

**Actions We Can Take to**

# **Improve Diversity and Inclusivity at NIME**

**NIME'21 NYU, Shanghai, China**

# Workshop Activities



- Introduction
- NIME 2020 Diversity Survey Results
- Recap of Diversity Committee Actions
- Talk by Kim Macari
- Breakout Discussions (x3)
  - With Plenary Discussions (x3)
- Wrap Up

Full schedule details at:

<https://diversity.nime.org/nime-2021-workshop/schedule>

## Workshop organisers

**Dr. Laurel Pardue (Diversity Officer). Ableton, AG**

**Juan Martínez Ávila (Diversity Officer). University of Nottingham**

**Dr. Anna Xambó (WiNIME Officer). De Monfort University**

**Isabela Corintha. University of Aveiro**

**Doga Buse Cavdir. Stanford University**

**Dr. S M Astrid Bin. Ableton AG**

# Workshop Website



<https://diversity.nime.org/>

 Diversity at NIME

[Diversity Statement](#)

[NIME.org](#)

[NIME 2021](#)

Welcome

#### ACTIONS

Online Diversity Workshop January 2021

Editorial Assistance Pilot Scheme in NIME 2021

#### NIME 2021 WORKSHOP

Home

Code of Conduct

Schedule

Discussion Topics

Resources

## Welcome

Our goal is to create an inclusive and respectful conference environment that invites participation from people of all ethnicities, genders, ages, abilities, religions, and sexual orientations. This wiki space is a place to find resources on why diversity matters, to find out how you can help make NIME a more welcoming place, and suggest ways for us to make NIME more inclusive too.

For the full official diversity statement see: <https://www.nime.org/diversity/>

We welcome additional ideas for discussion and action. If you have any questions, suggestions, comments, or would like to volunteer please contact one of the diversity team members.

# **NIME Diversity Survey (2020)**

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# Data

- General Survey (n = 112)
- Diversity Survey (n = 49)
- We present data from these surveys using the Diversity Wheel\* as a framework.

