

## Early Career, Gender & Diversity at LHCb

*Saturday 20 July 2024 09:55 (17 minutes)*

LHCb is a collaboration of about 1600 members from 98 institutions based in 22 countries, and representing many more nationalities. We aim to work together on experimental high energy physics, in the best and most collaborative conditions. The Early Career, Gender & Diversity (ECGD) office supports this goal, and in particular to work towards gender equality, and support diversity in the collaboration. The ECGD officers advise the LHCb management and act as LHCb contacts for all matters related to ECGD. They are available for listening to and advising - in a confidential manner - colleagues who have witnessed or have been subject to harassment, discrimination or other inappropriate behaviour. In this talk we briefly introduce the ECGD office, discuss what we have learnt from analysis of the collaboration's demographics, share the conclusions from discussions on different topics debated in dedicated collaboration-meeting sessions, and the early career initiatives that are carried out.

### Alternate track

### I read the instructions above

Yes

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