

PDG Code of Conduct and diversity survey

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- There is currently a push in the physics community to consider issues of Diversity, Equity, and Inclusion (DEI)
- We're aware that some of this has a US centric context
- 2022 DOE review recommendations:
 - The Committee recommends that the PDG collaboration **develop a code of conduct** in line with best practices across the HEP community in a process that results in collaboration buy in.
 - The Committee encourages **increasing the diversity** of the PDG collaboration as well as **tracking progress on Diversity Equity and Inclusion metrics**. In addition, there are many experts at **Minority Serving Institutions** and outside of the HEP community who might be qualified and interested in participating with PDG activities.

- **Definitions:**

- Diversity: Gender, race, age, country of origin, educational background, etc.
- Equity: promote impartiality and fairness, equal opportunity
- Inclusion: ensure everyone feels welcome

- **Diversity in physics**

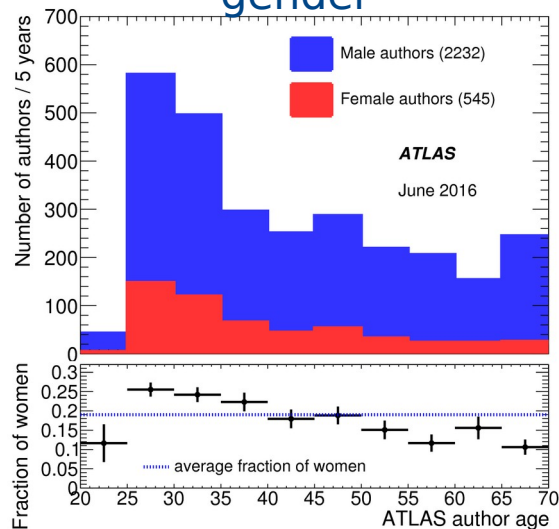
- Example: Percentage of women
 - CERN: 12% of research staff ([*CERN personnel stats 2020*](#))
 - Fermilab: 15% of scientists ([*Lab demographics 2022*](#))
 - US: 19% of physics faculty ([*AIP 2018 survey*](#))
 - UK: 12% of physics professors ([*HESA staff record 2018*](#))

- **Equity and inclusion**

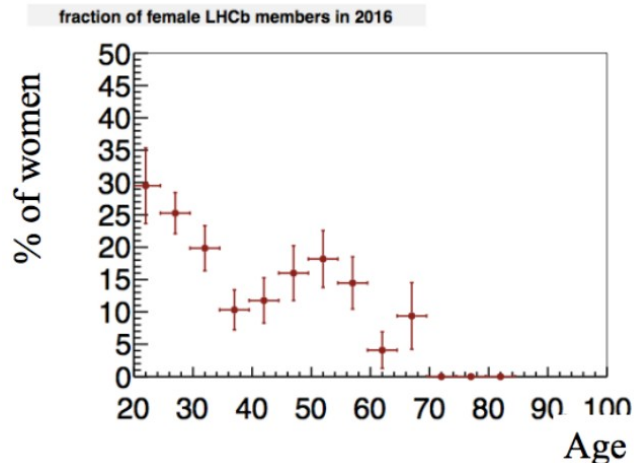
- Example: women in physics many times more likely to experience harassment, discrimination (29% of women compared to 2% of men in physics according to [*2018 global survey of scientists*](#))

- **What is the goal?**
 - Ensure an inclusive environment within the PDG
 - Promote equity, inclusion, collaboration, engagement
 - Avoid discrimination and biases
 - Ensure that PDG is seeking contributions from a diverse group
 - Track how the PDG is doing with respect to diversity and climate
 - Be responsive to concerns of collaborators
- **Proposal:**
 - Code of conduct to be added to the PDG manual
 - Collect information on demographics and on the climate within the collaboration with a survey
 - Both are becoming common within physics organizations
 - Both have been specifically requested by DOE

