



# Report from the Ethics Advisory Committee

Ruth Van de Water, Fermilab  
*(on behalf of the DPF Ethics Advisory Committee)*

DPF 2021, July 14, 2021

# Overview★

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The DPF Ethics Advisory (EAC) was formed last fall and began working November 1, 2020.

- Nine members including **two early-career scientists**, one of whom is a graduate student
- September: prospective members *nominated by DPF community*
- October: *feedback on nominees provided* by community
- Members *selected by DPF Chair* in consultation with the Executive Committee

The EAC communicates regularly with the DPF Executive Committee.

- Report on ongoing activities primarily via email
- Attend Executive Committee meetings as needed to make and discuss recommendations

★ *Additional information on the EAC can be found on the [Snowmass Wiki](#)*

# Committee charge

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The Ethics Advisory Committee is charged with *promoting a safe and professional community in which all DPF members can effectively collaborate*. Responsibilities include (*but are not limited to*):

- Proposing and overseeing the **development and implementation of ethics policies** for the DPF.
- Regularly reviewing, and when necessary modifying, the [DPF Core Principles and Community Guidelines](#) (CP&CG) for consistency with current standards and practices, or in response to current events and community feedback.
- **Resolving complaints of CP&CG violations** as outlined in the [CP&CG accountability document](#).
- Participating in *training and self-educating in anti-harassment and anti-racist practices*.
- Identifying and making available educational materials to *support ethical best practices*.

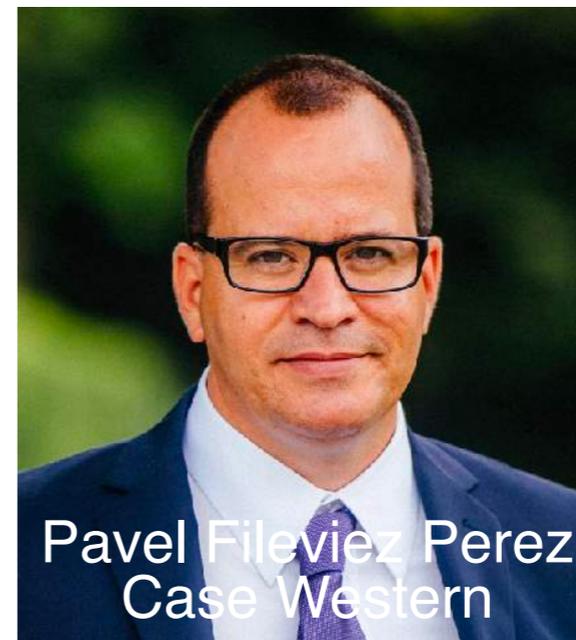
# Current members



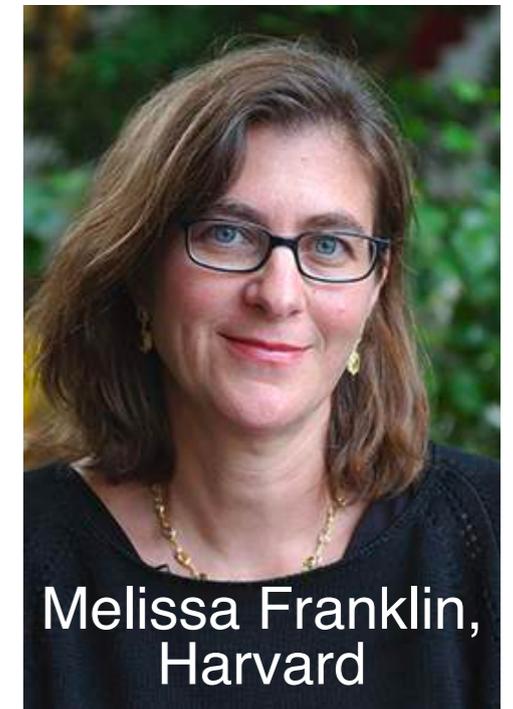
Kétevi Assamagan, BNL



Bill Barletta, MIT



Pavel Fileviez Perez  
Case Western



Melissa Franklin,  
Harvard



Jeremy Wolcott,  
Tufts (*early career*)



