1. Take a look at the Action Plan:
https://docs.google.com/document/d/
1RgoisUeQIIAP4DHDGWpy7XsFVRj4c_jKppcb5qb
iPhY/edit?usp=sharing

2. Prioritize which points you find most important
(1 being top priority). Use one page per group in
the Jamboard.

3. Is there anything missing?

Team Zoom

We discussed that maybe it is inmportant to work on diversity on many levels including taxonomies of science and respect for divergent scientific approaches. Also that only a few action points should be emphasised. Maybe avoid vidoes and put effort into things to do.Here are the points we prioritized highest:

- develop a (1) research assistantship programme, (2) master scholarship programme, and (3) internship programme focused on under-represented groups at RITMO and under-represented, yet relevant, research topics.

- develop an outreach activity aimed at children.

- check that the wording used in announcement texts is inclusive and encourages diversity in the application pool.

- adding international mentors to the career development programme to strengthen its profile.

- continue to promote diversity among speakers and guests at RITMO events.

Group 2

missing

top priority!

important

union representatives in the contact points

support for the retention of people

inviting more diverse guests

Alumni

establish international collaboration with global south, do it in a structured way,

structure "internal" support for people, not just web page info

Show what we're doing to other to inspire

recruitment

welcoming diversity, but avoiding "tokenizing"

economic issues and other practical aspects for international guests

Group 4

Developing talents:

develop a (1) research assistantship programme, (2) master scholarship programme, and (3) internship programme focused on under-represented groups at RITMO and under-represented, yet relevant, research topics.

continue to run "fall break" camps for high school students interested in music technology and consider developing similar initiatives for informatics and psychology/neuroscience.

Missing: how are we using media, and how can we use it better (e.g., YouTube, TikTok...)

Mentoring wisely

consider adding international mentors to the career development programme to strengthen its profile.

Hiring broadly

develop partnerships/collaboration with researchers and institutions from the Global South. Need to get the best from relevant minority groups.

Building community

Missing: Offer more help for international recruits in practical matters (obtaining an apartment, visa, etc.), especially in the summer when ISMO is on holidiay

Missing: Language policy? (native English speakers have an advantage, can we support non-native english speakers better?

Group 3

Support people of color, increase racial diversity

Avoid having pity for / dehumanizing under-represented people.

Support diversity of disciplines

Language in job posts is very important.

Avoid self congratulation

HIRING BROADLY
- write announcement texts as open as possible to allow for a diverse group of applicants while maintaining necessary competence requirements.
- check that the wording used in announcement texts is inclusive and encourages diversity in the application pool.

MENTORING WISELY
- adding international mentors to the career development programme to strengthen its profile.
- run a diversity training workshop at a Tour de RITMO

BUILDING COMMUNITY
- continue to promote diversity among speakers and guests at RITMO events.
- develop partnerships with alumni and their institutions (NOT JUST ACADEMIC!! Bring on schools, cultural centres, refugees centres etc.) when relevant.

DEVELOPING TALENT
- highlight the work of women and non-binary researchers and bring in diversity perspectives in teaching.
- continue to run "fall break" camps for high school students interested in music technology and consider developing similar initiatives for informatics and psychology/neuroscience.
- develop a (1) research assistantship programme, (2) master scholarship programme, and (3) internship programme focused on under-represented groups at RITMO and under-represented, yet relevant, research topics.

Priority

Group 1 - develop an outreach activity aimed at children. (Ideas: Open Day at IMV/PSY/IFI represented by RITMO too. High school tour with presentations from RITMO researchers)

programme, (2) master scholarship programme, and (3) internship programme focused on under-represented groups at RITMO and under-represented, yet relevant, research topics. (Idea - introduce quotas for underrepresented

Missing

Group 1 - Check our biases - in writing/research and also teaching