



Early Career, Gender & Diversity at LHCb

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on behalf of the LHCb collaboration

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THE LHCB ECGD OFFICE



- “The Early Career, Gender and Diversity (ECGD) office oversees the wellbeing and working environment of all LHCB members.” (from the LHCB constitution)
 - Treats issues related to gender and diversity and the needs of early-career (EC) colleagues.
 - It is kept strictly independent of the management.
 - Started in 2014.

2 ECGD Officers

- Appointed for two years by the LHCB management.
- Senior(ish), with long-term work contracts, to make sure they can act independently and are not easily intimidated.
- Carry out full duties of the ECGD office.
- Can be contacted for confidential matters.
- One ECGD Officer is invited to Collaboration Board (CB) meetings as a non-voting member.

2 Early-Career Representatives

- Elected by the EC community, since 2020.
- One-year term, can be extended.
- Take care of the needs of the early-career community.
- Co-organise LHC-wide activities within the LHC Early Career Fora.
- Belonging to the EC community is a matter of self-definition (subscription to a mailing list).
- One Early Career Representative is invited to CB meetings as a non-voting member.

I served as ECGD Officer in 2021-2023.

THE LHCB ECGD OFFICE

EARLY CAREER, GENDER & DIVERSITY OFFICE ROLES



Be available to colleagues, support individuals who experience specific problems*



Support newcomers to LHCb



Organise regular meetings at collaboration weeks (on specific topics)



Maintain web page as public face



Monitor gender/diversity balance in the collaboration, also as a function of career status (leadership positions, talks at conferences, etc.)



Advise management on related matters



Support the early-career community

* The ECGD deals with issues related to any type of harassment or discrimination based on sex, age, sexual orientation, ethnicity, disability, creed, cultural background or other factors.

THE LHCb COLLABORATION

COUNTRIES WITH ACTIVE MEMBERS AND INSTITUTES

1765 members
103 institutions
22 countries
(July 2024)

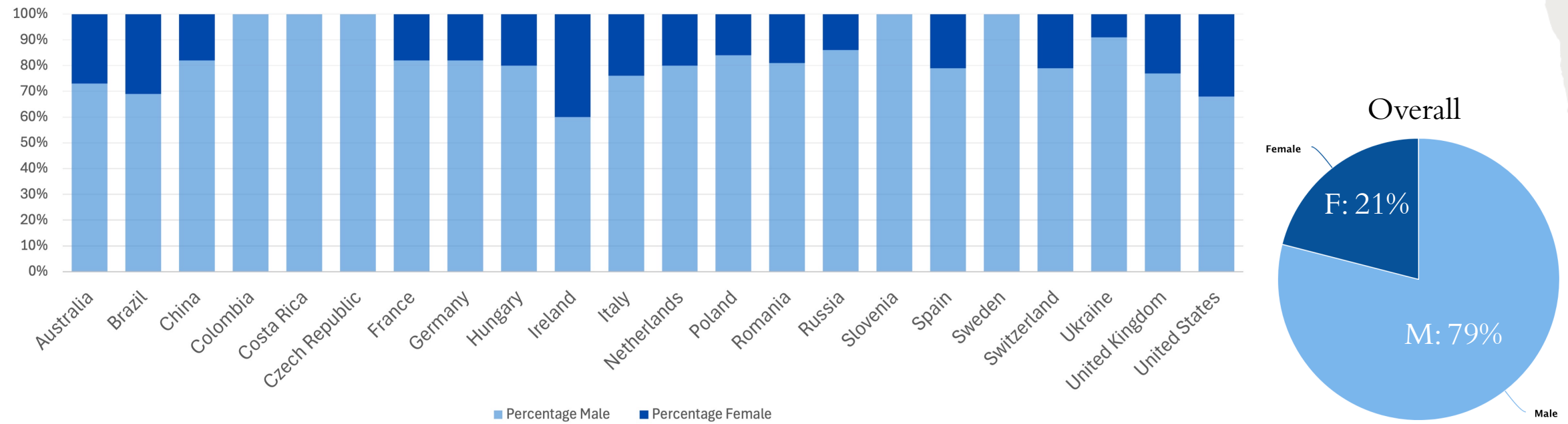
Countries with LHCb institutes:

| | |
|----------------|----------------|
| Australia | Netherlands |
| Brazil | Poland |
| China | Romania |
| Colombia | Russia |
| Costa Rica | Slovenia |
| Czech Republic | Spain |
| France | Sweden |
| Germany | Switzerland |
| Hungary | Ukraine |
| Ireland | United Kingdom |
| Italy | United States |



