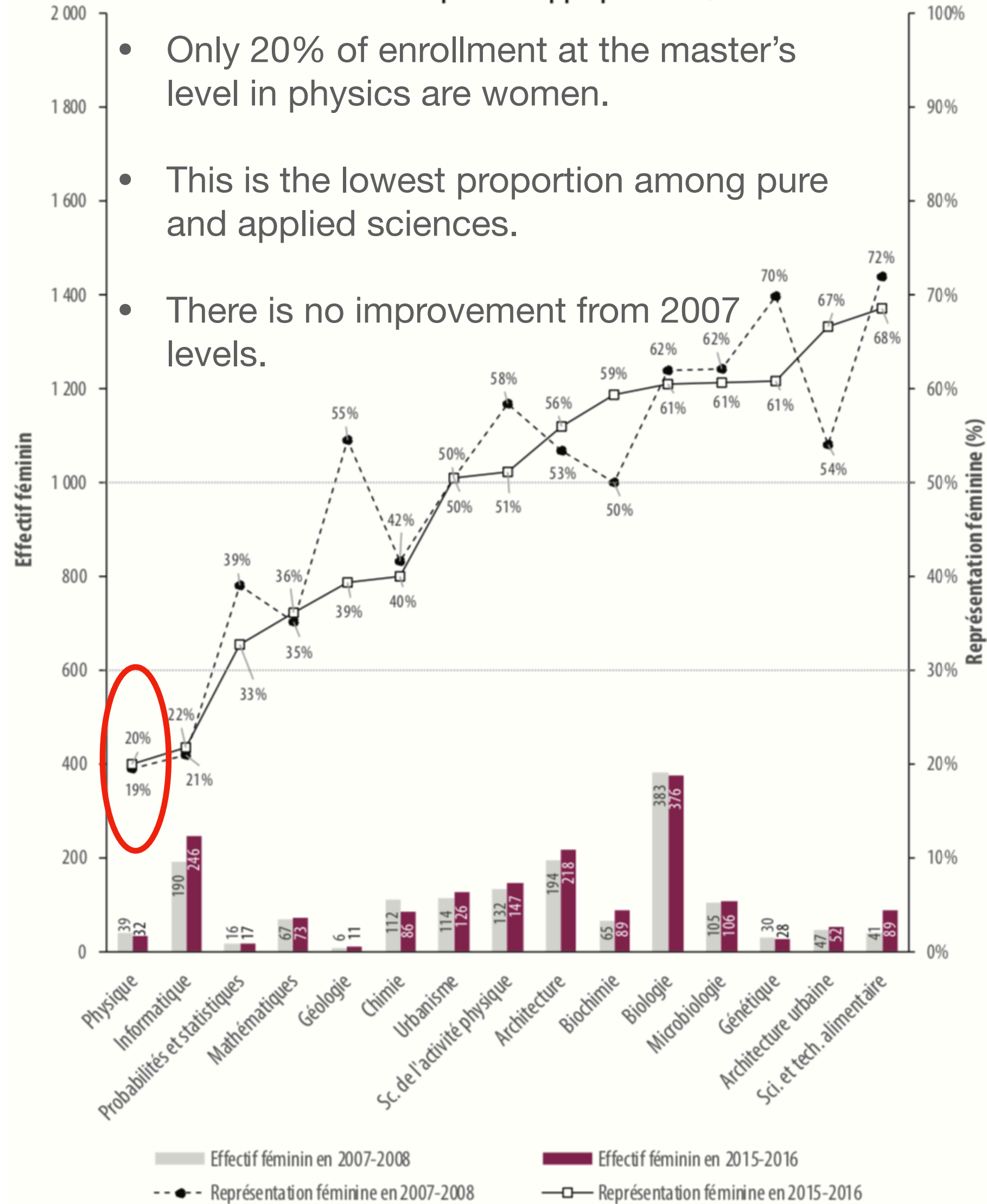
Women's Representation (%) in Pure and Applied Sciences in Quebec



