



CanPhysCounts

Canada's First National EDI Survey of the Physics Community

Main Goal: Quantify the representation and experience of underrepresented groups in the Canadian physics community.

- Identify key barriers preventing participation in Physics - specific to different work & study environments, fields
- Use the results to inform the effectiveness of existing EDI initiatives
- Use the results to create new EDI initiatives (e.g. where major barriers are found)
- Use longitudinal data to benchmark and measure progress
- Measure overall participation in physics in Canada

SURVEY STRUCTURE



Canadian Association
of Physicists

Association canadienne
des physiciens et physiciennes

CAP Diversity Survey 2020

This survey will take 10-15 minutes to complete. All questions are voluntary. Hover over a question block to see additional information, which will appear in a grey text box on the right.

Section 1: Work, Education, & Personal Life

The following questions will ask about your career, education, and caregiving responsibilities.

In which province or territory do you primarily live?

- Ontario
- Québec
- British Columbia
- Alberta
- Manitoba
- Saskatchewan
- Nova Scotia
- New Brunswick
- Newfoundland and Labrador
- Prince Edward Island
- Northwest Territories
- Nunavut
- Yukon
- Outside of Canada

What best describes your current primary position? (select one)

- Undergraduate student

Section 1: Work, Education & Personal Life

Section 2: Personal Experiences

Section 3: Demographics

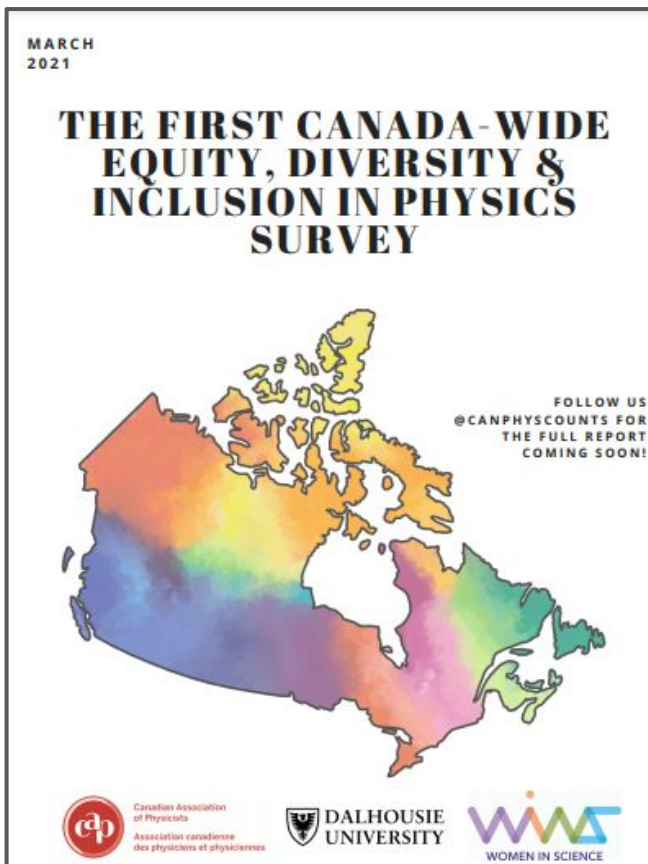
38-51 questions (branching)

10-15 minutes to complete

FAQ

- **Desired Audience** - anyone who either
 - i) holds a physics degree and is working/residing in Canada, or
 - ii) is pursuing a physics degree at a Canadian institution
- **REB** - this study has been approved by the Dalhousie Research Ethics Board (#2020-5261).
- **Confidentiality & Data Storage** - the survey is fully confidential, and the raw data will be stored at CAP/Dalhousie servers. Only researchers will have access.
- **Anonymity** - the survey is fully anonymous. All questions are voluntary, personal emails are stored separate from survey data, and responses will be reported in aggregate when there are **fewer than 5** in one category to preserve anonymity.
- **Publication of Results** - a summary will be published in the PiC Special Issue on Inclusive Excellence, with full analysis published in a peer-reviewed journal next year.