LHCb REPRESENTATION STATISTICS

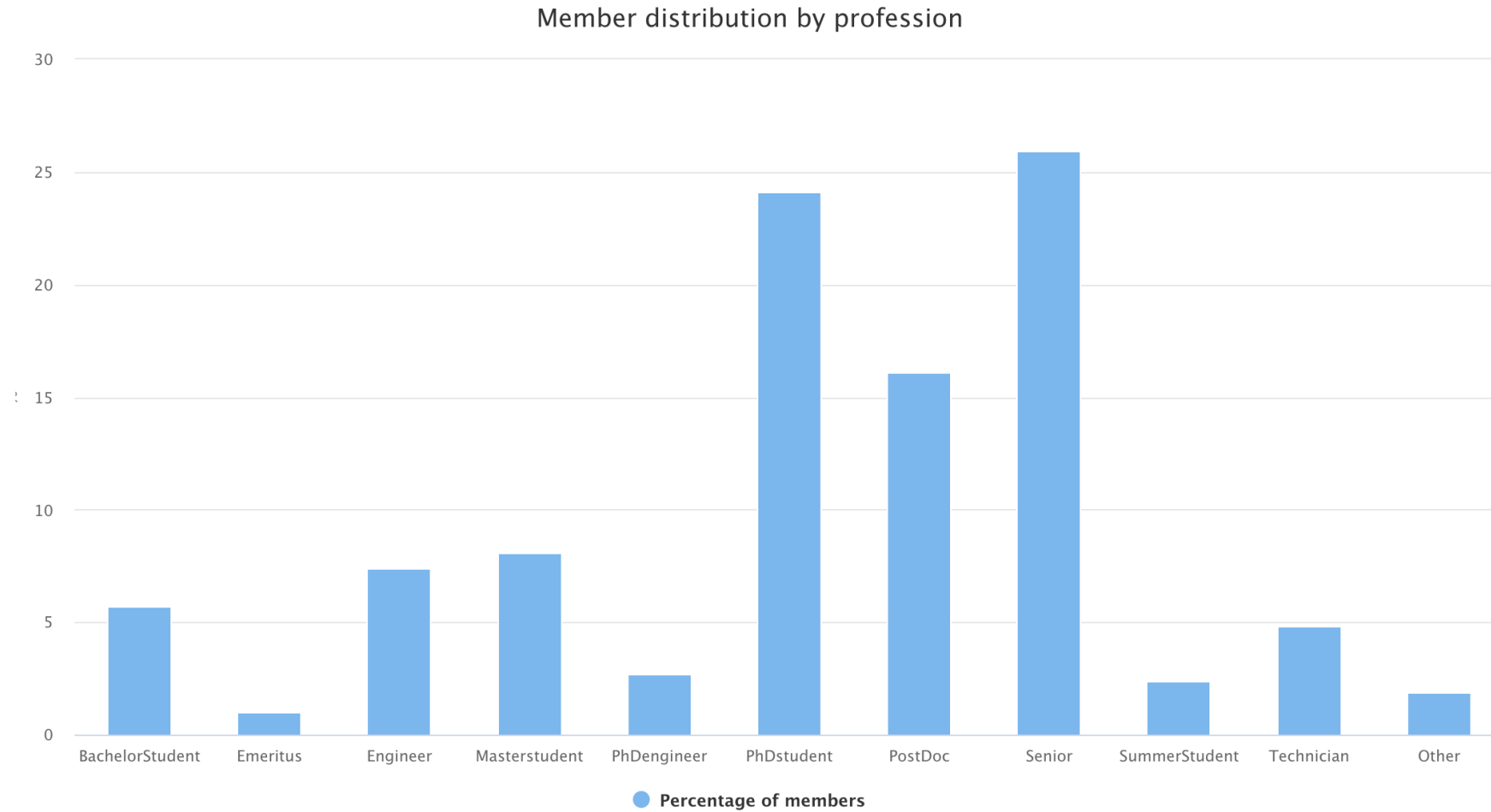
GENDER DISTRIBUTION BY COUNTRY



- Some countries (e.g. Australia, Czech Republic, Colombia, Costa Rica, Ireland, Ukraine, Slovenia) have a small number of members.