\* <https://wonomute.no/seminars/2018-10-17-miranda-moen-seminar-talk.html>





Categories related with the surveys' results



# National origin

Europe: 54%

North America: 19.6%

South America: 9.3%

Asia: 8.5%

Australasia: 2.8%

# Place of residence

Europe: 65.7%

North America: 22.2%

South America: 3.7%

Asia: 7.4%

Australasia: 0.9%

# Race and ethnicity

White 45.6%

Latino 5.4%

European 3.6%

Mixed 3.6%

Asian 2.7%

British 1.8%

Greek 1.8%

Hindu 0.9%

Japanese 0.9%

Prefer not to say 21.4%

Japanese Chinese American 0.9%

Anglo-Celtic Australian 0.9%

Chinese 0.9%

Malay 0.9%

Mediterranean 0.9%

Mexican American 0.9%

North European 0.9%

South Asian 0.9%

Turkish 0.9%

Viking 0.9%

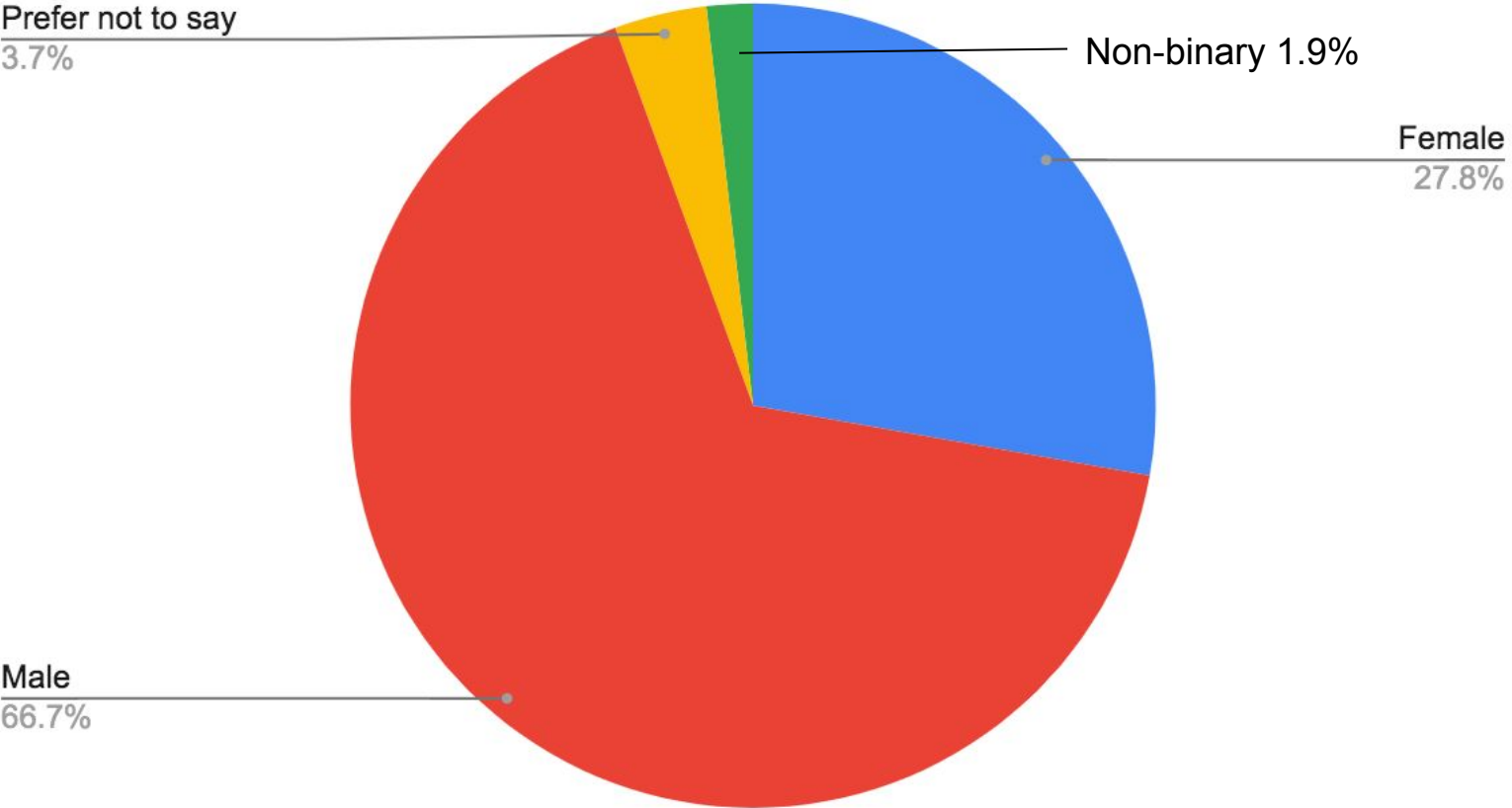
## Some Observations from Survey Respondents

“I think that often times those who get more recognition are those who are supported by larger institutions, whereas **those who are based in less privileged environments with less resources** and less infrastructure to conduct technology-based research do not reach this amount of visibility or simply **do not have the opportunity to show their work** to the wider community **due to financial issues.**”

