

The Early Career, Gender & Diversity office

ECGD Officers

Will Barter [william.barter@cern.ch]

Irina Nasteva [irina.nasteva@cern.ch]

Early career representatives

Sara Celani [sara.celani@cern.ch]

Guillaume Pietrzyk [guillaume.pietrzyk@ijclab.in2p3.fr]

For general matters write to: [lhcb.ecgd@cern.ch]

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.

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.

- ◆ 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 career status (leadership positions, conference talks, etc.)
- ◆ **Advise management** on related matters

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.



Irina Nasteva



Will Barter

- ◆ Since 2014
- ◆ Appointed for **2 years**
- ◆ Senior(-ish) members of the collaboration (**Less easily intimidated**)
- ◆ Remain active in their physics tasks
- ◆ To be addressed for **confidential matters**

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.

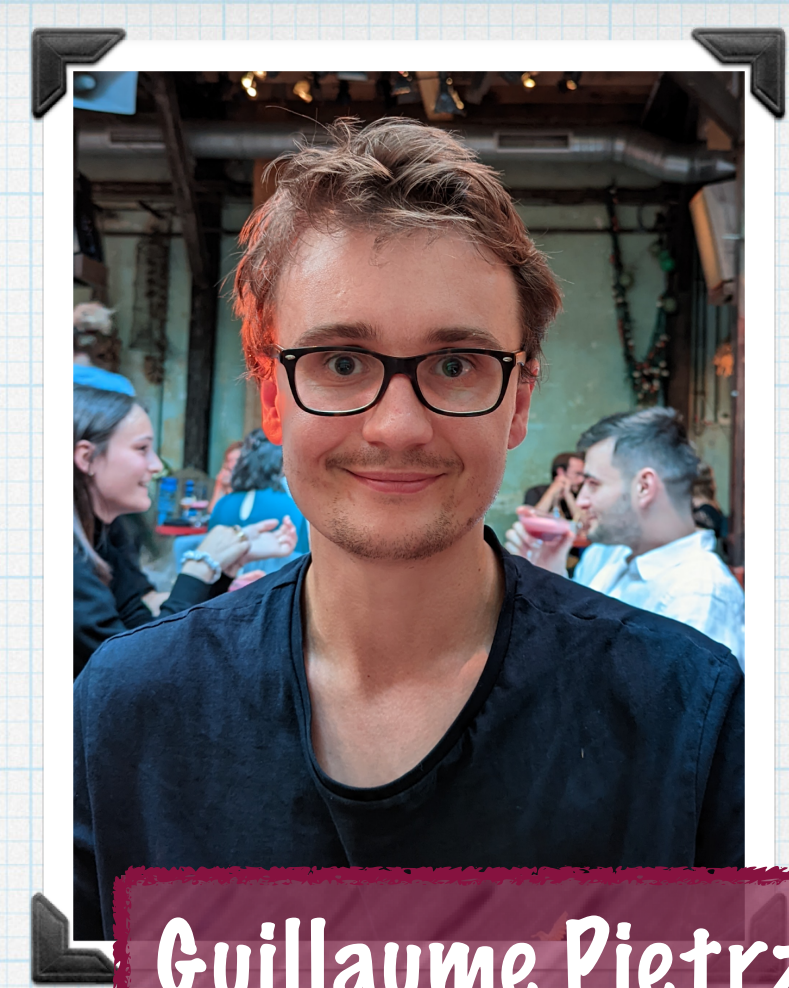
The ECGD Office collates regular statistics and other relevant information to monitor progress related to gender and other protected characteristics, such as age, disability, family circumstances, sex, race and religion.

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.



Sara Celani



Guillaume Pietrzyk

- ◆ Since 2020
- ◆ EC Community defined by membership in egroup : lhc-early-career@cern.ch
 - ◆ Postdocs and PhDs automatically included
 - ◆ Possible to self-(un)subscribe
- ◆ Elected, appointed for **1 year**, automatically extensible for the second year
- ◆ Collaborate with the other experiments' EC communities

ECGD @LHCb weeks

Feel free to write your opinions, suggestions, personal experiences/issues or anything else you may find relevant here

Something similar that I can relate is that for 2 years of my PhD the only women toilet was on the 3rd floor (I was on ground floor), while men toilets were everywhere. I felt really forgot!