LHCB REPRESENTATION STATISTICS

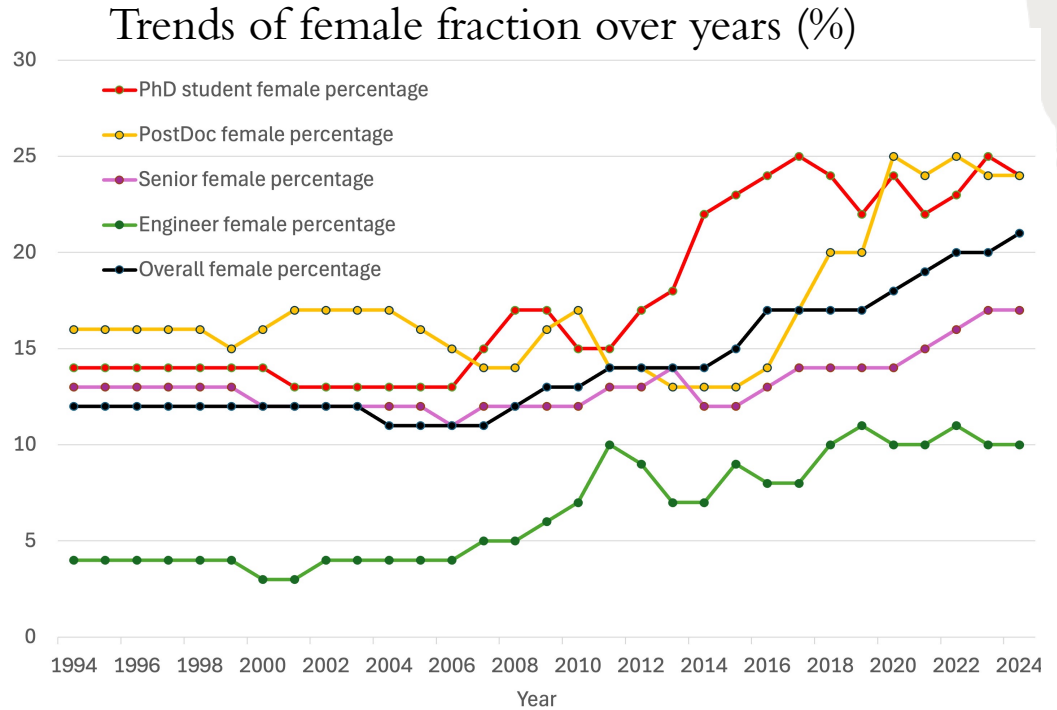
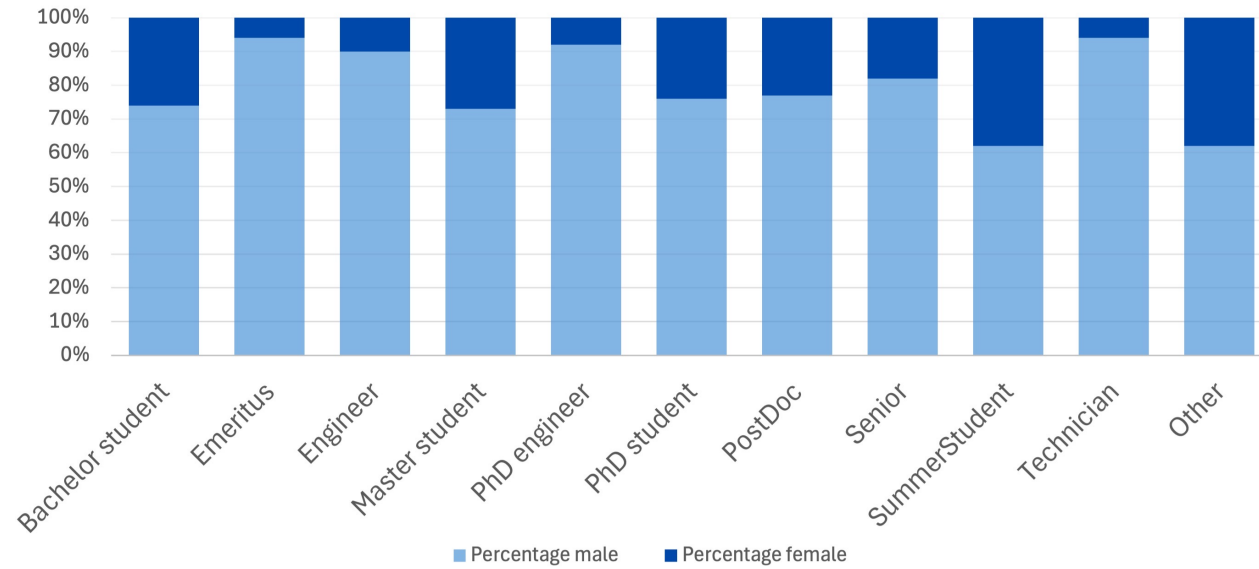
DISTRIBUTION BY EMPLOYMENT CATEGORY