## Some Observations from Survey Respondents

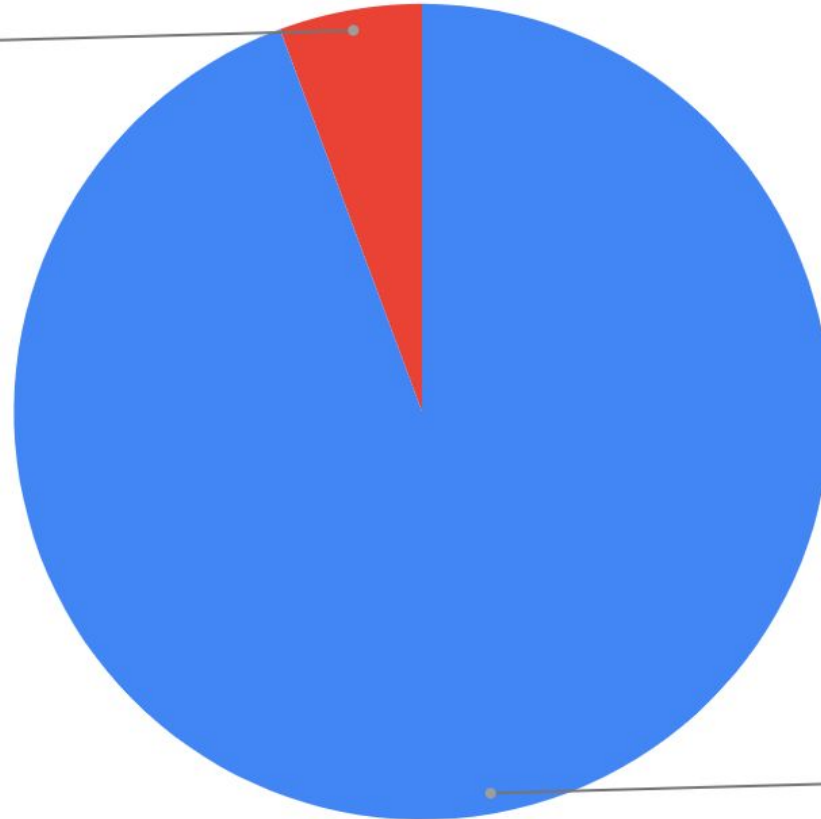
“I think there is an issue with native vs non-native English speakers. It's not just a NIME thing of course, but a problem that affects academia in general. **Non-native English speakers**, especially in their early stages of research (PhD students in particular) **have many more obstacles to overcome**, in particular in relation to the ‘**the paper is well written but requires major proofreading job**’. Not quite fair to ask them to spend their own fund to have the job done, especially if we consider that in most of the cases institutions outside of US / UK are less wealthy.”

# How would you define your gender?



## Do you identify as Disabled?

Yes  
5.7%



No  
94.3%

# Recap of Actions

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# January 2021 NIME Mini-Online Workshop

20+ participants with a similar, shorter format to today-

- Generated today's discussion questions and fed into kick off of new initiatives for this year's NIME...

# Ableton Diversity Scholarship

Awarded scholarships to 19 of 26 applicants:

- 9 Student/ 10 Regular
- Diverse group of recipients: varying genders, nationalities, disabilities and primary fields of study. The one constant- lack of institutional support.

But we can do better!

- Scholarships only announced **after** submission deadlines.
- Currently no on-going scholarship program.

## English/NIME as a Second Language & Quality Assurance Editing Assistance Programme

Initially intended exclusively as a program for authors with English-As-Second-Language or submitting to NIME from other fields/specialties without shared language.

- Program kicked off during Reviewing Process
- 16 Volunteer Editors (~ 8% of reviewers)
- 7 Papers recommended by meta-reviewers for E/NSL

Ended up acting as QA for papers needing to be shortened and receiving 10 additional papers.

NIME's first post acceptance review phase?!

## ESL & QA Editing Assistance Programme Preliminary Feedback

- “Allowing authors to have feedback on writing, with a focus on the language, is a good way of **democratising the submission process** and creates a more levelled field (...) ”
- “This is a great initiative and I would hope it could be written into the MO of future NIME conferences as it **contributes to promoting accessibility and a greater dispersion of knowledge** (...)”

**Break (5 minutes)**

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**Guest speaker: Kim Macari**

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# Kim Macari

*“Kim is one of the young players who will promote jazz and push it to its limit. Her energy is boundless.” – Duncan Lamont*

Originally from Fife, Scotland and now based in London, Kim Macari is a musician and composer immersed in the jazz and improvised music scene. Whether as a performer, teacher or a producer, her passion lies in the strength of improvised music as a means of expression and a form of empowerment and freedom.