(Just wanted to say thanks for putting this together, much appreciated!)

For authorlists, I think that what's on inspirehep is more important than what's on journal websites. This is where your publication list is tracked. Inspirehep uses authors.xml which we upload for every paper on arxiv.

<- Is updating the arXiv (where Inspire gets the info from) good enough (the old version will be kept)? Or are we actually looking at replacing the old version?

Something that I think cannot be overstated is how exhausting it is to transition and be trans. The idea of mental load that was brought up is so critical to understand

<- Seconded - navigating spaces not designed for trans/non-binary people as a trans/non-binary person is very tiring. Having to push for changes to that environment largely by yourself is even

RESOURCES: "LGBT+ inclusivity in physics and astronomy"
<https://arxiv.org/pdf/1804.08406.pdf> "Asking about Gender and Sexual Orientation in your questionnaire"
https://figshare.com/articles/journal_contribution/Asking_about_G

~| This should be discussed at the SIPB. The EB chair represents LHCb and there are people from inspirehep.

Something I'd really like to see: for CERN or LHCb to plan to make a combined update to past author lists in various papers. Maybe once every few months, if an update is received, to make the requests to journals on behalf of

Gendered facilities are also problematic for LGB people. Also how "shared rooms" (which are cheaper) are dealt with at the hostel.

Grab a post-it on the left and write :)

Can we run a test case inside LHCb of how easy it would be to automatically update an author name in a whole years of publications (and make absolutely sure that nothing else changes).

Having lot of pronouns or genders in the registration or in a chat like zoom I think is a sort of coming out/outing. Does this not imply a different treatment in conferences or in the workplace? It is not better to have neutral

In response to yellow note at left: unfortunately, when noone comes out, we don't usually get neutrality, we get whatever the social default is (which is different from neutral). Not using pronouns doesn't

<- to expand on this: aiming for "full neutrality" risks being conflated with erasure. Instead of aiming to be totally neutral, we should aim to embrace differences. Just being accepted by, & quietly assimilated

<---- My point is, as we ask for gender equality (I'm part of the LGBTQ+ community too), do all of these produce gender inequality? Like female/male unbalance that they are trying to solve this making special

◆ Interactive plenary sessions

◆ Organised with **volunteers**

◆ Examples of topics

- * Mentoring
- * Paternity/maternity leave
- * Career options outside HEP
- * Sexual harassment
- * Women in STEM
- * Representation of "young" people in the collaboration
- * Working from home during a pandemic
- * Mailing lists
- * Accessibility & support for colleagues with physical disabilities
- * Geographical representation of responsibilities
- * Work/Life balance, Climate, ...

Next session: 7/12 @ 16:30
Mental health and wellbeing

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 28 October 2022)

October 28, 2022

As a part of the **Alumni events series, Virtual Company Showroom** are regularly organised. During these events, alumni are connected with companies who are keen to recruit people with skills developed at CERN. Companies talk about their current openings, the application process, how it is to work there and alumni have an opportunity to ask their questions. The upcoming events are:
Factory Pal (28 October) [[Indico page](#)], Blue Brain (4 November) [[Indico page](#)]

October 1, 2022

Eli's mandate as ECGD officer ends by the end of September. The new ECGD officer as from October 1 is Will Barter. The Collaboration Board has ratified his appointment during the Dortmund LHCb week.

[Older news](#)

ECGD newsletter

Latest newsletter

[All 2022 newsletters](#)
[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.

On March 1, 2022 we had an **ECGD session on Women and girls in science**, during which many interesting issues came up, especially in the lively panel discussion on the position of women in science and in our collaboration. LHCb has a fraction of women comparable to that of other LHC collaborations, but lower than science in general, and the female fraction of responsibility roles is similar or higher than the overall fraction. We heard and discussed about the variety of difficulties women face in different stages of their scientific career and what initiatives can be taken to eliminate or reduce those difficulties. The slides presented during the session, with resources and suggestions for reading, as well as the jamboard are available in the **session's agenda**.

