

Perceptions of diversity and discrimination at work within Amsterdam Public Health research institute

Manou Anselma, Teatske Altenburg, Jeanine Suurmond, Mai Chin A Paw

*Amsterdam UMC, Department of Public and Occupational Health
Amsterdam Public Health research institute

This study is part of the project I Act, which aims to promote an inclusive climate within APH and thereby stimulate inclusive research. A survey was emailed to 1654 APH members and filled out by 283 members. The survey consisted of 5 parts (based on Slotman, 2016*):



Personal details



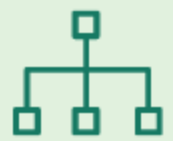
Belonging and inclusion



Attitudes to diversity and inclusion



Attitudes towards role of your department



Position

Respondents

- 69% Amsterdam UMC
- 76% female
- 81% born in the Netherlands
- 71% non-religious
- 12% chronic physical disability, condition or illness
- 7% chronic mental disability, condition or illness

We identified three different attitudes towards diversity and inclusion:

- Not much action is needed, it is already going well
- Diversity and inclusion need more attention to benefit the institute and its members
- There is too much attention for diversity and inclusion, which only emphasizes differences and excludes people



experienced discrimination

22% based on hierarchical position
17% based on gender



interested in permanent anchoring of policy on diversity and inclusion

Most respondents were unaware what their department is currently doing to promote diversity and inclusion



in favor of confidential advisors who are trained on exclusion and racism

Quote:
"I went to a confidential advisor regarding issues with my promoter not treating me ok because I am a woman and immigrant, and they said that the issue is me not my professor."

Recurring themes

"Dutch academia remain highly white male or at best white female"

"Let's not make the problem bigger than it is"

"Non-Dutch speaking colleagues are excluded"

Let's create actions to promote awareness, knowledge and a more diverse and inclusive institute!

For more information, ideas or reactions reach out to i.act@amsterdamumc.nl