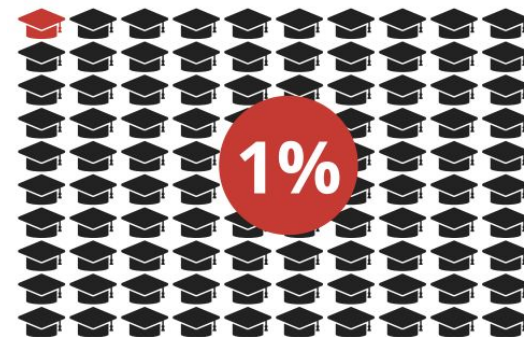
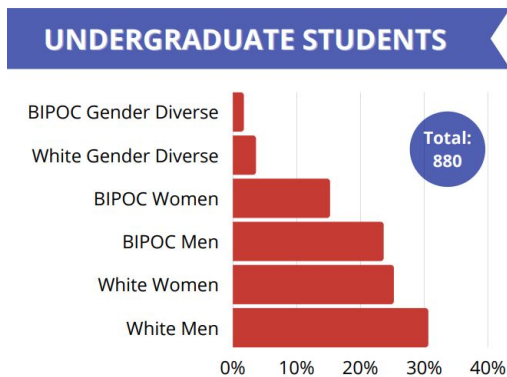
PRELIMINARY REPORT



Available at canphyscounts.ca

Over **3000** responses

Report summarizes overall demographics of survey respondents



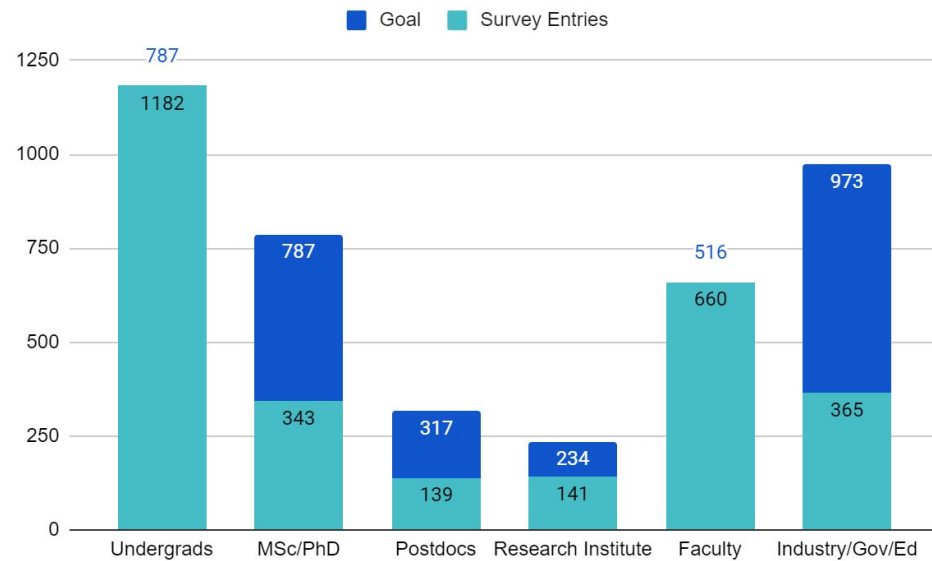
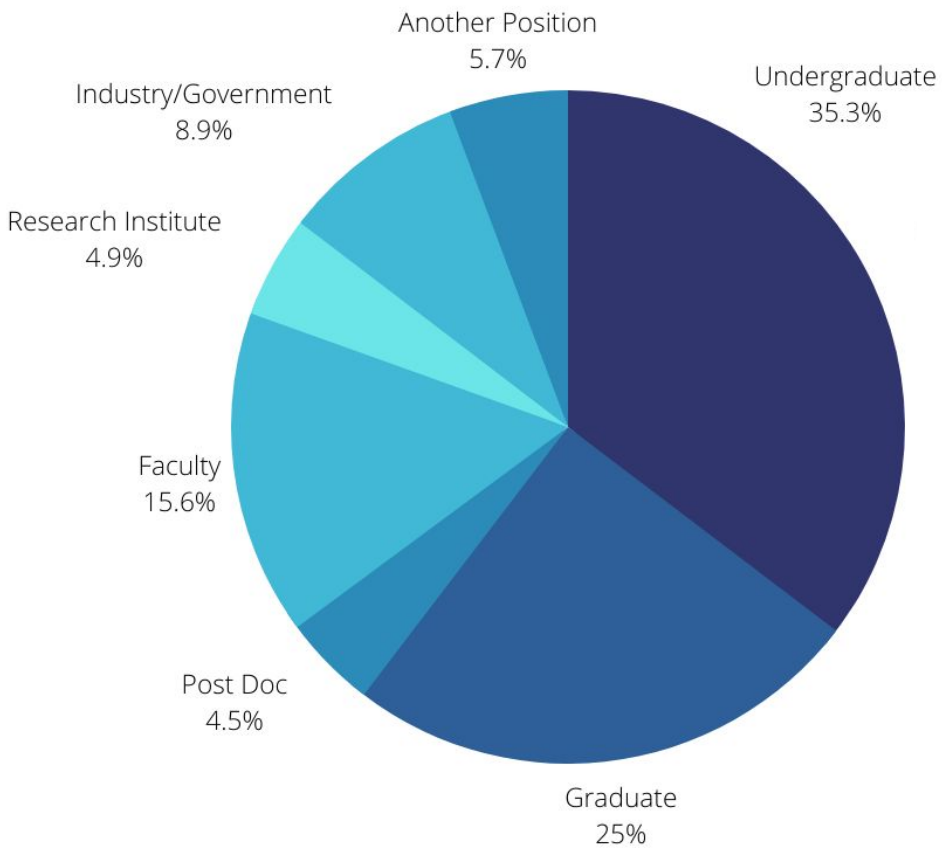
Only 1% of respondents identified as Black