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.

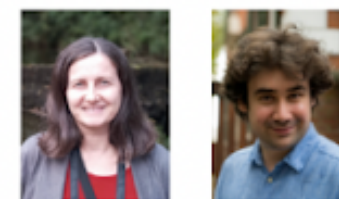
We organize plenary meetings at every LHCb collaboration week and we advertise news and activities related to ECGD issues through this web page and through emails to the collaboration. Please help us help you by letting us know of your concerns and by pointing us to relevant news, events and resources.

Who are we?

The ECGD office is composed of two senior ECGD officers, Irina Nasteva and Will Barter and two early career representatives, Sara Celani and Guillaume Pietrzyk.

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.



Will started his term in October 2022, while Irina started in October 2021.

To contact us, for instance if you are in need of specific help and for any confidential matters please use our personal email addresses, irina.nasteva@cern.ch (Irina) and/or william.barter@cern.ch (Will). We will be happy to arrange for a call or a meeting with you. We also have a list of volunteers who are willing to help in the Geneva area. For general messages, you can also reach us at the generic email address lhcb.ecgd@cern.ch. Messages to this email address are received by the four members of the ECGD office. They will be archived and accessible by our successors.

You can find a list of all ECGD officers and their terms of office [here](#).

Early-career representatives

Since December 2020, two early-career representatives are elected by the LHCb early-career community for a one-year term, which is automatically extensible for another year. Their appointment is ratified by the Collaboration Board. They assist the ECGD officers and take care of the particular needs of the early-career community. The first early-career representatives, Tara Nanut Petrič and Igor Kostiuik, were appointed in December 2020. The two current early-career representatives are Sara Celani, since January 2022, and Guillaume Pietrzyk, since July 2022.



For any early-career related matters please use our personal email addresses sara.celani@cern.ch (Sara) and/or guillaume.pietrzyk@ijclab.in2p3.fr (Guillaume). We also receive messages sent to the generic email address lhcb.ecgd@cern.ch.

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.

Links

ECGD:

[Discrimination, harassment](#)
[LHC mentoring programme](#)
[ECGD meetings](#)
[ECGD presentations](#)
[Resources for non-binary and transgender colleagues](#)

LHCb and beyond:

[StarterKit initiative](#)
[More on \(Early\) Career](#)
[Laura Bassi initiative](#)
[More on Gender & Diversity](#)
[Other readings](#)

- ◆ Contact information
- ◆ Mission statement
- ◆ News
- ◆ Useful/interesting links

The LHCb collaboration

LATEST NEWS

- ◆ Meetings of the week
- ◆ LHCb Institutes meetings
- ◆ Upcoming conferences
- ◆ "Available Talks"
- ◆ LHCb StarterKit 2022, November 28-December 2
- ◆ 106th LHCb Collaboration Week, December 5-9, 2022

PHYSICS RESULTS

- ◆ Published papers
- ◆ Conference contributions
- ◆ Public figures (old page)

LS2 LATEST ACTIVITIES (VIDEOS)

[Facebook](#) - [Instagram](#) - [You Tube](#)

All videos

COLLABORATION	OPERATIONS	PROJECTS
Organisation	Operations twiki	Beam pipe
Useful information	Pit8 operations twiki	Calorimeters
Guidelines for Team Leaders (page update in progress)	Daily report	Computing and Software
Early Career, Gender and Diversity Office	Shift	Data Processing & Analysis (DPA)
	Logbook	Herschel
	Operations plots	

Newsletters

◆ ECGD news attached to the 'Weekly news' sent by the secretariat every Friday

◆ Early Career newsletter (no fixed schedule), sent by the EC representatives

NEWS FROM THE EARLY CAREER GENDER AND DIVERSITY OFFICE

International LGBTQ+STEM day

Today, November 18th, is the LGBTQ+STEM day. As in previous years, the LHCb logo on the LHCb public page and on social media has been changed for the day.

