

Midwest Research Computing and Data (MWRCD) Consortium Diversity, Equity and Inclusion Assessment - Indiana University Institutional Review Board Protocol #21764

Start of Block: Informed Consent Text

You are invited to participate in a Diversity, Equity, and Inclusion (DEI) Assessment conducted by the principal investigators of the National Science Foundation-funded Midwest Research Computing and Data (MWRCD) Consortium Project. We ask that you read this statement carefully and ask any questions you may have before agreeing to take part. This assessment is administered on behalf of the MWRCD Consortium Project by the Indiana University Pervasive Technology Institute and is funded by the National Science Foundation.

Purpose: The purpose of this survey is to explore MWRCD Consortium members' experiences with topics related to Diversity, Equity, and Inclusion (DEI), as well as interests in potential related topics and delivery formats. Data gathered in this study is expected to inform presentations, reports, and/or peer reviewed publications related to Broadening Participation in Computing (BPC).

Procedures: If you agree to participate, you will complete an online survey. The survey should not take more than five minutes to complete.

Risks: As with any study, there is a risk of loss of confidentiality.

Benefits: We expect you to benefit from participation in this study through the dissemination of evaluation results. Further, results may have impact on future programs developed by the national cyberinfrastructure community.

Confidentiality: Every effort will be made to keep any personal information that you inadvertently disclose, as well as project data used to identify population members, confidential. All survey results will be reported in the aggregate and your identity will be held in confidence in reports in which the survey results may be published and/or in databases in which results are stored. Should the resulting data set be made public, it will be redacted of all identifying information. Archived data will be redacted of all identifying information and stored on secure Indiana University systems. However, we cannot guarantee absolute confidentiality. Your personal information may be disclosed if required by law. Organizations that may inspect and/or copy survey records for quality assurance and data analysis include groups such as the study investigator and his/her research associates, the Indiana University Institutional Review Board or its designees, and (as allowed by law) state or federal agencies, specifically the Office for Human Research Protections

Compensation and Costs to You: There is no compensation for participation in this study. Other than your time, there is no cost for participation.

In Case of Injury/Harm: If you are injured or harmed as a result of being in this study, please contact Principal Investigator Winona Snapp-Childs, Ph.D., at wsnappch@iu.edu. Neither the principal investigator nor Indiana University has made provision for payment of costs associated with any injury resulting from participation in this study.

Participant Rights and Voluntary Nature of the Study: Taking part in this assessment is voluntary. You may choose not to participate or to skip any questions you do not wish to answer. You have the right to revoke your consent and leave the study at any time without penalty. Leaving the study will not result in any penalty, nor do you waive any of your legal rights by participating in research. Your decision to participate, or not, in this assessment will not affect your current or future relations with the MWRCD Consortium Project, the Pervasive Technology Institute, Indiana University, or the National Science Foundation.

Questions About the Study: For questions about this assessment, contact Indiana University Information Manager Julie Wernert at (812) 327-1478 or jwernert@iu.edu. For questions about your rights as a participant or to discuss problems, complaints, or concerns about the assessment, please contact the IU Human Subjects Office at (812) 856-4242 or by email at irb@iu.edu. Please reference Study #21764/exempt when inquiring.

This survey was approved by the Indiana University Institutional Review Board on January 8, 2024. Please reference Protocol #21764/exempt when inquiring.

- I agree to participate.
- I do not agree to participate.

Skip To: End of Survey If This survey was approved by the Indiana University Institutional Review Board on January 8, 2024.... != I agree to participate.

End of Block: Informed Consent Text

Start of Block: Knowledge of DEI topics

Please indicate how knowledgeable you are about each of the following topics, using a scale of 1 (not at all knowledgeable) to 5 (extremely knowledgeable).

	1-Not at all knowledgeable	2-Slightly knowledgeable	3-Moderately knowledgeable	4-Very knowledgeable	5-Extremely knowledgeable
How "psychological safety" is defined in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The impacts of psychological safety on team performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The differences between diversity, equity, and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The benefits of fostering a sense of belonging among team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Techniques for fostering a sense of belonging among team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to identify and mitigate barriers that create or foster inequalities across demographic groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Types of unconscious bias	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The potential impacts of unconscious bias on individual and team performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Knowledge of DEI topics

Start of Block: Beliefs, Confidence, and Comfort

With respect to the following items on beliefs, confidence, and comfort, please indicate your level of agreement with the following statements, using a scale of 1 (strongly disagree) to 5 (strongly agree).

