



International Particle  
Physics Outreach Group

23<sup>rd</sup> Meeting of the International Particle Physics Outreach Group

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# Diversity, Inclusion and Accessibility Working Group

A. Kranjc Horvat, *CERN* and S. Goldfarb, *University of Melbourne*  
*with the help of the entire WG*





# 1<sup>st</sup> Meeting of Working Group (9 May 2022)

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Agenda: <https://indico.cern.ch/e/ippog-diversity-wg-20220509>

**Present:** Alberto Ruiz, Anja Kranjc Horvat, Cecilia Colla Ruvolo, Gwen De Wasseige, Maria Alandes Pradillo, Rebeca Gonzalez, Sami Lehti, Zlatan Vasović, Pedro Abreu, Steven Goldfarb

## Vision and Goals

- Vision Statement
- General and Specific Goals

## Organisation of the Group?

- Who would like to take the lead?
- When do we meet?

## Plans

- What will be our first steps?





# First Iteration of a Vision Statement

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Our vision is to make particle physics accessible to everyone regardless of

- Age,
- Cultural and educational background,
- Ethnicity and nationality,
- Gender,
- Language,
- Sexual orientation,
- Skin colour,
- Socio-economic condition,
- Physical and mental ability,
- Political opinion,
- Religious beliefs,
- Any other parameter, irrelevant to a person's ability to appreciate, support or take part in science.

Input from the Collaboration is welcome!



# Target Audience

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- Ourselves and others performing education & outreach
- Researchers communicating to the public and each other
- Educators





# Goals of the Working Group

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## General Goals

- Improve the accessibility of our material, methods, and programmes to reach a broad, more diverse audience
- For education, outreach & communication, as well as for our colleagues in research
  - Assemble and create inclusive content
  - Develop guidelines and recommendations
  - Provide examples and templates
- Liaise with existing D&I and LGBTQ groups on experiments, labs and other institutions
  - Example: CERN D&I Office, experiment task forces, WIT, etc.
- Inform ourselves via appropriate expertise
  - Dedicated professionals and associations
  - Invite to meetings, hold workshops, panel discussions, etc.



# Goals of the Working Group

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## Examples of More Specific Objectives

- Improve accessibility of material for vision or hearing impaired
- Adapt language to be more inclusive
- Keep in mind economic constraints, such as computing, internet, other resources
- Create templates with inclusive wording, accessible graphics, colour schemes
- Provide a list of diverse role models

## Method

- Develop and maintain material in our resource database
- Advertise through our communication channels (IPPOG and members)



# Organisation

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## Leadership

- Gwen De Wasseige has volunteered to act as convener
- Looking for a 2<sup>nd</sup> convener to share the fun

## Next Meeting

- Mid June (TBD)

## Action Items

- Set up shared documentation
- Gather existing recommendations, templates, etc. from other related groups
- Assign tasks



# Join our WG!

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If you want to contribute to our efforts in Diversity, Inclusion & Accessibility, you can join our working group by joining the Mailing List below

[ippog-diversity-wg@cern.ch](mailto:ippog-diversity-wg@cern.ch)