You may find more information in <https://prideinstem.org/lgbtstemday/>

LHC Career Networking event

The annual LHC Career Networking event will take place next Monday, 21 November from 16.00 CET: <https://indico.cern.ch/event/1203356/>

This event offers an insight into career opportunities outside of academia. Various former members of the LHC collaborations will give presentations and elaborate on their experience in companies in a diverse range of fields. The event accepts participants from all experiments and all sectors at CERN as well as CERN Alumni.

Dear LHCb Early Career colleagues,

Here's the new edition of the LHCb EC Newsletter. We hope you'll find it useful and interesting.

We warmly encourage you to get in contact with us if you have any inputs you would like to share with the EC Community.

We will include a brief summary of the items in the newsletter below.

Best wishes,

Sara and Guillaume, LHCb Early Career Representatives

Today:

- LHC Career Networking Event 2022: 21 november 15:00 - 21:30 UTC
- LHCb Starterkit: 28th November - 2nd December
- LHC Early Career Mentoring Programme: Until 18th November to register

LHC Career Networking



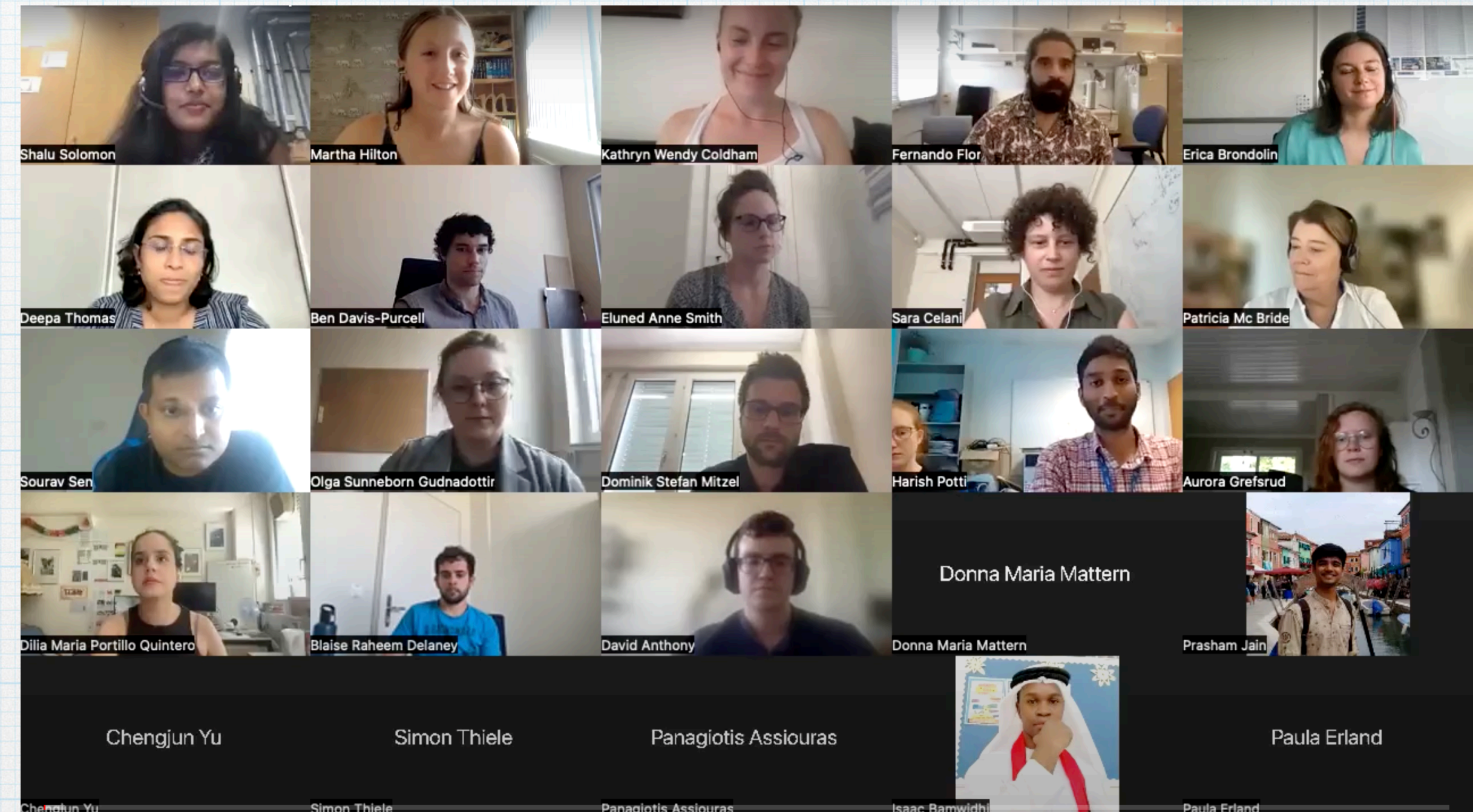
- ◆ Once per year
- ◆ Last week **event**
- ◆ Many different fields represented (IT, industry, education, finance...)
- ◆ Q&A with participants
- ◆ Round table



