

Let's Talk About Race: Bridging the Gap in Science

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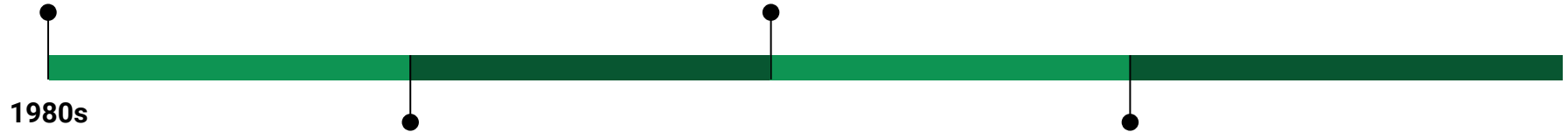


@SoumyabrataDev

Who am I?



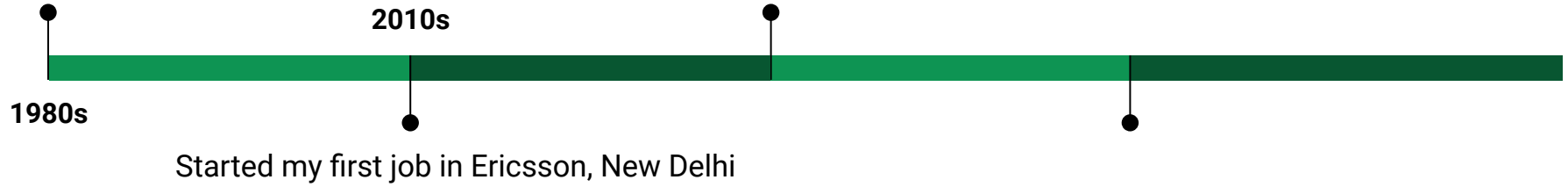
Born and raised in Nagaon, Assam, India



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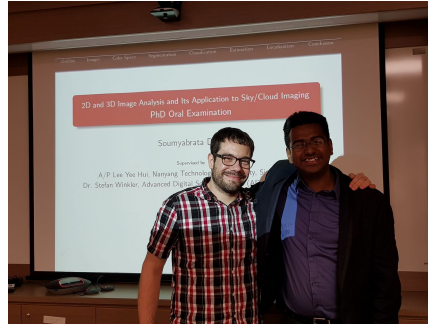
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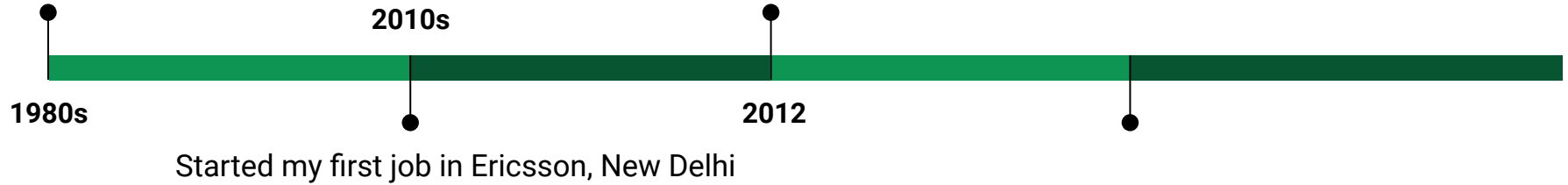
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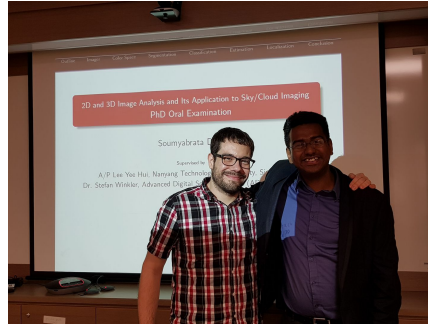
Moved to Singapore