- 26% seniors, 24% PhD students, 16% post-docs.

LHCb REPRESENTATION STATISTICS

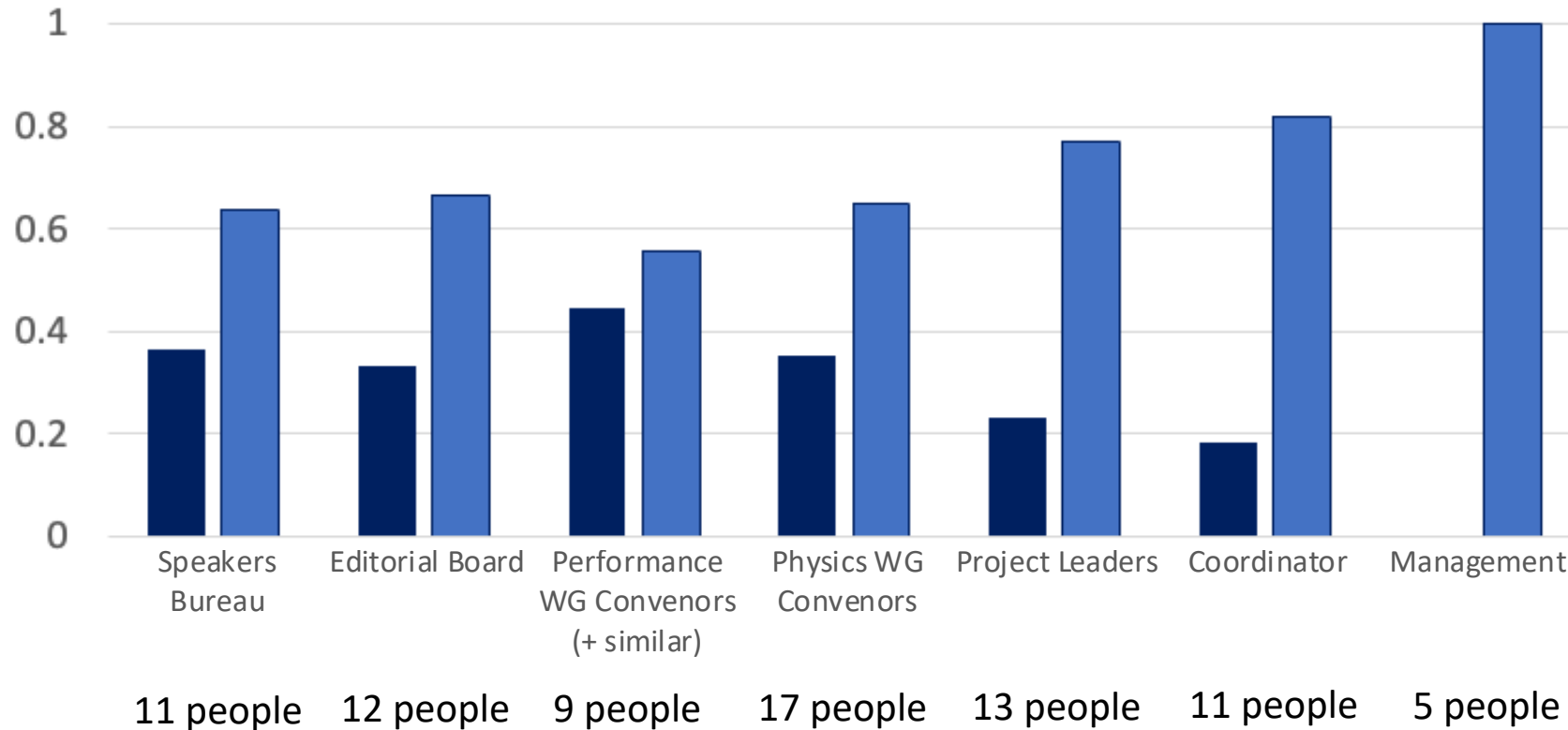
GENDER DISTRIBUTION BY EMPLOYMENT CATEGORY