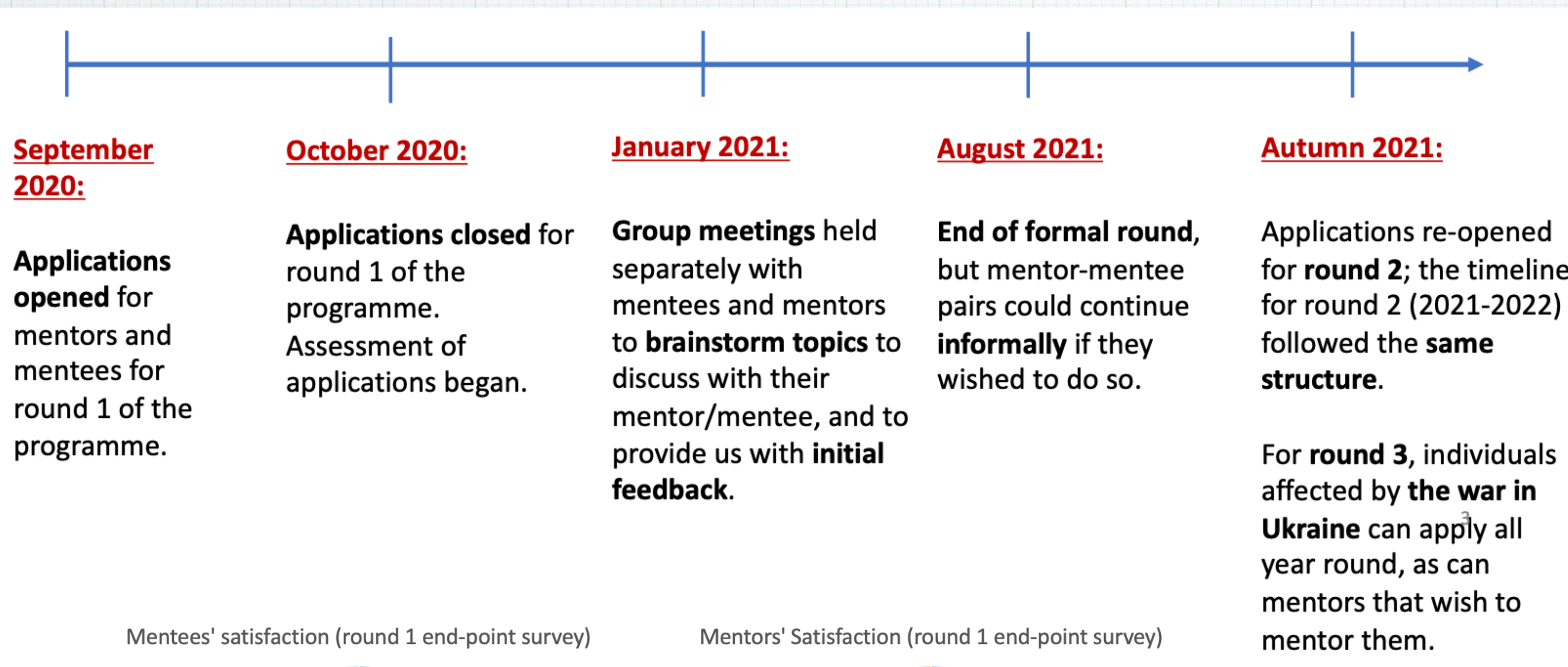
Soft-skills workshops

◆ Approx 2 per year

- * "What I wish I knew when I was a PhD student/postdoc"
- * "Personal statement & research prop. writing"
- * "Interview skills for academia"
- * "Science communication"
- * "CV writing for academia and industry"
- * "Working from home"

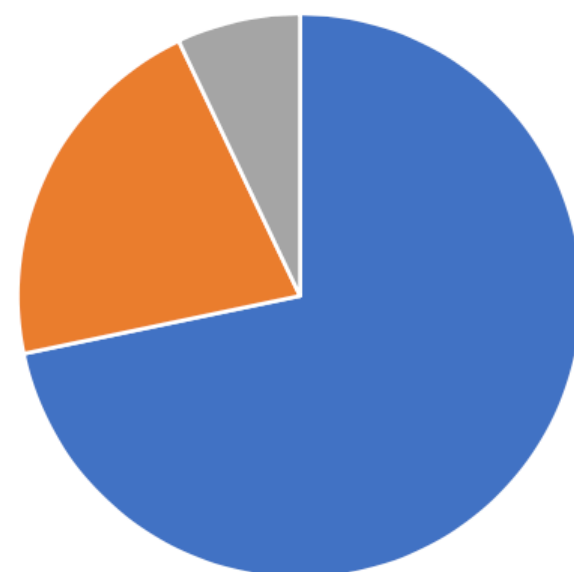


LHC Mentorship program



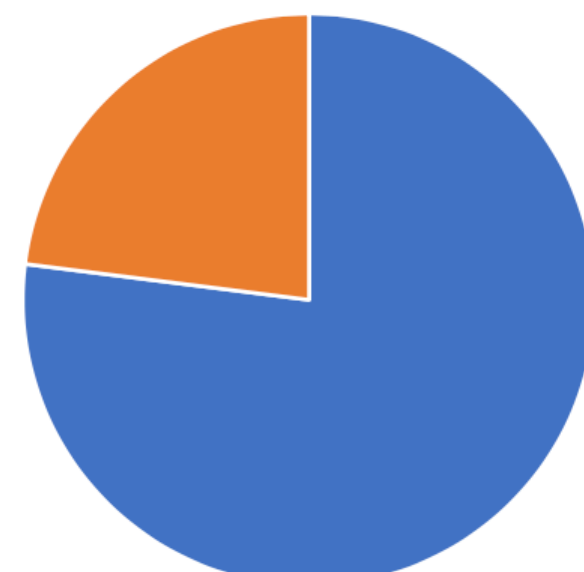
- Only includes mentors currently working for a CERN experiment
- Request a CV, cover letter and registration form, to perform the matching
- More info [here](#)

Mentees' satisfaction (round 1 end-point survey)



■ Very satisfied ■ Somewhat satisfied ■ Somewhat dissatisfied

Mentors' Satisfaction (round 1 end-point survey)



■ Very satisfied ■ Somewhat satisfied

We need you!

- ◆ Your role is **fundamental** to make the Office's work effective
 - ◆ Please **report** any concerns you might have, or incidents you're involved in or that you witnessed
 - ◆ We guarantee absolute confidentiality
 - ◆ **Join** the ECGD meetings, participate to discussions, let us know if you have ideas for the next sessions
 - ◆ **Advertise** the ECGD with your colleagues
 - ◆ **Reply** to the surveys

Thank you!