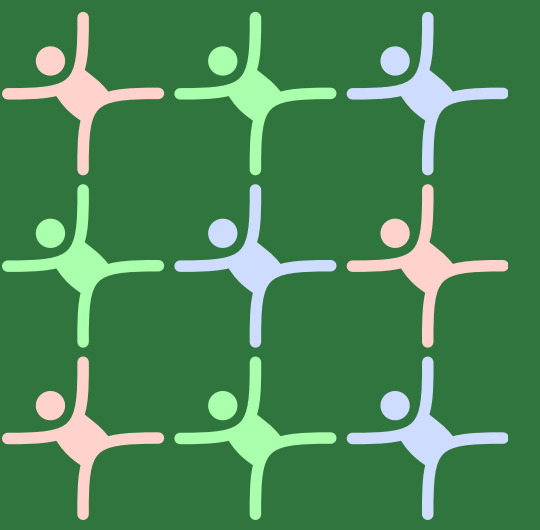


Online or in person?

Antonin Portelli, Bipasha Chakraborty, Fernando Romero-López, Finn M. Stokes, Indrakshi Raychowdhury, Martha Constantinou, Nilmani Mathur, Sofie Martins and Tereza Mendes for the Lattice Diversity and Inclusion Committee



Contact

Find out more about the activities of the Lattice Diversity and Inclusion Committee at

latticediversity.github.io

or write us at lattice_diversity@mit.edu.

Abstract

We show more information about the preferences regarding online or in person workshops from our survey in 2023 and connect them to diversity concerns. People with diverse backgrounds believe online workshops are more inclusive than in-person workshops, and the opposite is true for respondents with care responsibilities. This suggests that feelings of welcomeness play a significant role in the perception of inclusivity of a workshop, and practical concerns, such as the difficulty of travel, never outweigh the inclusivity of being able to participate in person.

Motivation

As a consulting committee, we are interested in providing clear guidance for best practices to remove barriers for conference participants. Relying on the community's feedback to identify the most important issues and barriers that keep community members from attending, we gather information in regular surveys with the goal of promoting equity, diversity, and inclusion. Previous work of this committee and the community can be found in (Aubin et al. 2019, 2021; Lin 2017). Details on the questionnaire are described in (Aubin et al. 2024).

Demographics

92 people responded to the survey. This figure shows the demographics of the respondents according to the categories examined for this topic.

