

ACCOMMODATING DIVERSITY IN THE WORKPLACE WORKSHOP SERIES

8 December 2022 – University of Reading

Morning Session (Open Discussions)

1. The meaning of diversity in the workplace
2. How does diversity enter hiring decisions?



What is Diversity?

- How thinking about diversity has developed in (economics and social science) research
 - Gender
 - Social Class (more difficult to measure)
 - Ethnicity (complex, and not all groups included)
 - Disability (complex, comes and goes)
 - Other (protected) characteristics

Questions:

1. What types of diversity is important in your organisation?
2. How has the discussion evolved/is evolving?
(top-down vs. bottom up, driven by internal vs. external needs)
3. Do issues define the groups, or do groups define the issues?

Are We All Diverse?

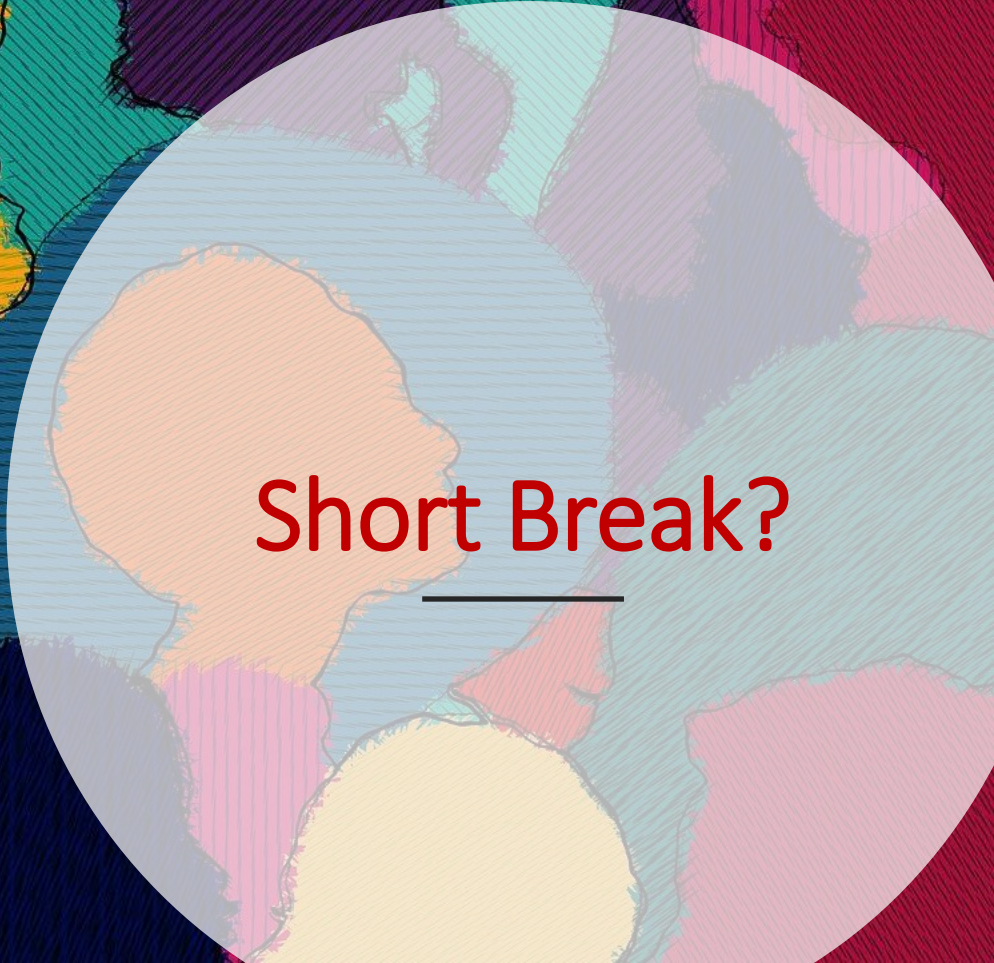
- Complexity: how far do we go?
 - Gender: originally only M/F, but more complex
 - Ethnicity: focus mostly on largest groups, how about the others?
 - Disability, Neurodiversity
 - → Intersectionality

Questions:

1. Are we all diverse?
Should we group people in ever smaller groups? Where do we stop?
2. Power in numbers: better having groups (different within)?
What about the us vs. them dynamic?

Are We Missing Something?

1. How can research(ers) help?
What are the unanswered questions?



Short Break?

How Does Diversity Enter Hiring Decisions?