Note: BIPOC refers to Black, Indigenous, and People of Colour. Gender Diverse includes those who identified as non-binary, gender non-conforming, genderqueer, transgender (only if man or woman not specified as gender identity), and those who preferred to self-describe another gender identity.

PARTICIPANT LOCATION

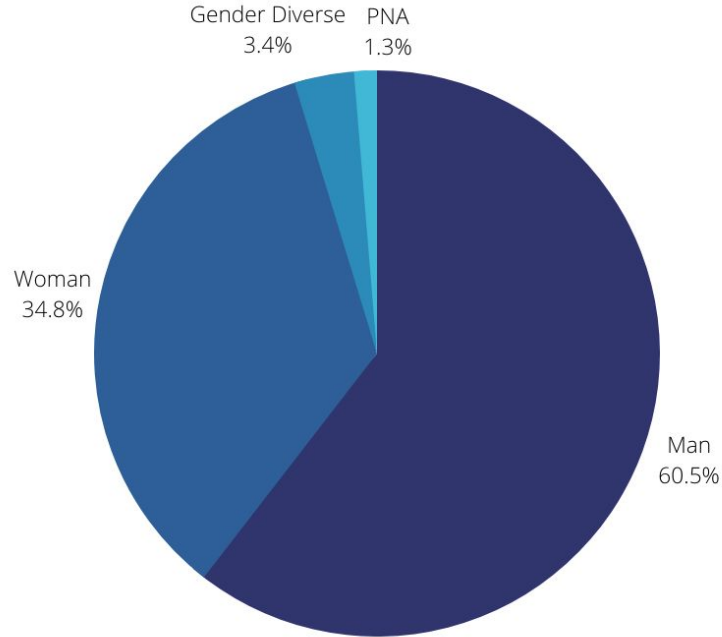


CURRENT POSITION



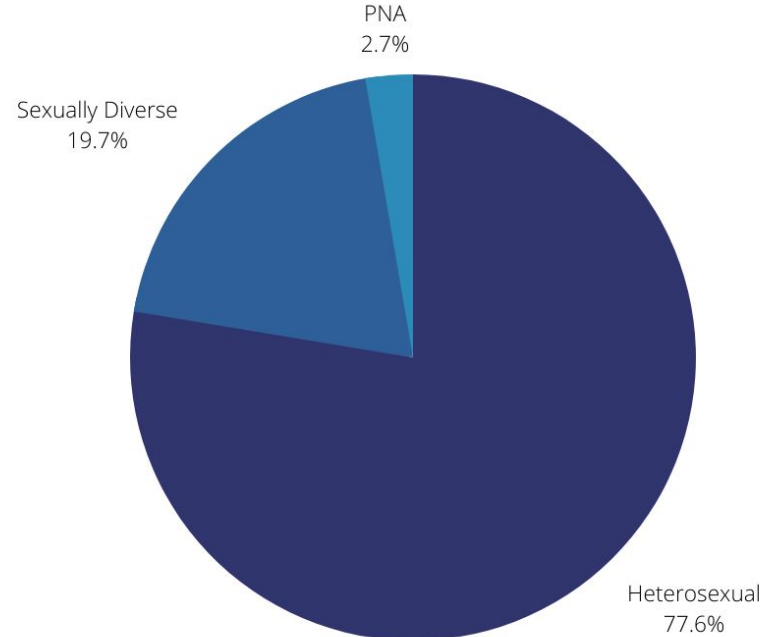
GENDER & SEXUALITY

Gender Identity(ies)



*Gender Diverse includes those who identified as non-binary, gender non-conforming, genderqueer, transgender (only if man or woman not specified as gender identity), and those who preferred to self-describe another gender identity.

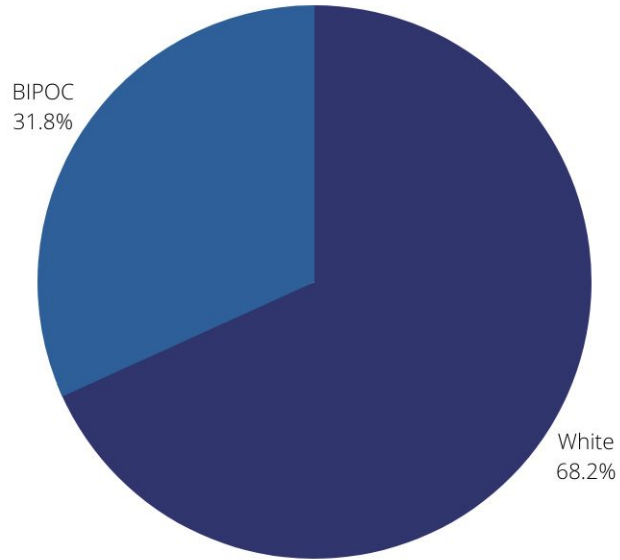
Sexual Orientation



*Sexually Diverse includes participants who identified as bisexual, lesbian, gay, polyamorous, asexual, queer, questioning or unsure, and self-described sexuality