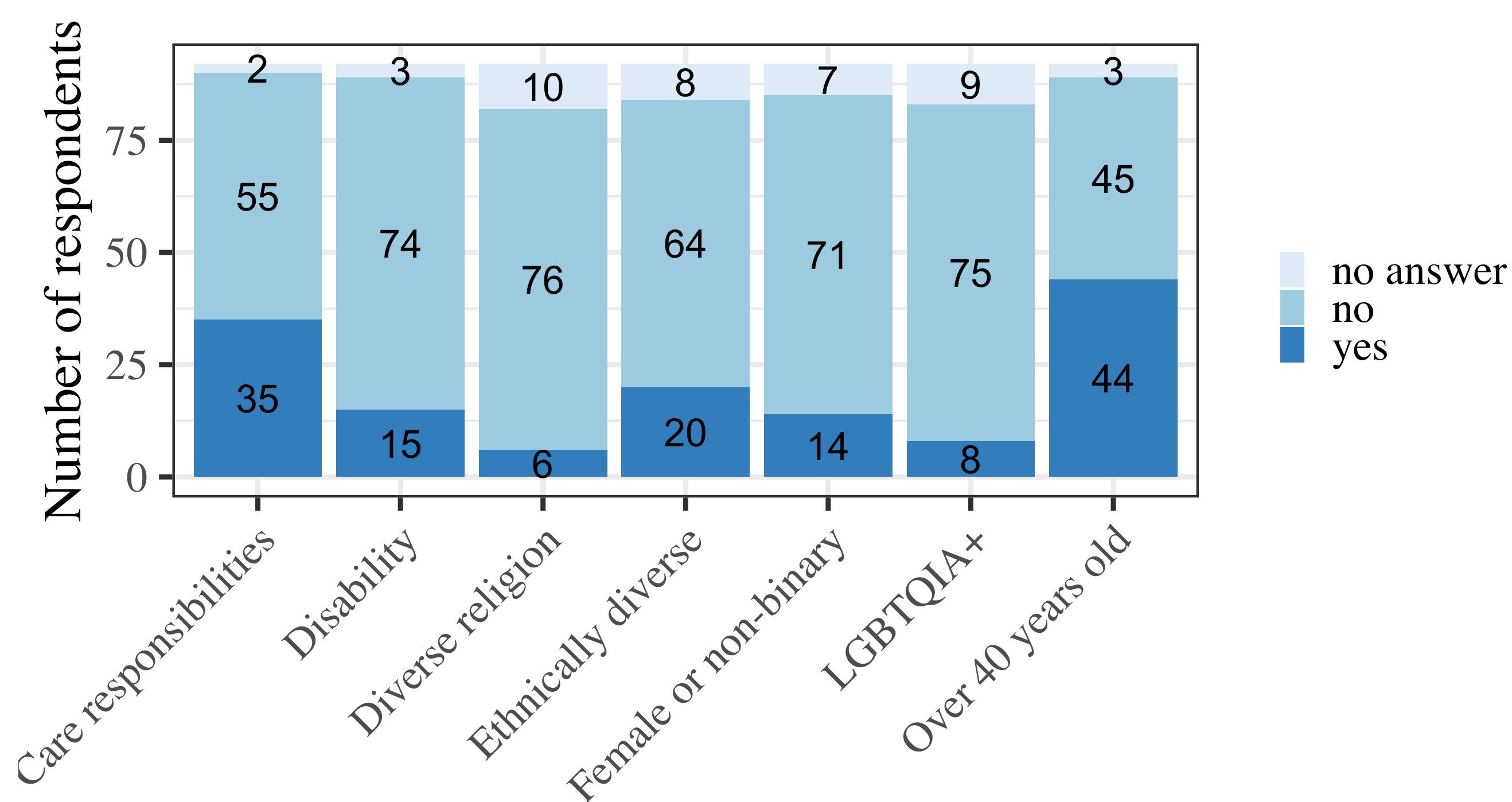


Figure 1: Number of respondents in different demographic groups

Pro and contra arguments

Your survey responses provided insights into whether people feel that online workshops are more or less inclusive than in-person workshops. You presented detailed comments and arguments for either format. We categorized these arguments into six main aspects, and the frequency of appearance is visible in the table. It is important to note that, depending on the concrete wording, a single argument may have been counted in more than one category.

Table 1: Arguments presented for or against the inclusivity of online workshops and conferences

In favor of online	Count	In favor of presence	Count
Accessibility	14	Social Interaction/Networking	12
Travel Expenses/Cost Efficiency	10	Visibility	4
Family	3	Ease of scientific discussion	8

Perception of inclusivity by diverse participants

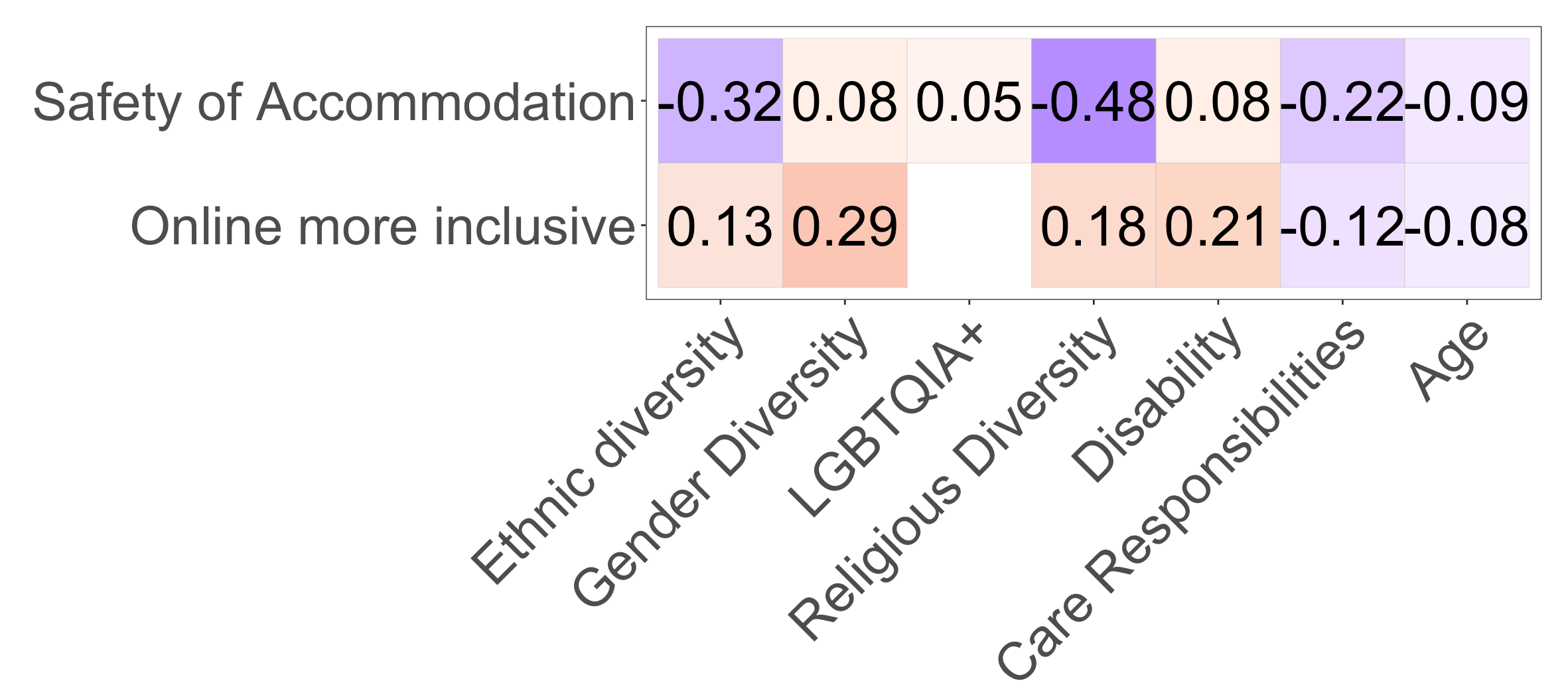


Figure 2: Correlations between respondents' backgrounds and their preference for or against online workshops