Kim combines a vibrant performance/artistic schedule with a full programme of industry work.

## **Current artistic work –**

**Family Band** (chordless quartet)

**We Tell Ourselves Stories In Order To Live** (solo trumpet & spoken word)

**Seeing Sound** (Duo with Raymond MacDonald exploring graphic scores)

**Current Industry Work** – Programmer at the Vortex Jazz Club, Chair of Jazz from Scotland, Board member of Jazz Promotion Network & various freelance engagements including speaker/panellist on topics including diversity within the arts, gender politics, talent development and national identity.

**Break (5 minutes)**

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# **Actions We can Take to Improve Diversity and Inclusivity at NIME**

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# Diversity Initiatives for NIME 2021 and beyond

The diversity team, in conjunction with suggestions from the NIME 2020 diversity survey, and our Jan 2021 workshop, have developed some potential initiatives that can be implemented for NIME 2021 and beyond. For these topics please consider the following:

- What is the value in the activity?
- When/who would be involved?
- How would we implement such an initiative?
- What are the financial constraints?
- Other initiatives we could work on implementing NOW?

**Target of discussion: Rough ideas for implementation.**

# Diversity Initiatives for NIME 2021 and beyond

- Breakout discussions (30 minutes)
- Presenting breakout outcomes (10 minutes)
- Break (5 minutes)

# Diversity Initiatives for NIME 2021 and beyond-Round One

- How is NIME and the NIME research context exclusionary to people with disabilities, from visual impairment, to neurodivergence and more? What can we do to improve our inclusivity?
- What would local NIME chapters look like and how can we make them work? What would/could be the benefit?
- Usually NIME is an in-person conference and most people travel. However, this excludes those without access to the financial resources to attend. What can we do to make a remote conference experience as rewarding and beneficial as being there in person?
- How could NIME be more relevant, engaging, and rewarding for those outside the academic tech. community, for instance, artists, performers, and makers?
- Why is gender parity a persistent problem at NIME? Why have past efforts not worked? What new actions/strategies can we take to improve?

**Padlet links for notes on the workshop slack channel.**

**Break**  
**(5 minutes)**

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# Diversity Initiatives for NIME 2021 and beyond

- Breakout discussions (30 minutes)
- Presenting breakout outcomes (10 minutes)
- Break (5 minutes)

# Diversity Initiatives for NIME 2021 and beyond-Round Two

- What is NIME's responsibility to foster cultural exchange and how to make that occur, especially in the context of the conference itself?
- How could mentorship address issues of underrepresentation?
- Who does the diversity work? How do we reward meaningful diversity work within the community and share the work between everyone?
- How can we improve and continue the shepharding scheme (English or NIME Academic-as-a-second-language)?
- How can we make a sustainable scholarship program and how do we best use it to reach our goals of improved representation?

**Padlet links for notes on the workshop slack channel.**



**Break**  
**(5 minutes)**

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**Target of discussion: Rough ideas for implementation.**

# Diversity Initiatives for NIME 2021 and beyond

- Breakout discussions (30 minutes)
- Presenting breakout outcomes (10 minutes)
- Break (5 minutes)

# Diversity Initiatives for NIME 2021 and beyond-Round Three

- The vast majority of the people who present at, attend, and perform at NIME are white. What are the reasons for this? What needs to change?
- For those people attending NIME without a supervisor to guide them through “how to get the most from NIME”, how could we implement a NIME buddy system for the conference (and conferences going forward)?
- How do we define diversity and inclusion within NIME?
- How do we track improvements (or non-improvements) of inclusivity and diversity within NIME? How do we measure success?
- What do you want to discuss? What questions do you think we missed?

**Padlet links for notes on the workshop slack channel.**

# Wrap Up

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## Interested in getting involved:

Sign up with the committee for updates on activities and coordinating new ones:

<https://forms.gle/eiVZDkZABtUX9CH48>

Join us on the NIME forum under Diversity:

<https://forum.nime.org/c/diversity/>