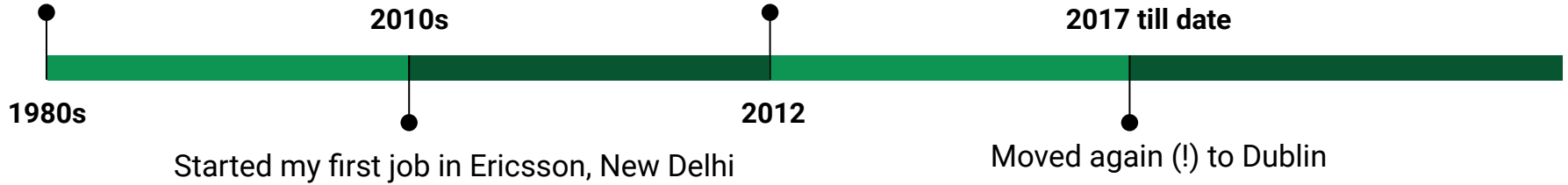
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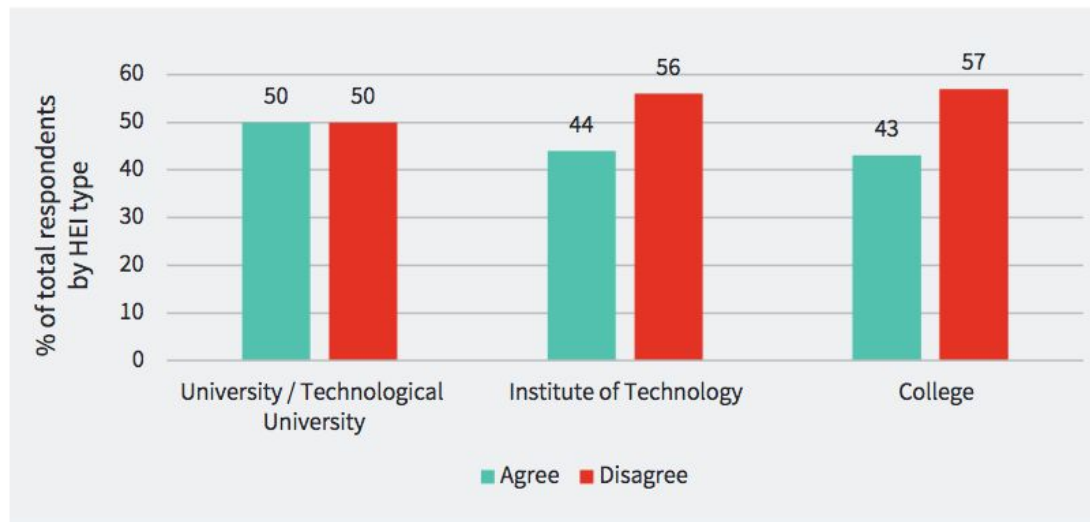
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Current State of Diversity in Science

- Diversity and inclusion are essential for scientific progress and innovation.
- According to National Online Survey: Race Equality in Irish Higher Education Institutions, organized by Higher Education Authority (HEA)¹

Figure 2.1: I work in an ethnically diverse institution in terms of staff

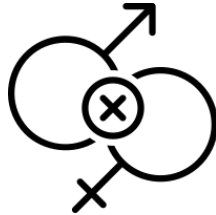


¹More details here: <https://hea.ie/assets/uploads/2021/10/HEA-Race-Equality-in-the-Higher-Education-Sector-Analysis-commissioned-by-the-Higher-Education-Authority-1.pdf>

The Impact of Diversity on Scientific Research and Innovation



Leads to creative and innovative ideas²



Research can be designed to address societal issues and biases



Results in more equitable outcomes

² Employees of firms with (..) diversity are 45% likelier to report a growth in market share over the previous year and 70% likelier to report that the firm captured a new market (HBR report: <https://hbr.org/2013/12/how-diversity-can-drive-innovation>).

Institutional and Policy Changes

- Institutions can prioritize the **recruitment and retention** of people from underrepresented groups in STEM fields.
- **Mentorship and sponsorship programs** can help underrepresented individuals succeed in STEM fields.
- Institutions can take steps to address **bias in hiring and promotion decisions**.
- Providing resources like **funding and academic support** can help underrepresented groups in STEM fields.

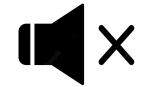
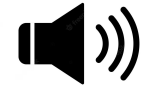
Individual Actions to Promote Diversity and Inclusion in Science



Search for good mentors



Challenge stereotypes and bias



Amplify the voices of
underrepresented individuals

Conclusion

- Addressing racial disparities in STEM fields is essential for promoting diversity and inclusion in science.
- **Everyone** has a role to play in promoting diversity and inclusion in STEM fields.
- Let's work together to bridge the gap in science and create a more **equitable and inclusive** scientific community.

Thank you