- Employability in Programme Development (EPD)
funded by the European Commission (September 2020 – August 2023)
- Aim: establish a feedback loop from the labour market to HEIs to inform programme and course design to best support the employability of future graduates
- Collaborating Institutions:
 1. University of Glasgow
 2. University of Reading
 3. Brussels Free University
 4. Autonomous University of Barcelona
 5. Catalan Higher Education Quality Assurance Agency



How Does Diversity Enter Hiring Decisions?

- University of Reading tasks
 1. Six focus groups with 22 employers in various sectors (November 2021-April 2022)
 2. Design innovative survey to understand skills needed by employers (in progress)
- Please complete our survey (link in next slide)
 - We are still in the testing phase, feedback very welcome
OK if you haven't been involved in recruiting
 - A few questions about diversity towards the end



How Does Diversity Enter Hiring Decisions?



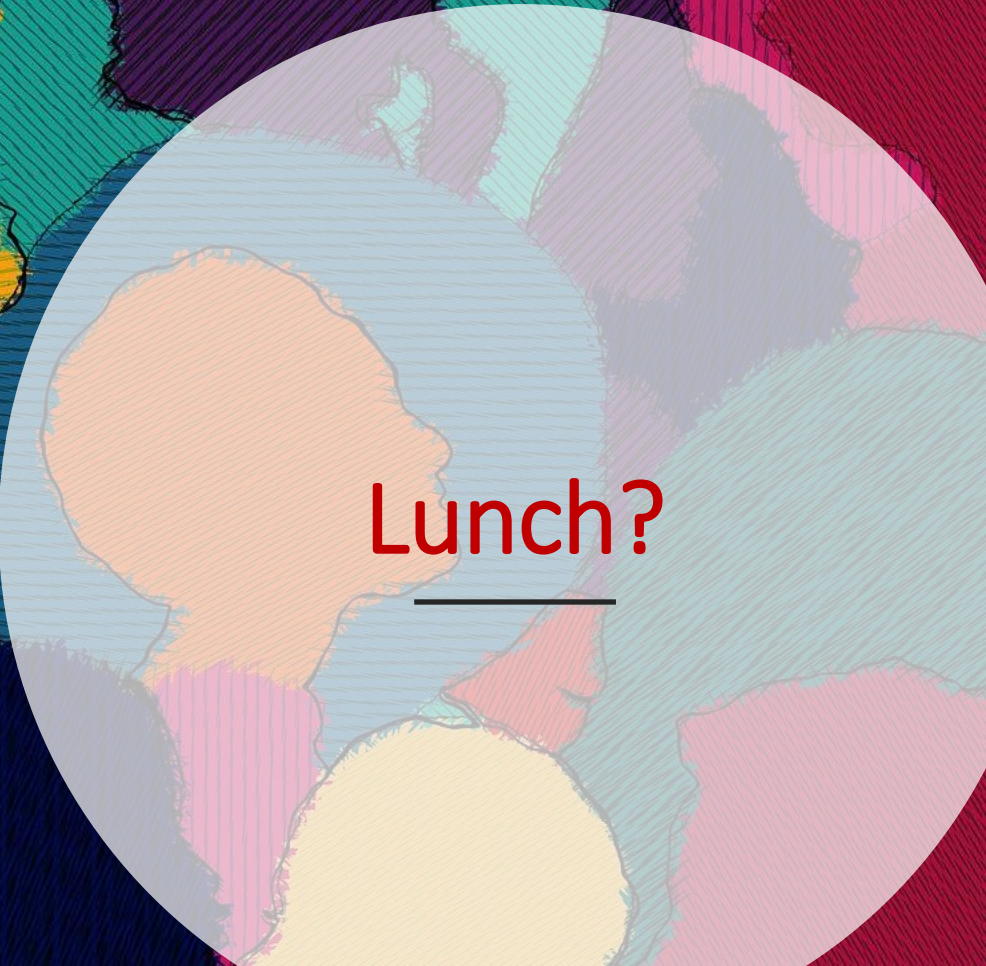
If the QR code does not work:

<https://reading.onlinesurveys.ac.uk/epd-survey-2>



Discussion

- Feedbacks on the survey/questionnaire?
Anything unclear/odd?
- Does diversity enter decisions about who to hire or who to promote?
- How does the organization decide which actions to take?
(who decides, what evidence used, ...)
- How can research(ers) help?
What are the unanswered questions?



Lunch?