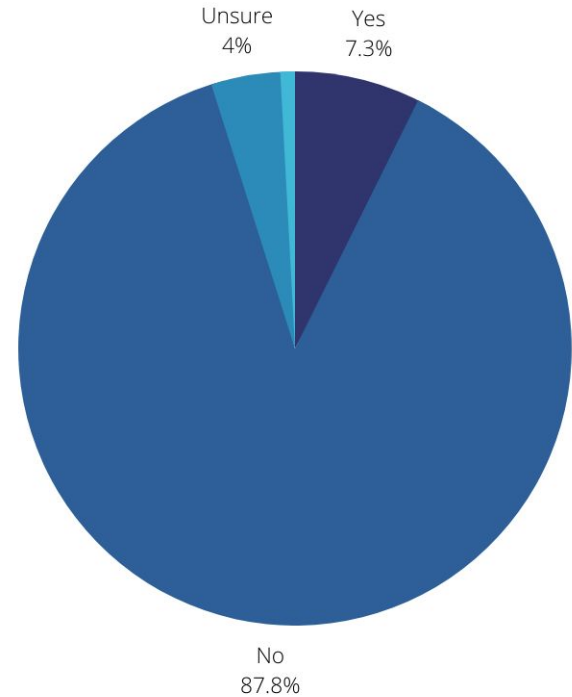
DEMOGRAPHICS IN MORE DETAIL

Population Group



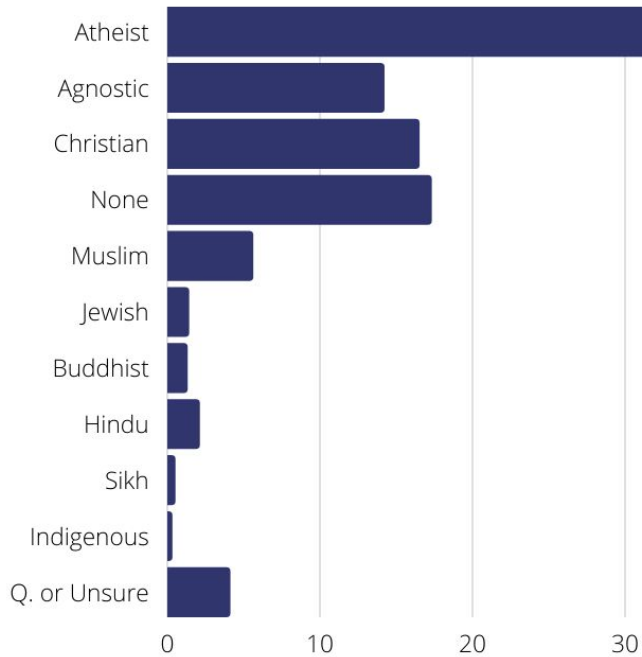
*BIPOC includes participants who identified as Black, Indigenous, and/or a Person of Colour

