

Diversity challenges for HE in times of pandemic

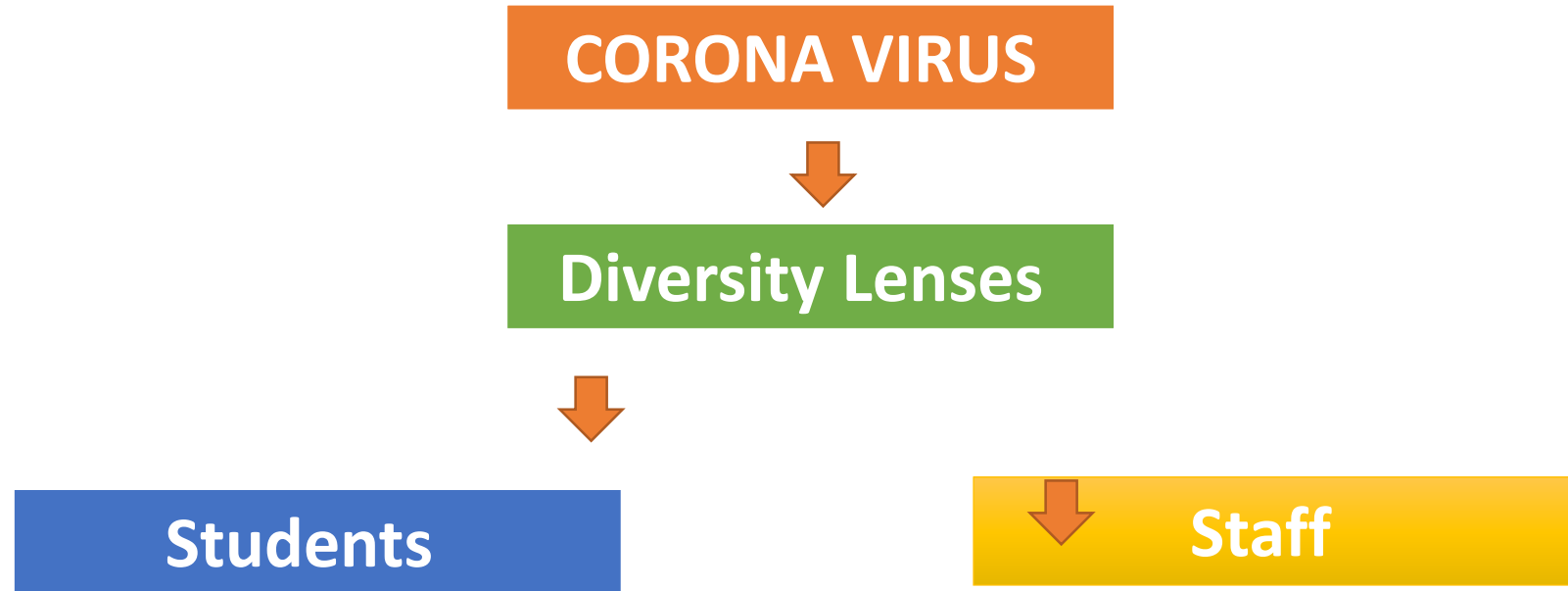
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Managing students and faculty in the Covid-19 era: Challenges so far



Breaking rooms: How did the Covid-19 virus and the global crises followed affected women and minorities in your organization?

1. Students
2. Staff, faculty, workers

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

How did the Covid-19 virus and the global crises followed affected 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
- ✓ **Loosing community** and the 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**: students with no family support are at risk of finding a residence (Transgender).
- ✓ **Foreign students**: Increasing distress and loneliness, social isolation, loss of community, borders closure.
- ✓ **Asian students**: suffer from micro-aggression / racism



Challenges for students : at the interface with the organization

- ✓ **Distance 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:** difficulty in meeting Supervisor requirements facing Concerns of adherence, lack of transportation, and need to care for family Members



Challenges for scientist/ faculty: at the individual level

- ✓ Increased **mental distress** stress, anxiety, depression and fear of the virus. Lack of community support and that the campus provides, especially for faculty living alone.
- ✓ **Delays in research**, especially for those who depend on labs and physical resources outside the 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, and organizing work in complex uncertainties, given accessibility constraints.
- ✓ **Delays in building new laboratories and equipment supply**
- ✓ The transition to **distance learning** requires the acquisition of new skills and capabilities in a short time.
- ✓ Challenges to **international collaborations**, traveling and research plans are stacked.



New research evidence

- ✓ Research groups that quickly organize around **Covid-19 lack gender diversity.**
- ✓ **There is initial evidence of the effect of the epidemic on:**
 - ❖ Women: the ratio of articles that women publish compared to their peers is lower during the last months.
 - ❖ The extent of women's participation in seminars and conferences is lower, which means reducing access to the latest knowledge in the field.
 - ❖ Referral rates for new research grants to be submitted at extremely short time intervals



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, it also encourages new collaborations and connections.
- ✓ **Increased Scientific Collaboration :** the “open science” Conception expand opportunities for International Scientific collaboration and “carpet" 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 allows those who don't have resources to attend conferences, workshops, meetings.

