



#SciPy2020

Virtual Conference July 6-12

Scientific Computing with Python

# Scipy Diversity by the Numbers (2017-2020)

# Data sources:

- Registration form across several years (Diversity data is optional ~20% of participants did not fill out survey on 2020)
- Reviewer Guidelines survey, started this year 2020 (Optional)

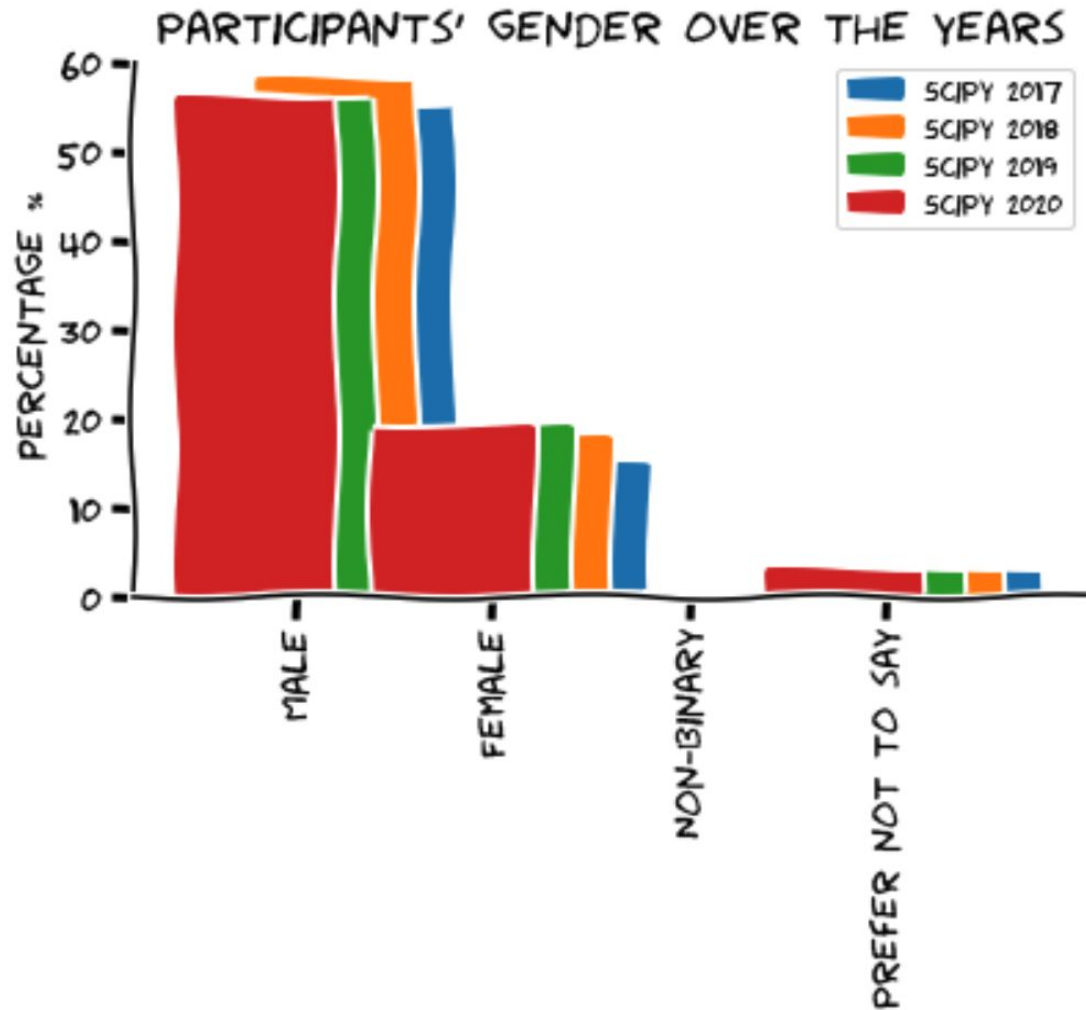
# Our participants around the world

- 2017/2018: 11 Countries
- 2019: 34 Countries
- **2020: 57 Countries** 🎉🌍🌍🌍

# Diversity regarding Gender

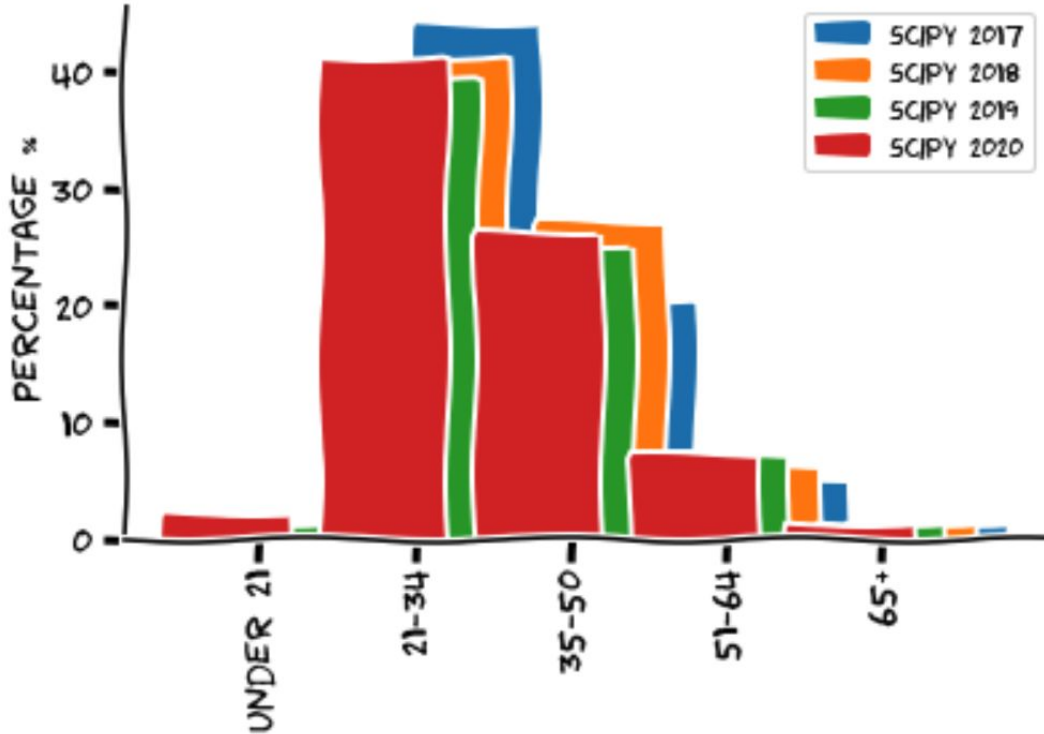
Each year we're **increasing** the number of attendees identified as women participants 🎉 (22% in SciPy 2020)

