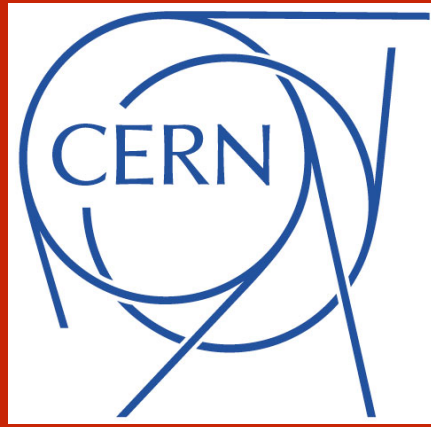


T. Nanut Petrič



on behalf of the LHCb
ECGD Office



ECGD Office: **E**arly **C**areer, **G**ender and **D**iversity

LHCb Starterkit 2021

ECGD Office in LHCb constitution



Creation of ECGD Office (2014):

- 2 officers

Expansion of ECGD Office (2020):

- Add 2 Early Career Representatives

3.5 The Early Career, Gender and Diversity Office

The Early Career, Gender and Diversity (ECGD) Office oversees the well-being and working environment of all LHCb members. It consists of two ECGD Officers, who are normally of senior (faculty/staff) career status, and two Early Career (EC) representatives.

The LHCb Management proposes the ECGD Officers to serve for a period of 2 years. The EC representatives are elected by the LHCb EC community.

The appointment of ECGD Officers and the EC representatives is ratified by the CB.

One ECGD Officer and one EC representative are invited to attend the CB as non-voting members.

The ECGD Office advises the Management and its members act as LHCb contacts for all matters related to ECGD.

The ECGD Office collates regular statistics and other relevant information to monitor progress related to gender and other protected characteristics, such as age, disability, family circumstances, sex, race and religion.

The ECGD Officers are available for listening to and advising, in a confidential manner, colleagues who feel they are subject to harassment, discrimination or other inappropriate behaviour as given in the Code of Conduct. The EC representatives take the lead in monitoring and taking care of the particular needs of the EC community.

The ECGD Office assists the Management in scheduling regular open meetings where ECGD matters can be discussed.

ECGD Office members



ECGD Officers:



Eli Ben-Haim



Irina Nasteva

EC Representatives:



Tara Nanut Petrič



Igor Kostiuik

ECGD Officers



Appointed for 2 years

One man and one woman

Senior(ish) with longer term contracts (less easily intimidated)

Remain active in their physics groups

ECGD Officers Activities



Be available to colleagues, support individuals who experience specific problems



Support newcomers to LHCb



Organize regular meetings at collaboration weeks (focussing on a specific topic)



Maintain web page as public face



Monitor gender/diversity balance in the collaboration, also as a function of age (leadership positions, talks at conferences, etc.)



Advise management on related matters

Contacting ECGD Officers:

- For general matters:

lhc.ecgd@cern.ch

Also EC Representatives have access.

- For all confidential matters:

irina.nasteva@cern.ch

benhaim@in2p3.fr

EC Representatives



Appointed for 1 (+1) year by election

Every member of the EC community is eligible to vote and stand in elections

The position is still evolving

EC Community:

- Defined by membership in e-group

lhcb-early-career@cern.ch

- Constructed in 3 steps:
 - Every PhD and Post-doc is initially automatically subscribed
 - Anyone can self-subscribe
 - Anyone can un-subscribe

Instructions for subscribing/unsubscribing are on the webpage.

EC Activities



Monitor the needs of the EC community

“Organise” the community (logistically)

Organise workshops, events...

Collaborate with equivalent Representatives from other experiments

Collaborate with ECGD Officers to organise LHCb-related events

Organised in 2021:

- Soft Skills workshops - CV, grants, personal statements, presenting
<https://indico.cern.ch/event/1034518/>
- Ice cream event: Machine learning in HEP
<https://indico.cern.ch/event/1074354/>
- Networking event
<https://indico.cern.ch/event/1083877/>
- LHC mentoring scheme
<https://lhc-mentoring.web.cern.ch/>
- Mental health workshop
<https://indico.cern.ch/event/1040121/>

See more: <https://indico.cern.ch/category/12582/>

ECGD webpage



https://lhcb.web.cern.ch/ecgd_office/ecgd-intro.html



LHCb Early Career, Gender and Diversity Office

[LHCb homepage](#) > [ECGD homepage](#)

News & upcoming events

(last updated 8 Nov. 2021)

November 15 2021

The popular **LHC Career Networking event** will take place on 15 November 2021, in hybrid format, either online through Zoom or in person in the CERN main Auditorium (places are limited) with two in-person networking breaks. For further information and to register, please have a look at the [indico page](#).

