

**BEST PRACTICES
SCIENTIFIC TEAMS**

EQUALITY COMMISSION



CSIC

CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS

icmm

Instituto de Ciencia de Materiales de Madrid

Illustrations by Lucía Beltrán

Find us



Instituto de Ciencia de Materiales de Madrid
C/ Sor Juana Inés de la Cruz, 3
28049 Madrid

Visit our website



www.icmm.csic.es

Send us suggestions



buzon.ci@icmm.csic.es

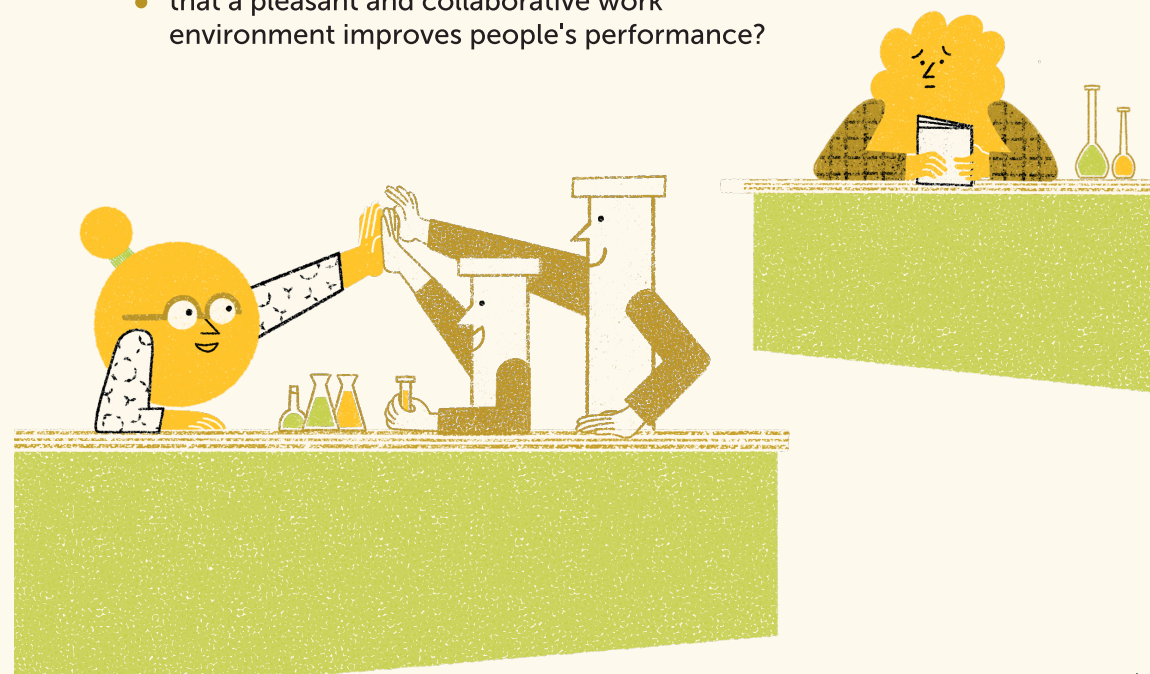
Follow us



@ci_icmm (Twitter) & @icmm_csic (Instagram)

BEST PRACTICES IN DIVERSITY, EQUITY AND INCLUSION FOR SCIENTIFIC TEAMS

- ? **Have you ever reflected**
on how your attitude, your language, your way of working affects the feelings of those who work with you? How do you measure respect and bias?
- ? **Do you know**
if the routines or internal rules of the group may be making difficult the day-to-day life of some of the people belonging to it?
- ? **Have you considered**
that a pleasant and collaborative work environment improves people's performance?

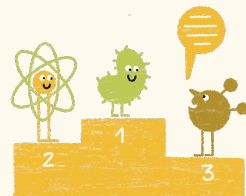




Work environment

- ✂ Be empathetic, paying special attention on how you treat those that you perceive as most different from you.
- ✂ In meetings, observe whether you listen to everyone in the same way, **encourage everyone's participation and ensure that the flow of information leaves no one out.** Your attitude can be an example for the rest.
- ✂ Train yourself on the existence of unconscious biases and watch out for your owns. The biggest bias is to think that you have no biases.
- ✂ Show and promote respect for other people's sexual orientation, ideology, religion, culture and ethnia, even in the most relaxed moments, regardless of whether or not you know the sensitivity or orientation of your coworkers.

Hierarchy



- ✂ Contribute to the motivation of all the people in the team. This requires that they understand the objectives of the common work, and feel that their contribution is valued.
- ✂ Encourage the involvement of people with lower hierarchical rank and who have arrived more recently. Do not assume that they know the group's customs and history.
- ✂ Make it easy for meetings and workload to be compatible with personal and family conciliation and allow digital disconnection.



Women and science

- ✂ Pay special attention to the treatment of women. **Current Science has been built from an androcentric culture, and that entails stereotypes we live with.** Whenever you analyze a woman's behavior, apply the inversion rule.
- ✂ Use and encourage inclusive language in any conversation and communication.

Against harassment: a collective responsibility



- ✂ Get training about how to prevent and identify situations of workplace or sexual harassment, and about institutional protocols in case they arise. And encourage the rest of your group to do the same.
- ✂ Monitor the behaviour and mood of the people in your group. Sometimes absenteeism or disinterest hide a more serious situation.