	1-Strongly disagree	2-Somewhat disagree	3-Neither agree nor disagree	4-Somewhat agree	5-Strongly agree
It is important for the Midwest RCD Consortium to focus on issues related to Diversity, Equity, and Inclusion (DEI).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident about my ability to integrate DEI principles into my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable discussing DEI related issues with my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Beliefs, Confidence, and Comfort

Start of Block: DEI Topic Interest

Below is a list of potential topics the MWRCD Consortium might explore in support of its DEI efforts. Please indicate your level of interest for each topic, using a scale of 1 (not at all interested) to 5 (extremely interested).

	1-Not at all interested	2-Slightly interested	3-Moderately interested	4-Very interested	5-Extremely interested
Understanding Why DEI Matters – what the research shows, why it’s a particular challenge in technical environments, awareness of types of unconscious bias and impact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing strategies to recruit talent from diverse backgrounds, including job descriptions, advertising, interview processes, and onboarding practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fostering inclusive work environments to promote retention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allyship Actions – Practical, contextualized tips for what you can do to make a difference in this arena	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Metrics – measuring current status as well as outcomes of efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication across cultures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



In considering DEI topics and content, please indicate your preferred delivery format(s). **Select up to three options.**

- Workshops delivered at annual meeting
- Online webinar – 30 minutes
- Email messages
- Slack Channel
- Resource repository
- Short info videos
- Online training modules (20 min each)
- Newsletter content
- Panel sessions
- Roundtable discussion
- Coffee & Conversation sessions via Zoom
- Other – please explain _____

We have the opportunity to offer a three-hour interactive workshop on **Creating Inclusive and Interdisciplinary Scientific Teams**, led by an expert who is conducting such sessions with NSF project teams and others. We would likely co-locate this session with an annual meeting.

Are you interested in participating in this type of workshop? **Select all that apply.**

Yes, in person

Yes, via Zoom

No, thanks

End of Block: DEI Topic Interest

Start of Block: Personal Experience

Please select all statements that apply to you.

I have participated in workshops related to the principles of Diversity, Equity, and/or Inclusion (DEI).

I am interested in learning more about DEI to increase my effectiveness.

I participate in hiring of staff in my department.

I supervise staff in my department.

I work with student interns.

I have personally observed bias in my work setting.

I have personally experienced bias in my work setting.

Display This Question:

If Please select all statements that apply to you. = I have personally observed bias in my work setting.

Or Please select all statements that apply to you. = I have personally experienced bias in my work setting.

To the extent you are comfortable doing so, is there anything you would like to share about your experiences with bias in the workplace?

End of Block: Personal Experience

Start of Block: Demographics

The following questions allow our evaluation team to compare the experiences of MWRCD members across diverse backgrounds. **Your individual responses will remain confidential and will not be disaggregated if there are fewer than five individuals who self-identify in the same group(s).**

What is your ethnicity?

- Hispanic or Latino
 - Not Hispanic or Latino
 - Prefer not to disclose
-

With which race do you most closely identify? **Select all that apply.**

- American Indian or Alaska Native (A person having origins in any of the original peoples of North and South America, including Central America, and who maintains tribal affiliation or community attachment)
- Asian (A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent)
- African American or Black (A person having origins in any of the black racial groups of Africa)
- Middle Eastern or Northern African (A person having origins in any of the original peoples of the Middle East or Northern Africa)
- Native Hawaiian or Other Pacific Islander (A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands)
- White (A person having origins in any of the original peoples of Europe)
- Prefer to self-describe: _____
- Prefer not to disclose

What is your gender? **Select all that apply.**

- Male
- Female
- Non-binary
- Prefer to self-describe: _____
- Prefer not to disclose

Please share any issues, questions, or other topics you would like to see addressed by the MWRCD leadership team.

End of Block: Demographics