[Older news](#)

ECGD newsletter

Latest newsletter

[All 2021 newsletters](#)
[Older newsletters \(2019-2020\)](#)

Related topics and discussions

Following the **Inclusive teamwork workshop**, here are some documents regarding [constructive communication](#) and [how to react](#) in various challenging situations.

What are we here for?

To quote from the LHCb constitution,

The Early Career, Gender and Diversity (ECGD) Office oversees the well-being and working environment of all LHCb members.

We are here for all issues related to [gender and diversity](#) and to the needs of our colleagues at an [early career](#) stage. In particular, we deal with issues related to any type of indirect or direct [discrimination](#), be it on grounds of gender, sexual orientation, ethnicity, disability, creed, cultural background or other factors. Please contact us if you have experienced or witnessed any type of discrimination or harassment or any inappropriate behaviour in conflict with the [LHCb Code of Conduct](#). We guarantee absolute confidentiality.

We organize [plenary meetings](#) at every LHCb collaboration week and we advertise news and activities related to ECGD issues through this web page and through emails to the collaboration. Please help us help you by letting us know of your concerns and by pointing us to relevant news, events and resources.

Who are we?

The ECGD office is composed of two senior ECGD officers, Irina Nasteva and Eli Ben Haim and two early career representatives, Tara Nanut Petrič and Igor Kostiuik.

ECGD officers

The two ECGD officers are appointed for a two-year term by the LHCb management and endorsed by the Collaboration Board. ECGD officers are usually "seniorish" members of the collaboration, with long-term work contracts, to make sure we can act independently and are not easily intimidated.

Contact

For general messages:

You can reach the ECGD office by email to lhcb.ecgd@cern.ch.

For all confidential matters:

Please write to the senior ECGD officers' [personal emails](#).

COVID-19

Please join our [mattermost channel](#) to share advice, news and help - or just to stay in touch with your colleagues in these crazy times.

Links

ECGD:

[Discrimination, harassment](#)
[LHC mentoring programme](#)
[ECGD meetings](#)
[ECGD presentations](#)

LHCb and beyond:

[StarterKit initiative](#)
[More on \(Early\) Career](#)
[Laura Bassi initiative](#)

ECGD meetings at LHCb week

- Plenary session at every LHCb week (usually Tuesday afternoon)
- General news & info + thematic session
- Theme inspired (if possible) by issues ECGD officers have dealt with
- Organised by ECGD office + with small group of volunteers
- Example topics:
 - Behaviour on mailing lists in LHCb, Supporting transgender and non-binary colleagues, Healthy teamwork in preparation of Run 3, Being a (EC) scientist during a pandemic, Ethnic discrimination, Working from home, online conferences/meetings, Mentoring programmes, Climate Change and Sustainability, Early Career initiatives in LHCb....
- **Now looking for volunteers to help with December session:** Accessibility and support in our working environment for colleagues with physical disabilities. **Willing to help? Join us!**

ECGD Newsletter



Every Friday as section in the “Weekly news” sent by LHCb Secretariat

NEWS FROM THE EARLY CAREER GENDER AND DIVERSITY OFFICE

Request for help with the December LHCb week's ECGD session

We are organising the ECGD session of the December LHCb week, dedicated to:

Accessibility and support in our working environment for colleagues with physical disabilities

The aim of the session is to get a view of existing policies, gather suggestions for improvements, raise awareness, and leave the room for some Q&A and a discussion.

If you are willing to help with the organisation of the session or want to share ideas, please contact the ECGD officers (lhcb.ecgd@cern.ch, or privately: benhaim@in2p3.fr, irina.nasteva@cern.ch).

We are seeking, for instance, personal accounts from people about the issues that they had to confront in the CERN work environment and in their institutions. We welcome both input given in confidence, as background, and experiences that can be shared with the collaboration. Also, input about institutions with positive examples of accessibility and inclusive policies for people with disabilities will be appreciated.

Women... In The Shadow of Climate Change

Climate change is one of the greatest global challenges of the twenty-first century, with impacts varying among populations and regions. Women are increasingly being seen as more vulnerable than men to the impacts of climate change, as they represent the majority of the world's poor and are proportionally more dependent on threatened natural resources.