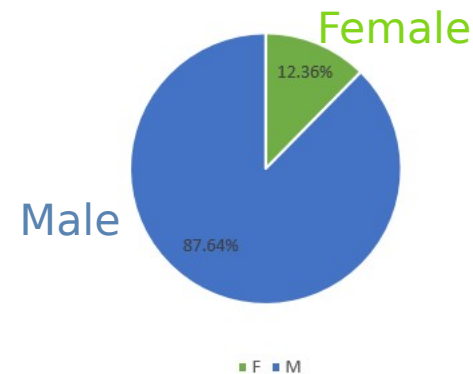
ATLAS authorship by gender



LHCb demographics

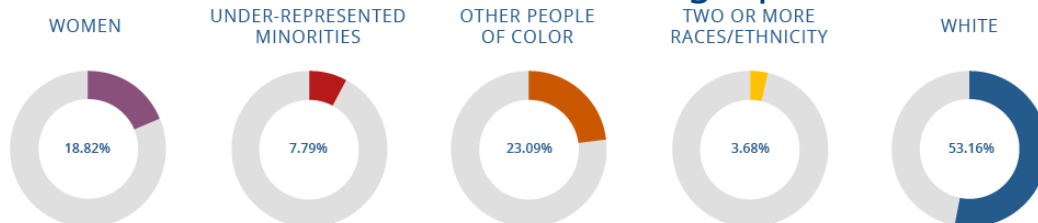


%MPE (Staff & Fellows) in STEM disciplines



CERN has set goal for increasing gender diversity

LBL research staff demographics



(PDG: ~9% women)

- **Surveys and studies**

- Many organizations track at least gender in user registration (CERN, Belle, LHCb, DUNE,...)
- Many surveys on climate with respect to DEI, harassment, etc. (UC Berkeley, Fermilab, LHCb, Mu2e, last month by ECFA)
- Written report on demographics, climate, harassment released either internally to collaboration (LHCb, Mu2e, ...) or publicly (ATL-GEN-PUB-2016-001)
- Often have specific DEI contacts within collaboration

- **Codes of conduct**

- LBL:
<https://www.ucop.edu/ethics-compliance-audit-services/compliance/standards-of-ethical-conduct.html>
- CERN: <https://hr.web.cern.ch/codeofconduct>
- LHCb: https://lhcb.web.cern.ch/lhcb_page/collaboration/organization/Code_of_Conduct.html
- DUNE: <https://atwork.dunescience.org/dune-code-of-conduct/>
- APS: <https://www.aps.org/meetings/policies/code-conduct.cfm>

It is the policy of the Particle Data Group that all collaborators, including support staff and all contributors and consultants for the *Review of Particle Physics*, will conduct themselves in a professional manner that is welcoming to all and free from any form of discrimination, harassment, or retaliation. Collaborators will treat each other with respect and consideration to create a collegial, inclusive, and professional environment in all PDG contexts. Creating a supportive environment to enable productive scientific collaboration is the responsibility of all participants.

All collaborators will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, religious beliefs, ability status, or educational background. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, inappropriate photography, and stalking.

Violations of this code of conduct policy should be reported to the PDG Coordination Team and/or the PDG Representative Board. Sanctions may range from verbal warning, to expulsion from the collaboration, to notification of appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated.

- **Regularly perform demographics and climate survey**
- **Survey will be fully voluntary and anonymous**
- **Purpose:**
 - Assess demographic changes in the collaboration over time
 - Compare with statistics for general physics community
 - Create trackable metrics to check current status and our progress
 - Identify current concerns of the collaboration and any other actions that are needed

- **Example of demographic questions being considered**
 1. What gender do you identify with?
 2. Do you identify yourself as belonging to an underrepresented group within the physics community?

- **Example of climate questions being considered**
 1. The Particle Data Group takes the values of diversity, equity, and inclusion seriously.
 2. There is an inclusive environment during all Particle Data Group activities, including meetings, emails, and other communications. We welcome additional information about the context in the open responses below.
 3. What steps could we take within the Particle Data Group collaboration to create a more inclusive environment?
 4. Any other comments related to diversity, equity, and inclusion within the Particle Data Group?

- **Survey to be discussed with Representative Board**
- **Working with LBNL diversity office on final questions and wording**
- **Aim to send out to collaboration in next few months**
- **Results discussed at next collaboration meeting**
 - Aggregated demographic statistics and survey results
 - Comparison with physics community
 - Any recommendations to the collaboration based on survey results