Identify as disabled or someone with a disability

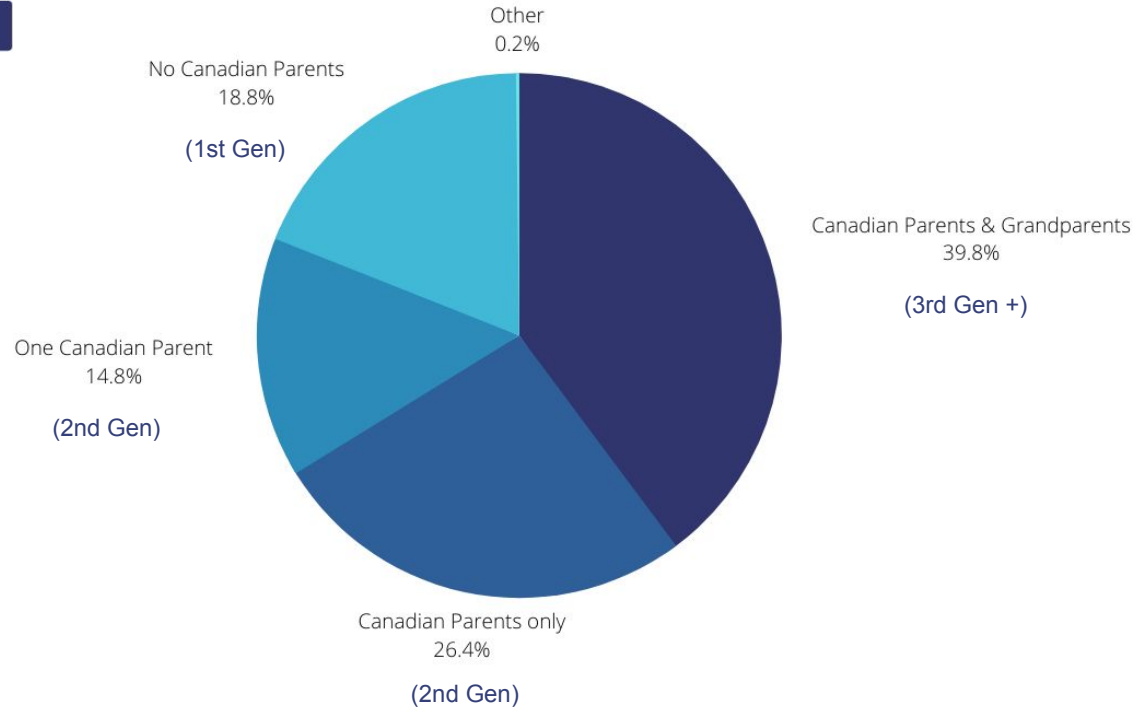


DEMOGRAPHICS IN MORE DETAIL

Religion

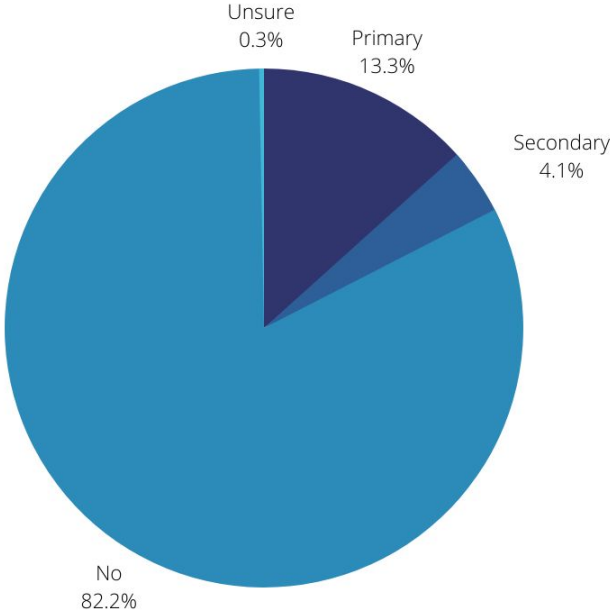


Generation

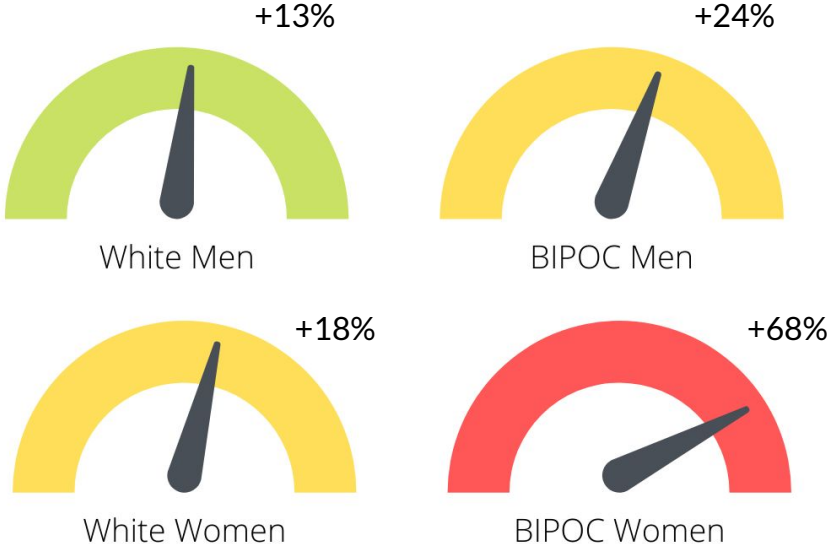


CAREGIVING AND COVID-19

Caregiver Status

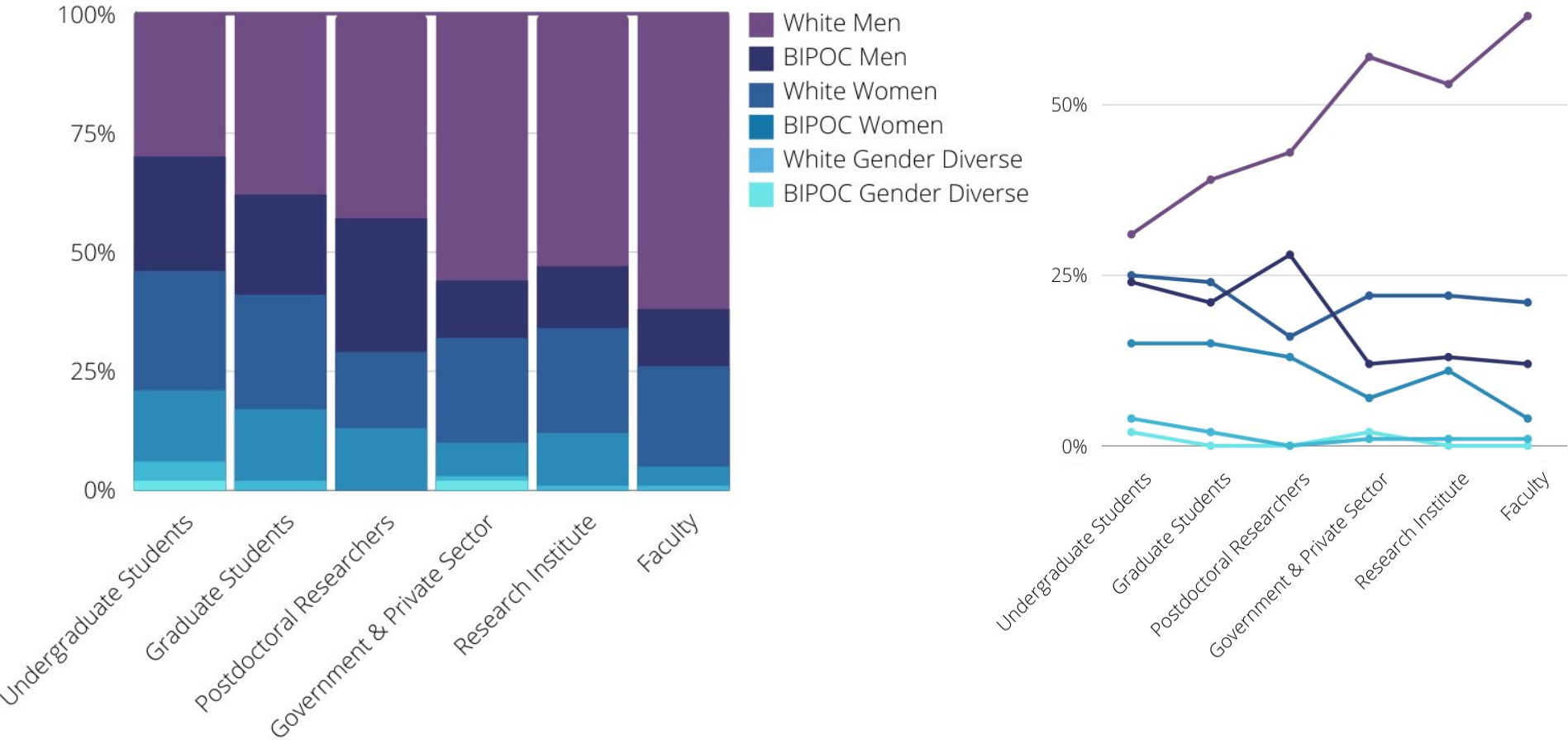


Change in Caregiving Time & Responsibilities due to Covid-19



*Each group ~5% of total

DEMOGRAPHICS BY CAREER STAGE



KEY TAKEAWAYS

- Overall, participants identified predominantly as Heterosexual (77%), White (68%), Men (61%), English Speakers (62%), Atheist (36%), located in Ontario (42.2%), and born in North America (67.8%)
- Students in the sample were more diverse than professionals and academics, in terms of gender identity, racial/ethnic identity, and sexual orientation
- BIPOC professionals who are Women, followed by BIPOC men, reported an increase in caregiving responsibilities because of the COVID-19 pandemic