2007-2008
2015-2016

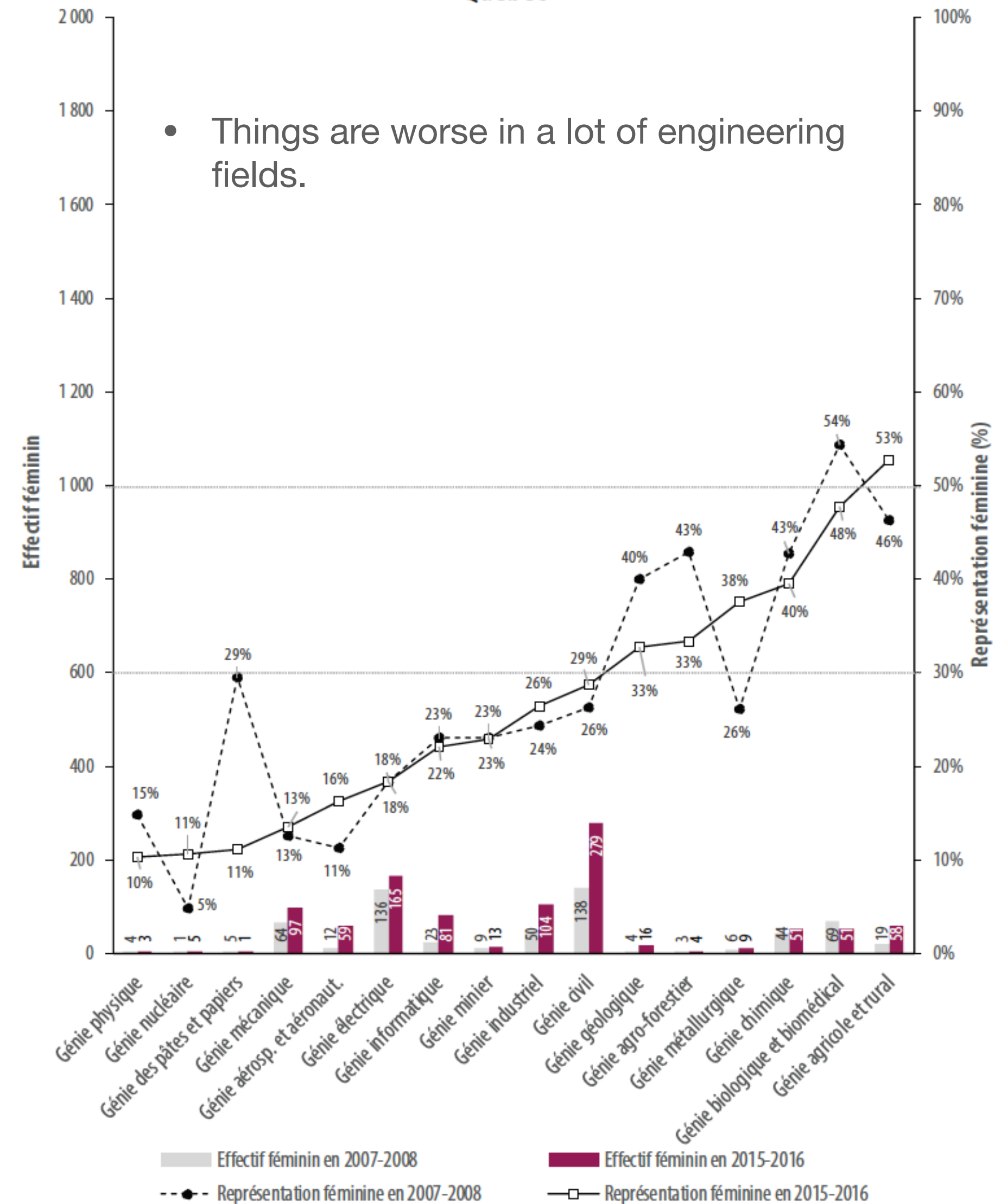
Numbers for women in pure and applied sciences and engineering Master's level

Effectif féminin et représentation féminine (%) pour les inscriptions à la maîtrise en sciences pures et appliquées au Québec