We need to **work more** closely with the LGBTQ+ community 🏳️‍🌈



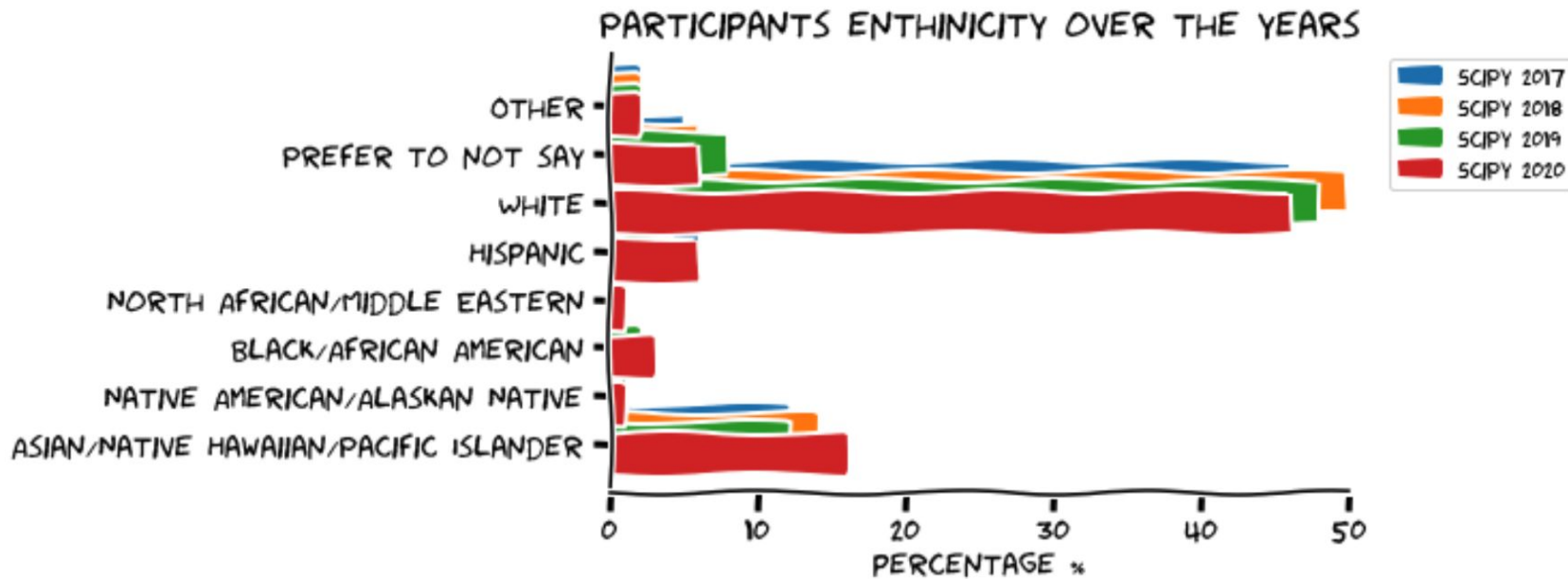
# Diversity regarding Age Group

PARTICIPANTS' AGE OVER THE YEARS



Each year we're **increasing** the number of participants between **51-64** and **65+** years old. 🎉

# Diversity regarding Ethnicity



We need to do more outreach to **Black African American (3% SciPy 2020)**, **Native American (1% SciPy 2020)**, **Middle Eastern (1% SciPy 2020)** & **Hispanic (6% SciPy 2020)** communities. 🧑🏿‍🔬 🧑🏽‍🔬 🧑🏾‍🔬 🧑🏿‍🔬

Our first steps will be to:

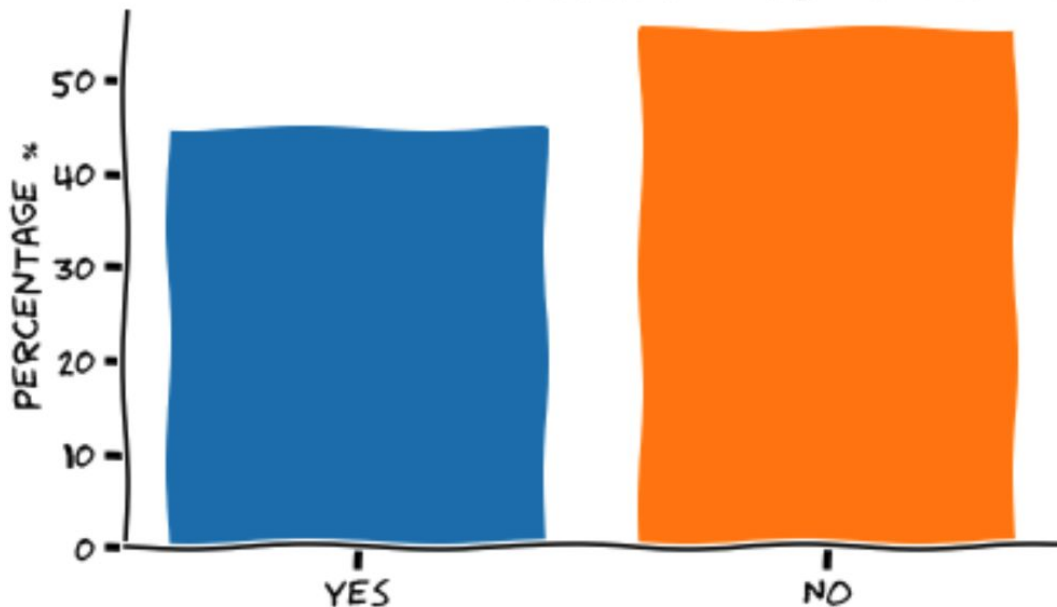
- Dedicate 50% of our scholarship budget to support scholarships for Black, Indigenous, and People of Color to attend SciPy meetings .
- Seek out keynote speeches, minisymposia, tutorials, and talks from BIPOC experts.
- Actively encourage more diverse participation in SciPy planning committees.