<https://www.un.org/en/chronicle/article/women-in-shadow-climate-change>

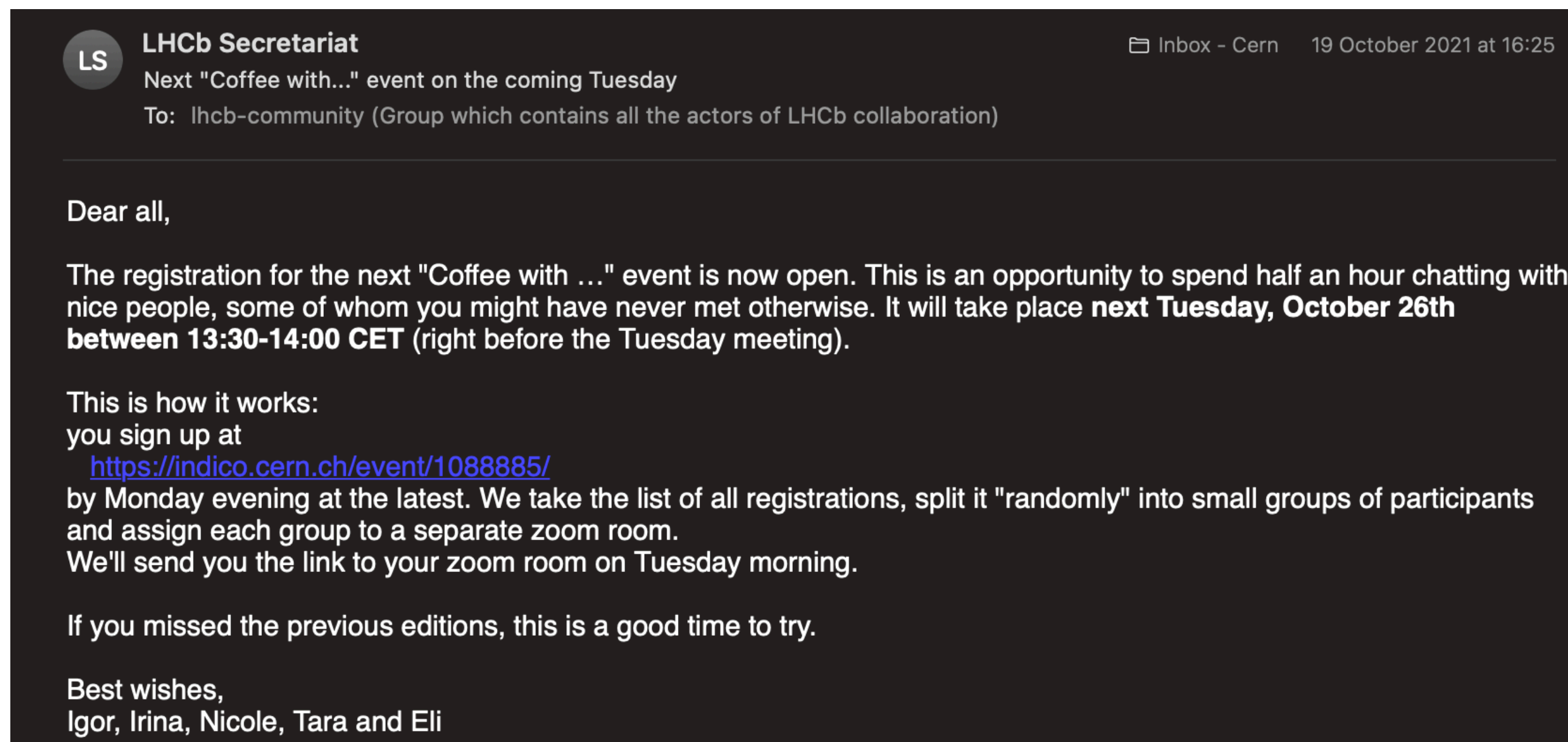
Inclusive teamwork workshop

- First edition in 2021; hoping to become a regular
- Priority given to new Physics groups conveners and others in responsibility positions
- Next edition likely to happen before next summer, stay tuned!
- Learn about unconscious bias, giving feedback, and other tips and training on how to create an inclusive environment
- Some follow-up material from the previous edition available on the webpage

Coffee with...



- Organised about once per month
- Informal chat on Tuesdays at 13.30 in small break-out Zoom rooms (~5 people)
- Excellent opportunity to meet colleagues!
- Don't miss announcement emails



Summary



- The ECGD Office is there for you...
 - Don't hesitate to contact the ECGD Officers with any worries, concerns... you may have (absolute confidentiality guaranteed when contacting the Officers via their private e-mails)
 - EC Representatives are happy to receive suggestions on how to assist the EC Community
- ...but input from members is essential to make the Office's mission effective!