

D&I comments on <https://cernbox.cern.ch/index.php/s/vgAGZ6zsLYGQbcj>

“Diversity in Collaborations” Talk

Dear Authors

Thank you very much for running this survey, analysing the results and circulating the talk for comments. Please find below our suggestions/comments on the talk. (Mainly to improve clarity and accessibility for the listeners/audience.)

Thanks and best wishes

Tracey on behalf of the ATLAS Diversity and Inclusion Contacts

Slide 1:

Title – are these all Particle Physics Collaborations – add to the title? “Diversity in PP Collaborations”?

Slide 2 – suggest starting with – an overview of the survey:

e.g. when and for how long was the survey run – for a week/ a year and what week /year?

Mention here it was only run in Europe – because ECFA is a European body

(How many questions?)

Total number of respondents?

- Would remove “the” from “of the collaboration members”
- Title – number of responses per collaboration – rather than answers?
- The figure does not seem to make sense with the labels axis labels ? remove axis labels?

Slide 3 – change title – to “Respondents Demographics”

Labels too small to read – can they be blown up?

Circle or comment on take home messages? E.g. 28 % Female

Career level plot – why is “tenure track” on not inbetween tenured and not tenured?

Slide 4

- Sounds contradictory – without management role -but with L0 or L1 position? So L0 or L1 position is not a management role?!
- First bullet – suggest change to
- “For each gender category calculated the fraction of members with/without managerial role, with L0/L1/... management position”
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Slide 5 should be Slide 2 – introduce these at the start before saying did a survey

Slide 7 – I don’t understand the age vs gender plot – how is the blue line normalised? 82 % + 35% >100 %?

Needs explaining in words... not clear

Top Right plot: Title: “Fraction of females/males/gender.... at each management level.”

Top Left plot: Title “Number of females/males/gender.... at each management level.”

Lower Left ??

Lower Right: Title: "Fraction of females/males/gender.... tenure status." ?? why isn't the y axis tenure status? So can look at like the top left plot? – or change top left plot? Confusing changing presenting method - why isn't this normalised ? I like this style but normalised percentage – makes male/ female comparison easier...

Slide 8 – top right plot – better to be fractions?

Lower left and right clear - but % of F and % of M would show biases better

Slide 9 – lower left – interesting drop off with females and age.. not seen for men.

Slide 12 – top left- nice clear title – why not use title: "For each national region: Fraction per category"

- Typo -> apparent
- For and to -> to

Lower left title: "Fractions in Age Group by Region"

Top left title: "Fraction at each Management Level by Region"

Slide 13 – titles could be improved!

Eg

Lower middle: "Fraction in Age Group Per Region"

Slide 19- ethnicity typo

Would remove comment " This is completely useless"

I would change Slide 19 – away from comments and say.. things to improve on:

- Survey representation: only 5% of the collaborations population and in some countries some age groups had very low representation. Probably correlated (or anticorrelated) with the level of interest/concern with the topic
- In future could include questions on ethnicity, sexual orientation, economic background, ...
- Anonymity: although the questionnaire is not completely anonymous, the results that will be published have been anonymised by grouping categories such that individuals cannot be identified
- The survey was not distributed to collaborations in the US. Initially, just concentrated in Europe in the first round to gauge engagement.

Tracey Berry