The Early Career, Gender & Diversity office

ECGD Officers
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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.
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Since 2020

EC Community defined by membership in egroup: lhcb-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.

**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, …

**Gendered facilities are also problematic for LHCb people. Also how “shared rooms” (which are cheaper) are dealt with at the hostel.**

**Next session: 7/12 @ 16:30**

**Mental health and wellbeing**

**RESOURCES:** "LGBT+ inclusivity in physics and astronomy"
https://figshare.com/articles/journal_contribution/Asking_about_G...
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

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**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/](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/](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.

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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

Sara Celani
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

**September 2020:**
Applications opened for mentors and mentees for round 1 of the programme.

**October 2020:**
Applications closed for round 1 of the programme. Assessment of applications began.

**January 2021:**
Group meetings held separately with mentees and mentors to brainstorm topics to discuss with their mentor/mentee, and to provide us with initial feedback.

**August 2021:**
End of formal round, but mentor-mentee pairs could continue informally if they wished to do so.

**Autumn 2021:**
Applications re-opened for round 2; the timeline for round 2 (2021-2022) followed the same structure.
For round 3, individuals affected by the war in Ukraine can apply all year round, as can mentors that wish to mentor them.

**Only includes mentors currently working for a CERN experiment**

**Request a CV, cover letter and registration form, to perform the matching**

**More info [here](#)**
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!