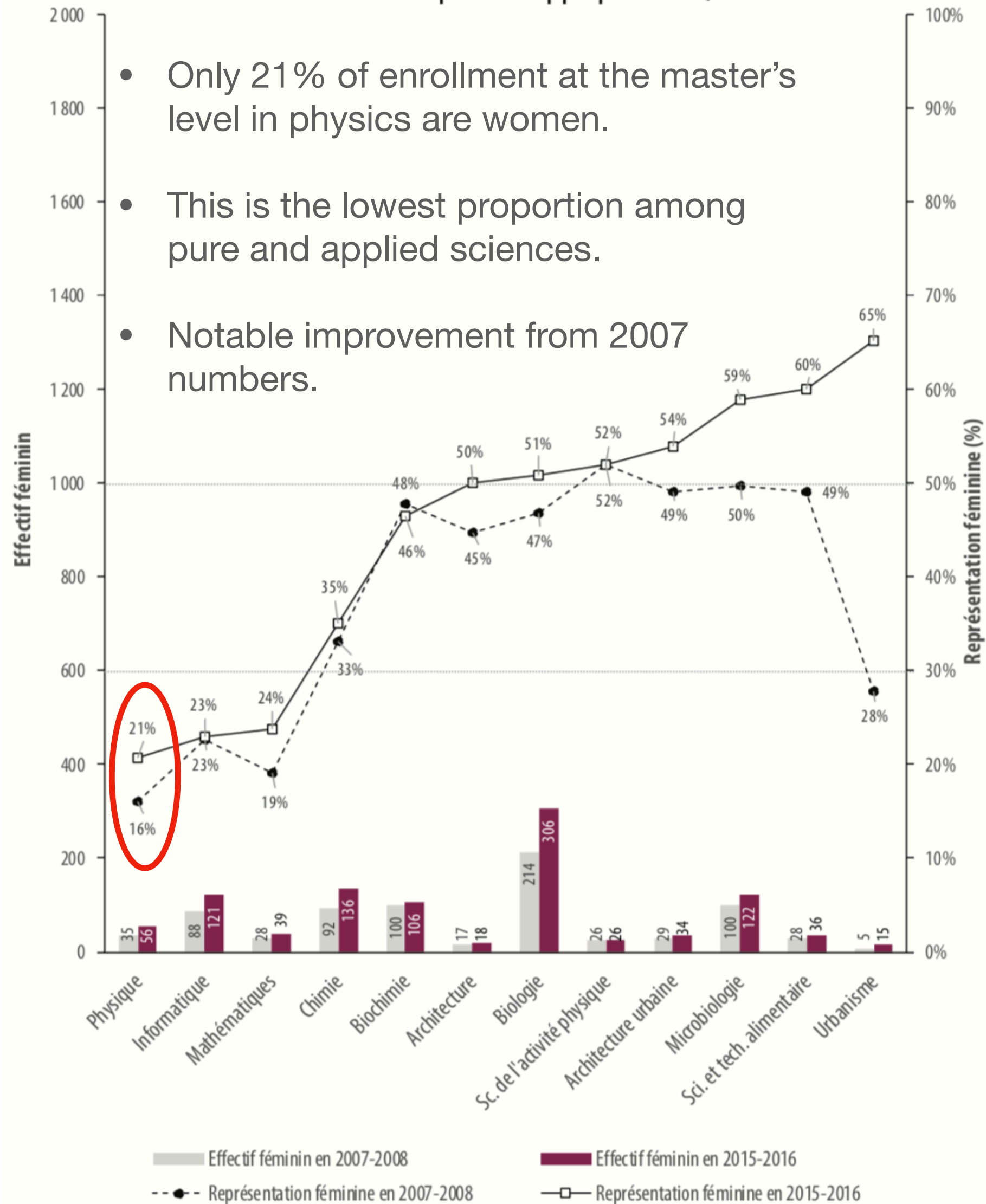
Graphique 12

Effectif féminin et représentation féminine (%) à la maîtrise en génie au Québec



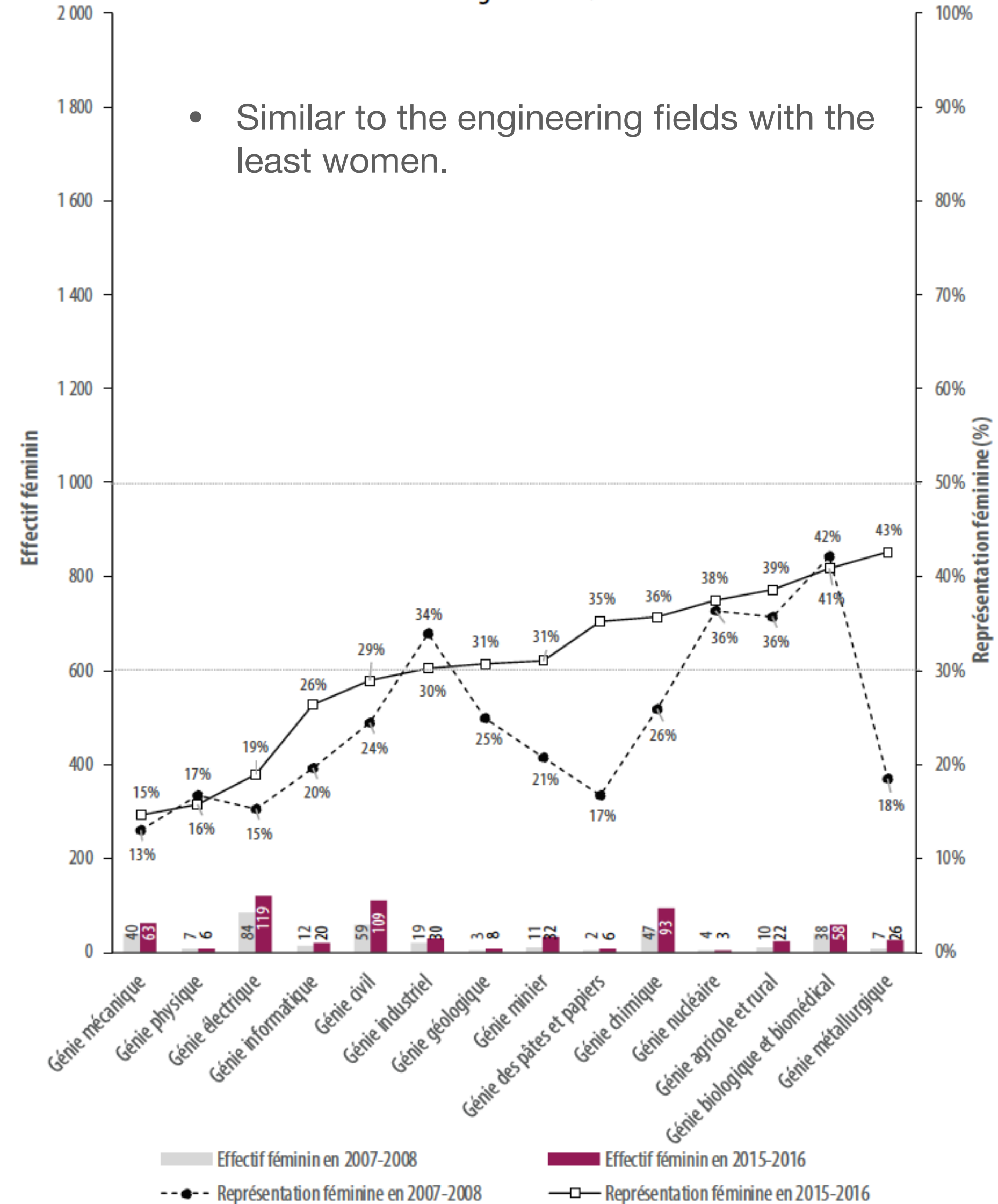
Numbers for women in pure and applied sciences and engineering PhD level

Effectif féminin et représentation féminine (%) pour les inscriptions au doctorat en sciences pures et appliquées au Québec



Graphique 13

Effectif féminin et représentation féminine (%) pour les inscriptions au doctorat en génie au Québec





**6. Another look at the
Committee's roles
Discussion**

Do you still agree that these should be the roles of the Committee?