Maria Elena Monzani, SLAC



Amber Roepe,  
U. of Oklahoma  
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Pekka Sinervo, U. Toronto

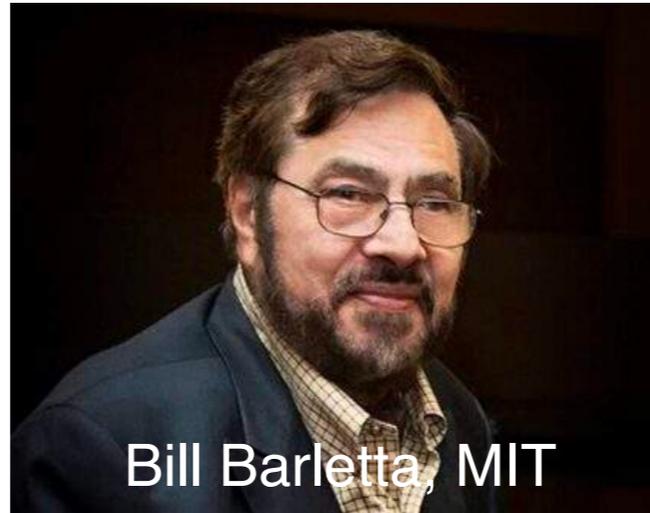
# Current members



Ruth Van de Water (*chair*)  
Fermilab



Kétevi Assamagan, BNL



Bill Barletta, MIT



Pavel Fileviez Perez  
Case Western



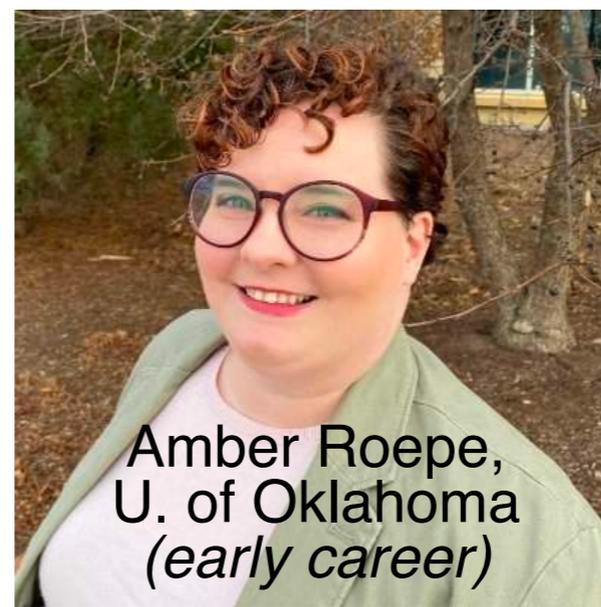
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# Core principles & community guidelines

The [CP&CG](#) were drafted in 2020 by the DPF Ethics Task Force

- Identify two core principles of our community to “*Respect and support community members*” and “*Commit to constructive dialog*”
- Provide **concrete guidelines for what language and behaviors are acceptable** (or, conversely, unacceptable) within our community
- *Response to specific and immediate need* for guidance for moderating virtual meetings and Slack workspace

*The Snowmass 2021 community involves a large swath of the particle physics, astrophysics and cosmology communities. The community meetings (both in person and virtual) and slack workspace are meant to be opportunities for members of the community to engage in a dynamic exchange of ideas and conceptualize the future of our field. DPF members and associates bring different perspectives, ideas, and experiences. We are committed to making DPF events and the Snowmass process a welcoming environment for all the different voices and perspectives and maintaining a space where people are free to express themselves.*

— DPF Core Principles & Community Guidelines

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- Provide **concrete guidelines for what language and behaviors are acceptable** (or, conversely, unacceptable) within our community
- *Response to specific* virtual meetings are

The CP&CG is a *living document* that is still in its infancy, and input is welcome at any time. Comments on the CP&CG can be added directly to the Google Doc, emailed to the [EAC](#), or submitted through [this web form](#).