***The sample is unlikely to be representative of the field as a whole. The use of snowball recruiting suggests the possibility of oversampling of marginalized groups.

PARTICIPANT FEEDBACK

“Glad to see this survey! It's exciting and important to be collecting this data in Canada.”

“So glad this is happening! I think the lack of diversity in physics in Canada is the biggest challenge we face in our discipline. I hope that this survey is a big step toward a stronger, more vibrant, and more inclusive physics community.”

“Happy to see this data is finally being collected! This is long overdue.”

“I think we need to start addressing systemic racism, white fragility and white privilege. Diversity and inclusion isn't just minorities problem, it's everybody's problem. “

“I think this is a great step forward in improving diversity in physics. “

NEXT STEPS

Continue analysis of research questions such as:

- Do members of underrepresented groups experience more harmful experiences in their work/study environments?
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- How do experiences within academia differ based on rank (Post-Doc, Assistant, Associate, Full Professor)?
- How do student experiences vary in different fields of study?
- Two-way, three-way interactions between variables, trends
- Analysis of free-form comments and suggestions
- Survey improvements for future years

THANK YOU



Laurier Centre for Women in Science (WinS)

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Sign up for the mailing list at canphyscounts.ca!

Contact Us

Please feel free to contact us with any questions, comments, suggestions, or otherwise.

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Approved by Dalhousie Research Ethics Board (File # 2020-5261)