

DPF Town Hall: Early Career Core Initiatives

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DPF Executive Committee Early Career Member
on behalf of the Snowmass/(astro)particle
early career community

14 July 2021

Overview

- **What we are:** early career (EC) physicists brought together by Snowmass process
 - “Early Career” = ~10+ years from highest degree guideline, including engineers/technicians; *guideline not a hard rule!*
 - Building on a huge amount of EC interest during **Snowmass Young** nomination call (April 2020)
 - Meeting ~once a month
- Parallel to **Snowmass EC Coordination:** EC reps from all frontiers
- **Organized into four “Core Initiatives”:**
 - Survey
 - Diversity, Equity, & Inclusion
 - Inreach
 - Long-Term Organization

Survey

- Collecting opinions & experiences on careers, physics outlook, workplace culture, harassment/racism, visa policies, COVID-19, & demographics
- Not just for early career physicists! Seeking experiences of entire high energy & astrophysics community



- Expected to take 20-60 minutes
- [Slack: #early-career-survey](#)
- [FNAL News article](#)

➔ **Take the survey [here!](#)**

Deadline: Aug 15



Diversity, Equity, & Inclusion

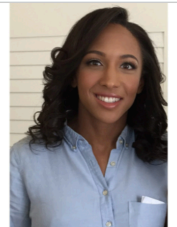
- Developing recommendations on DEI for Snowmass recruitment (Initiatives & Frontiers): nearing finalization!
- Following captioning status for Snowmass-related activities
- Organizing DEI Town Halls with Community Engagement Frontier
 - June 2021: “[Navigating Mentor/Mentee Relationship](#)”
 - Next in Sept: “Supporting Early Careers in Academia”
- [Slack: #early-career-diversity](#)



Dr. Marcela Hernandez



Dr. Cagliyan Kurdak



Dr. Brooke Russell



Dr. Sara Simon



Dr. Sweeney Windchief

Inreach

- “Big Questions In...” colloquium series
 - [Higgs physics](#) (May 2021)
 - Next up: Muon g-2

? **Big Questions in Particle Physics**
A Snowmass Colloquium Series by SEC-Inreach

Friday May 21st @ 12-1:30pm ET

Higgs

<https://indico.fnal.gov/event/48840/>

Featuring
Caterina Vernieri & Sally Dawson

50 years down the line, what questions might we hope to answer?
And what will it take to get there?
Welcome back, as 2 new speakers share their thoughts, and ask for yours.

Contact:
Christian Herwig
therwig@fnal.gov

- Coordinating EC presence for Snowmass session @ Fermilab Users Meeting
- Slack: [#early-career-inreach](#)

Long-Term Organization

- Preparing to segue existing structure towards a long-term early career organization
 - [LOI](#) submitted on this topic in Community Engagement Frontier
- **Goals:**
 - Foster a welcoming, inclusive, collaborative, multidisciplinary EC community
 - Act as representative group for early career community across HEP/astrophysics
 - Act as advisory body for APS/experimental leadership on early career issues
 - Provide EC structure to future Snowmass processes
- [Slack: #sec-longterm-loi](#)

Conclusions

- Very motivated early career community ready for Snowmass & more!
 - Four **Core Initiatives** developing comprehensive EC infrastructure
 - Long term organization plans under discussion
 - All work utilizes wide community feedback, with plans to continue soliciting feedback as we develop the LTO structure
- Interfacing with Snowmass coordination & brainstorming on recruitment for restart
- Get involved!
 - [Slack: #welcome-to-snowmass](#)