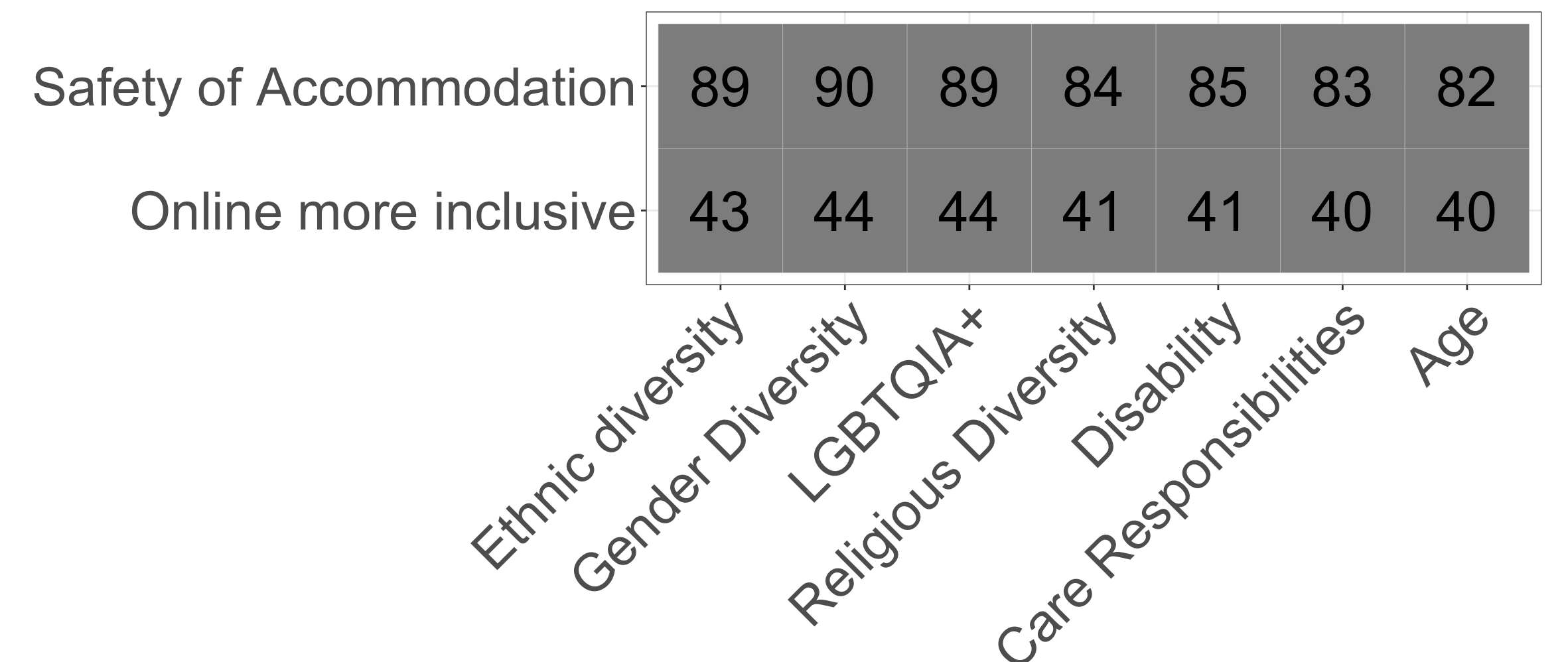


Figure 3: Number of pairwise complete observations

Main conclusions

People belonging to diverse ethnic and cultural minorities perceive the accommodations as less safe than everybody else. Further, the perception that online workshops are more inclusive and in-person workshops correlates strongest with a diverse background.

What makes a conference accessible to you?

Participate in our LDIC survey

<https://forms.office.com/e/crequcYinC>

Aubin, Christopher, Gunnar Bali, Luigi Del Debbio, William Detmold, Vera Gülpers, Sophie Hollitt, Huey-Wen Lin, Liuming Liu, and Sinéad M. Ryan. 2019. "Report on the 2019 Lattice Diversity and Inclusivity Survey." *PoS LATTICE2019*: 295. <https://doi.org/10.22323/1.363.0295>.

———. 2021. "Report on the 2021 Lattice Diversity and Inclusion Survey."

Aubin, Christopher, Bipasha Chakraborty, Will Detmold, Sofie Martins, Nilmani Mathur, Tereza Mendes, and Finn M. Stokes. 2024. "LDIC Survey 2023: Feeling Welcome in the Community." *PoS LATTICE2023*: 156. <https://doi.org/10.22323/1.453.0156>.

Lin, Huey-Wen. 2017. "Some Statistics on Women in Lattice QCD." *PoS LATTICE2016*: 366. <https://doi.org/10.22323/1.256.0366>.