- Fraction of women students and post-docs is above the collaboration average, ~25%.
- Increasing trend for women PhD students and post-docs.
- Fraction of women seniors is lower and increases more slowly.
- Fewer women engineers and technicians.

LHCb REPRESENTATION STATISTICS

GENDER DISTRIBUTION BY RESPONSIBILITIES



- Fraction of women with key responsibilities in the collaboration is around 20–30%.

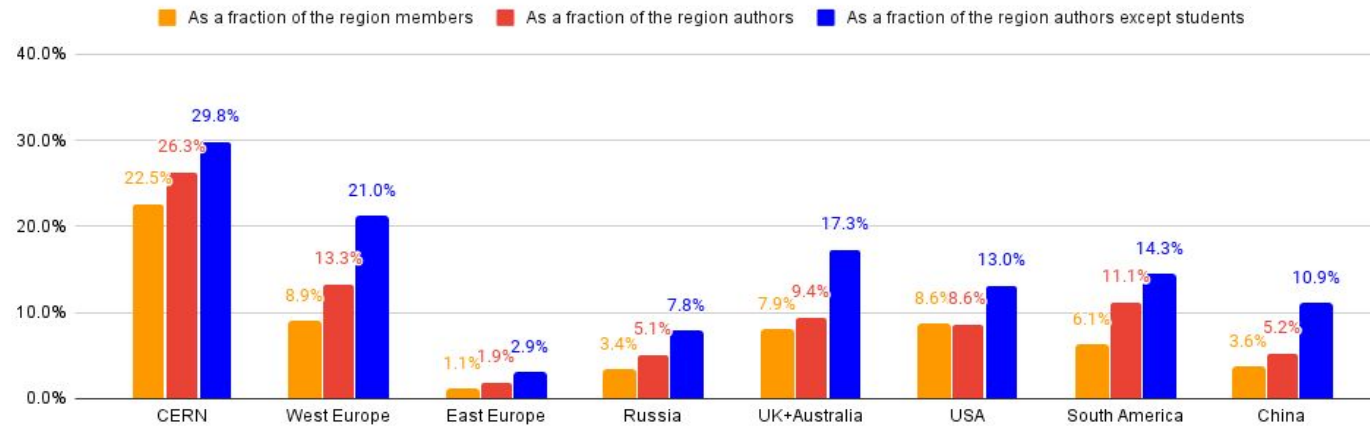
https://lhcb.web.cern.ch/lhcb_page/collaboration/organization/lhcb-conv/StructureDefault.html