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— DPF Core Principles & Community Guidelines

# Core principles & community guidelines

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The CP&CG apply to *all DPF-related interactions*. These include:

- Virtual and in-person **meetings** (e.g., DPF 2021, Snowmass).
- **Discussions and emails** about meetings.
- Discussions and emails about **white papers and other documents**.
- Messages and posts on the **Snowmass Slack workspace**.

Participation in DPF events and forums implies an agreement to follow the Core Principles & Community Guidelines.

- The [APS Code of Conduct](#) also applies to all events, forums, and related interactions.

# Code-of-Conduct response team

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The Code-of-Conduct Response Team (CRT) is responsible for receiving, investigating, and resolving reports of CP&CG violations

- Subset of EAC. Current members are Kétévi Assamagan, Amber Roepe, Jeremy Wolcott, and Ruth Van de Water

The CRT aims to ensure a safe and inclusive environment for **all** DPF members.

- Primary goal to **stop “bad” behavior and prevent future reoccurrences**
- *Focus on education and training — not punishment*
- Although the CRT will do its best to maintain a reporter’s anonymity, this may not always be possible to do while protecting the larger community.
- *Retaliation will not be tolerated.*
- Allegations of serious misconduct (*e.g.*, sexual harassment or abuse, physical abuse, or research misconduct that could result in disciplinary action) will be escalated to the APS ombudsperson.

# Reporting violations of the CP&CG

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## How to report a violation of the community guidelines

- **Call** any member of the CRT on the phone
- **Email** any member of the CRT
- **Meet virtually** with any member of the CRT via Zoom/Slack/...
- **Direct message** any member of the CRT on Slack
- **Speak** with any member of the CRT in-person

## How to contact the the APS Ombudsperson★

- Email [ethics@aps.org](mailto:ethics@aps.org)
- Contact [Ethics Point](#) via phone [(844) 660-3924] or [web form](#)
  - ★ All emails to [ethics@aps.org](mailto:ethics@aps.org) or reports to Ethics Point will be read and triaged by an APS staff member (*not a physicist*) to determine whether to send the information to the APS Ombudsperson or the APS Ethics Committee Chair

# Accommodations @ virtual & in-person meetings

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The EAC is working to improve the accessibility of DPF/Snowmass meetings to individuals with visible and invisible disabilities.

- See talks by committee members [Maria Elena Monzani](#) (MEM) & [Amber Roepe](#) presented at yesterday's Education & Outreach section

In May, the EAC recommended to the Executive Committee that real-time captioning **by a human** be provided at **all** virtual meetings.★

- Live captioning is **essential to allow deaf and hearing-impaired members of our community to participate fully** in virtual meetings
- *Error rate from auto-transcription software is too high to be useful* for talks with scientific terminology or by speakers with non-U.S. accents
- For DPF 2021, live human transcription available for plenary sessions *only*

MEM is also working directly with the Snowmass LOC on the physical accessibility of the in-person meeting.

- ★ If you need live CC at *any* DPF/Snowmass meeting, first contact the meeting organizers/hosts, but reach out to the [EAC](#) if we can provide *any* assistance!

# Other ongoing activities

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## Education and training

- Researching educational resources and training materials on supporting diversity and maintaining an inclusive and constructive environment
- Initial goal to to identify, compile, and/or develop **training material to help Snowmass conveners promote diversity, equity, and inclusion** in meetings and interactions via email and on Slack
- Emphasis on *protecting members of marginalized identity groups*

## Website

- At present, descriptions of the EAC and CP&CG can only be found on the [Snowmass Wiki](#)
- Planning a more expansive website that will include information on how to report CP&CG violations, links to educational and training resources, ...

## [YOUR IDEAS HERE]

- *Tell us what you want/need!*★

★My email: [ruthv@fnal.gov](mailto:ruthv@fnal.gov); EAC email: [dpf\\_ethics@googlegroups.com](mailto:dpf_ethics@googlegroups.com)

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Questions or comments?

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