

Diversity challenges for HE in the era of Covid-19

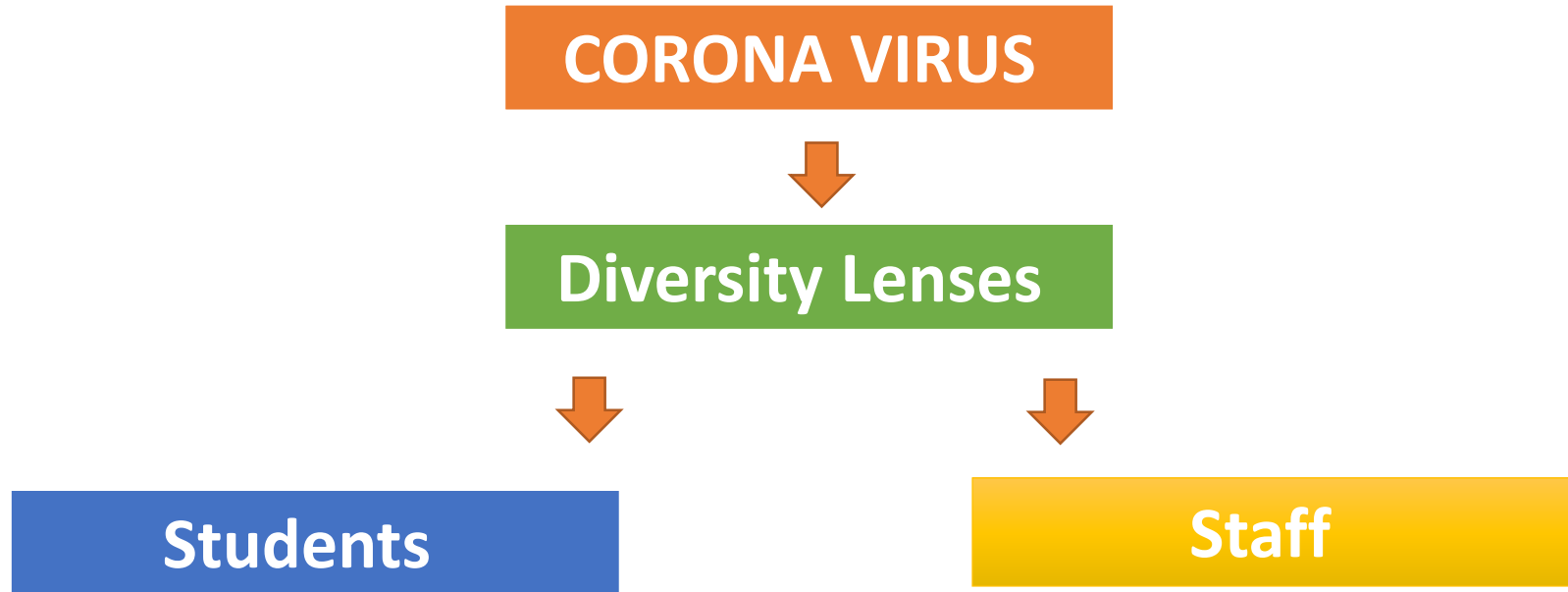
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Managing students and faculty in the Covid-19 era: Challenges so far



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How did Covid-19 and the global crisis affect women and minorities in your organization?

Discuss it regarding one of the following groups:

1. Students
2. Staff, faculty, workers

- Present in short points in the group by using share screen

Challenges for students: at the individual level

- ✓ **Economic** hardship due to the economic crisis, for individual / family
- ✓ Increased **mental distress**: stress, anxiety, loneliness, depression and fear of the virus
- ✓ **Losing community** and social support networks
- ✓ **Caring responsibilities**, overload for those who need to care for an elderly / sick / isolated family member
- ✓ **Difficulty of learning from home** due to **resource scarcity** (technology, space), **adequate housing** and **food insecurity** (especially for students from low socioeconomic backgrounds)
- ✓ **Finding protected residence**: difficulties for students with no family to find a residence
- ✓ **Foreign students**: Increasing distress and loneliness, social isolation, loss of community support, borders closure.
- ✓ **Asian students**: suffer from micro-aggression / racism



Challenges for students : at the interface with the organization

- ✓ **Online learning challenges:** attention and Learning ability, privacy impairment
- ✓ **Students with children:** experience significant difficulty in meeting curriculum requirements in the absence of childcare settings, **disproportionately affecting women.**
- ✓ **Research delay** due to lab closure, resource access problem
- ✓ **Supervisor / Institution Requirements:** conflict between meeting supervisor's and covid-19 constraints (lack of transportation, need to care for family members, etc.)



Challenges for scientist/ faculty: at the individual level

- ✓ Increased **mental distress**: stress, anxiety, depression and fear of the virus.
- ✓ Lack of community support that the campus provides, especially for faculty living alone.
- ✓ **Delays in research**, especially for those who depend on labs and physical resources outside home.
- ✓ **Parents of young children** experience increased difficulty in meeting the requirements of teaching, research and administration, in the reality that children are at home.
- ✓ **Responsibility for older family members** imposes an increased burden.
- ✓ **Staff at risk group**: limits their ability to continue working.



Challenges for scientist/ faculty: at the interface with the organization

- ✓ **Managing a team during global crisis:** challenging team leadership, organizing work in complex uncertainties, accessibility constraints.
- ✓ **Delays in building new laboratories and equipment supply**
- ✓ The transition to **online teaching** requires the acquisition of new skills and capabilities in a short time.
- ✓ Challenges to **international collaborations:** traveling canceled and research plans delayed.



New research evidence

- ✓ Research groups that quickly organize around **Covid-19** lack **gender diversity**.
- ✓ **There is initial evidence of the gendered effects of the epidemic on:**
 - ❖ The ratio of articles that women publish compared to their male peers is lower
 - ❖ The extent of women's participation in seminars and conferences is lower, which means reducing access to the latest knowledge in the field.
 - ❖ Short deadlines for submitting proposals for Covid-19 related research grants are more challenging for women due to extra burden at home



Opportunities

- ✓ **Distance Learning:** reflects our institutions flexibility and creativity and creates opportunities for a substantial change in the teaching and learning experience.
- ✓ **Changing conservative and rigid structures** that have become institutionalized in the academy, and encouraging new collaborations and connections.
- ✓ **Increased Scientific Collaboration :** the “open science” concept expands opportunities for international scientific collaboration and flattens hierarchies
- ✓ **Quick access to information:** The acceleration of sharing information at a distance, lectures, seminars and conferences, provides exposure to up-to-date information for those who routinely find it difficult to travel to conferences abroad
- ✓ **Reducing accessibility and cost worries:** online interactions allow those who don't have resources to attend conferences, workshops, meetings.