LHCb REPRESENTATION STATISTICS

GEOGRAPHICAL DISTRIBUTION OF RESPONSIBILITIES

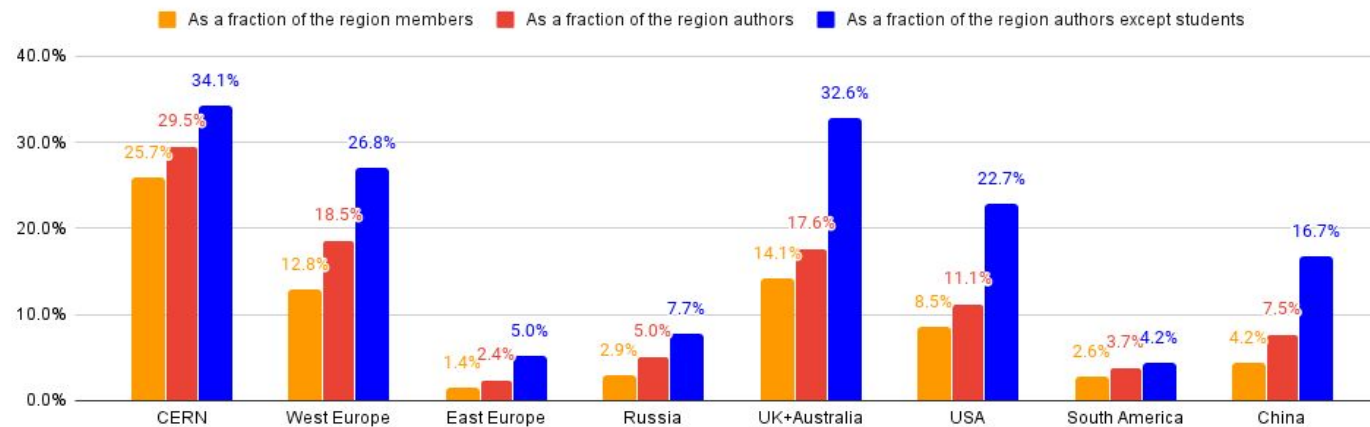
**Jun
2022**

LHCb positions of responsibility by geographical regions, June 2022



**Jan
2019**

LHCb positions of responsibility by geographical regions, January 2019

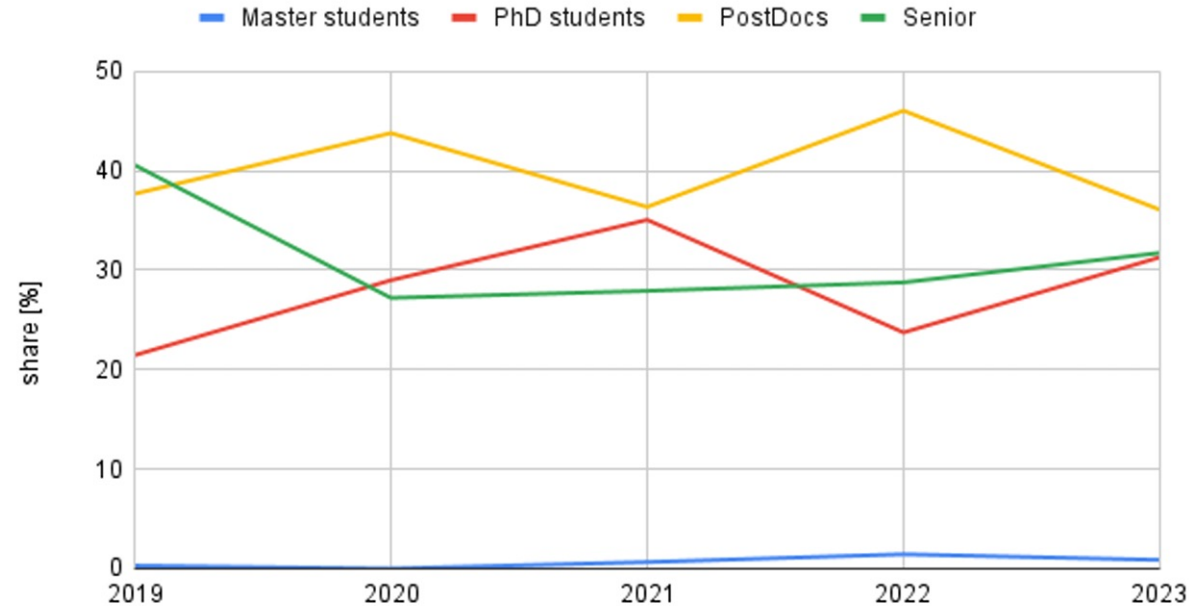


- Dedicated meeting (most recent in 2022) to discuss regional balance in the collaboration.