<https://www.scipy2020.scipy.org/support-of-black-communities>

# Reviewer Guidelines Survey 2020

## Diversity on the review process

WE ASKED REVIEWERS: DO YOU IDENTIFY AS A MEMBER OF AN UNDER-REPRESENTED GROUP? (ETHNICITY, GENDER, OTHERS)

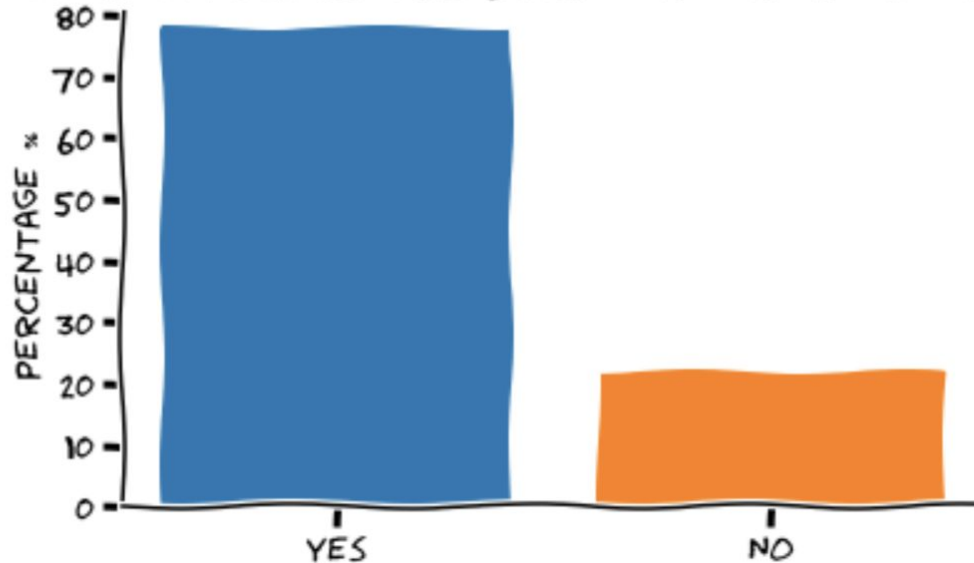


**44.7%** of the reviewers identify themselves as members of underrepresented groups.

**A Very diverse set of reviewers** looking at Scipy Proposals 🎉

# Reviewer Guidelines Survey 2020

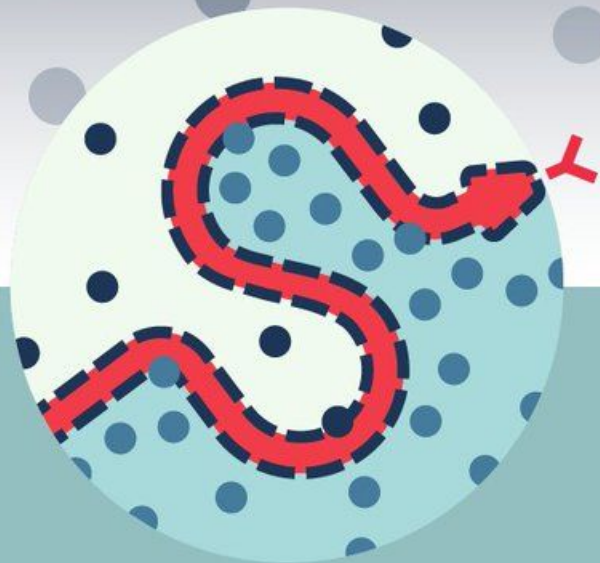
WE ASKED REVIEWERS: THE GUIDELINES IMPROVED YOUR AWARENESS OF UNCONSCIOUS BIAS DURING THE REVIEWING PROCESS?



77% of the reviewers answered that the guidelines **help raise awareness** of unconscious bias. 🎉

# Thanks! Obrigado! Gracias!

Please send your thoughts on how to improve diversity to [scipy@enthought.com](mailto:scipy@enthought.com).



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