LHCb REPRESENTATION STATISTICS

CAREER STAGE OF LHCb SPEAKERS

Talk shares by career status

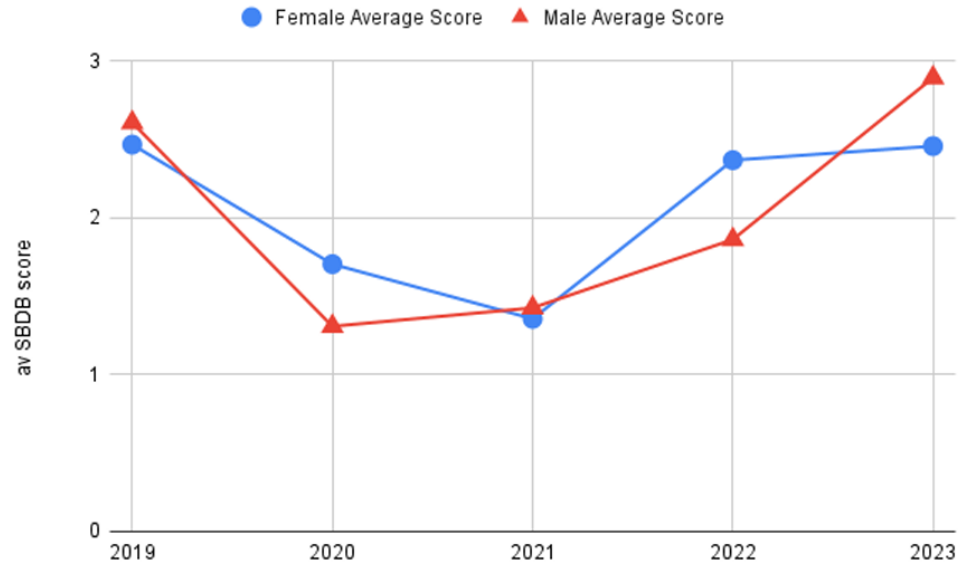
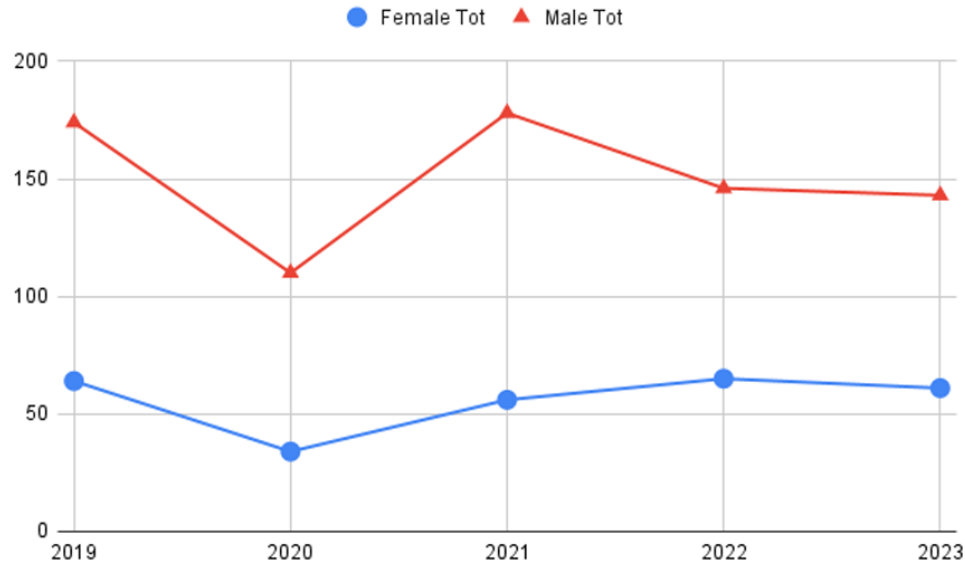


From the LHCb Speakers Bureau

- The LHCb Speakers Bureau collates information on talks awarded within the collaboration.
- Post-docs tend to give slightly more talks than PhD students and seniors.

LHCb REPRESENTATION STATISTICS

WOMEN AMONG LHCb SPEAKERS



From the LHCb
Speakers Bureau

- The LHCb Speakers Bureau also tracks information on gender distribution of talks – about 30% are given by women.
- Talks are classified by scores (plenary, parallel, high-profile). Similar average scores are found for men and women.

ECGD SESSIONS DURING LHCB WEEKS

- The ECGD office organises plenary meetings at every LHCb collaboration week that focus on discussing specific topics.
 - Usually >100 persons attend (but only those who already have interest in the area).
 - Often preceded by surveys. Topic choice is based on collaboration interest.
 - Usually we have lively discussions and debates. Several ways to give and receive feedback.
 - Ideally follow up with tangible actions.
- The last discussion topics:
 - Feb 2024: Balancing workloads and visibility.
 - Dec 2023: How to provide effective feedback.
 - Sep 2023: Mentoring: Why it is important and a discussion on current schemes.
 - Jun 2023: Work-related stress.
 - Feb 2023: Job pathways for early-career academics.
 - Dec 2022: Mental health and wellbeing (including presentation from CERN medical service).
 - Sep 2022: Regional representation in positions of responsibility.
 - Mar 2022: Women and girls in science.
 - Dec 2021: Accessibility and support in our working environment for colleagues with physical disabilities.

ECGD ACTIVITIES AND INITIATIVES

Welcome events

- Opportunity for newcomers to understand the LHCb structure, introduce themselves and know the management.
- Talk on the LHCb structure and a round table of introductions.
- One event every 4 months.
- Also Starterkit and Startertalk by EC.

‘Coffee with...’

- Enjoy a virtual coffee break with a group of super nice LHCb colleagues whom you may never have met otherwise.
- We split participants into "rooms" mixing early-career and senior.
- Started in the pandemic.
- Now less frequent.



Weekly newsletter

- Sent every Friday attached to the LHCb Weekly News.
- Events and topics of interest, surveys and more.



ECGD webpage

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

http://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 Mar 2024)

1 March 2024
Bringing eclipsed women of astronomy and physics into the light:

<https://www.symmetrymagazine.org/article/bringing-eclipsed-women-of->

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

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.

RELATED INITIATIVES

Laura Bassi Initiative

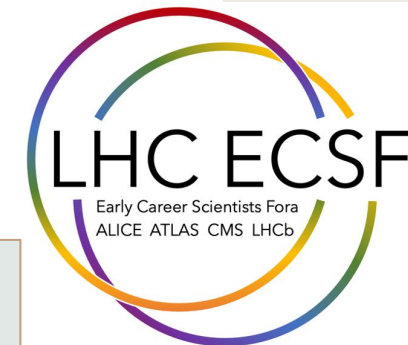
- Brings together LHCb colleagues interested in tackling the underrepresentation of women in HEP, to promote discussion and ideas on related issues and to provide an informal network to colleagues.
- Aimed primarily at women, but open to anyone interested in the issues.
- Early-career-led.
- Meetings are held during collaboration weeks and are community-led.
- While it is independent of the LHCb ECGD office, the two groups often discuss similar topics.
- Mailing list and mattermost.



LHCb Diversity Committee

- Proposed in Feb, first meeting in May 2024.
- The purpose is to propose recommendations to the Collaboration Board on how to improve the diversity of collaborators occupying high-level positions.
- Ensure that all members are able to contribute to the collaboration at all stages.
- Previous focus had been on the EC stage, now focus on also supporting the senior career stage.
- We hope that a year timescale will be sufficient to receive and start implementing the recommendations.

EARLY-CAREER INITIATIVES



Job Matching Events

- Virtual event made of multiple sessions, in which a job recruiter and several interested job seekers meet to discuss the job offered.
- Also motivational talks and Q&A.
- 3 events since 2023.



Mental Health Survey

- Created in 2023, in collaboration with external expert psychologist.
- 408 responses from EC members of LHC experiments.
- Preliminary results [1] at LHCP2023, full results will be published soon.
- Also 4 Mental Health Workshops in 2021.

[1] <https://pos.sissa.it/450/059>

Soft Skills Workshops

- Series of workshops centred around different aspects of career development (CV writing, interviews, networking, teamwork...)
- Presentations by experts, round table discussion, and Q&A session.
- Going into its 10th edition since 2020.
- Big attendance (>200).

LHC Early-Career Mentoring Programme

- First LHC-wide programme, now merged with WIT one into Mentoring@CERN.
- Aims to match mentors and mentees with an existing affiliation to CERN into pairs.
- Programme lasts for nine months, 4th round in 2024.

<https://lhc-mentoring.web.cern.ch/>

EC indico page:

<https://indico.cern.ch/category/12582/>

S U M M A R Y

- The LHCb collaboration is made up of approximately 20% of women.
 - Slowly but steadily increasing with time.
 - This fraction is slightly larger at more early-career levels.
 - The fraction of women is broadly reflected in appointments and in talks awarded.
- The LHCb ECGD office oversees the wellbeing and working environment of the collaboration members and advises the collaboration management on related matters.
 - The ECGD office, and the Early-Career Representatives together with their LHC peers, organise a range of activities and meetings.
 - In the past ten years since its creation, these topics have gained a more central place in the collaboration.
 - There is still work ahead to make sure the diversity of the collaboration is reflected at all levels.

BACKUP SLIDES

