



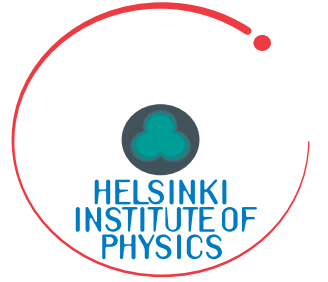
Centre of Excellence
in Quark Matter



ALICE



UNIVERSITY OF JYVÄSKYLÄ



Training on inclusivity and cultural diversity in ALICE collaboration

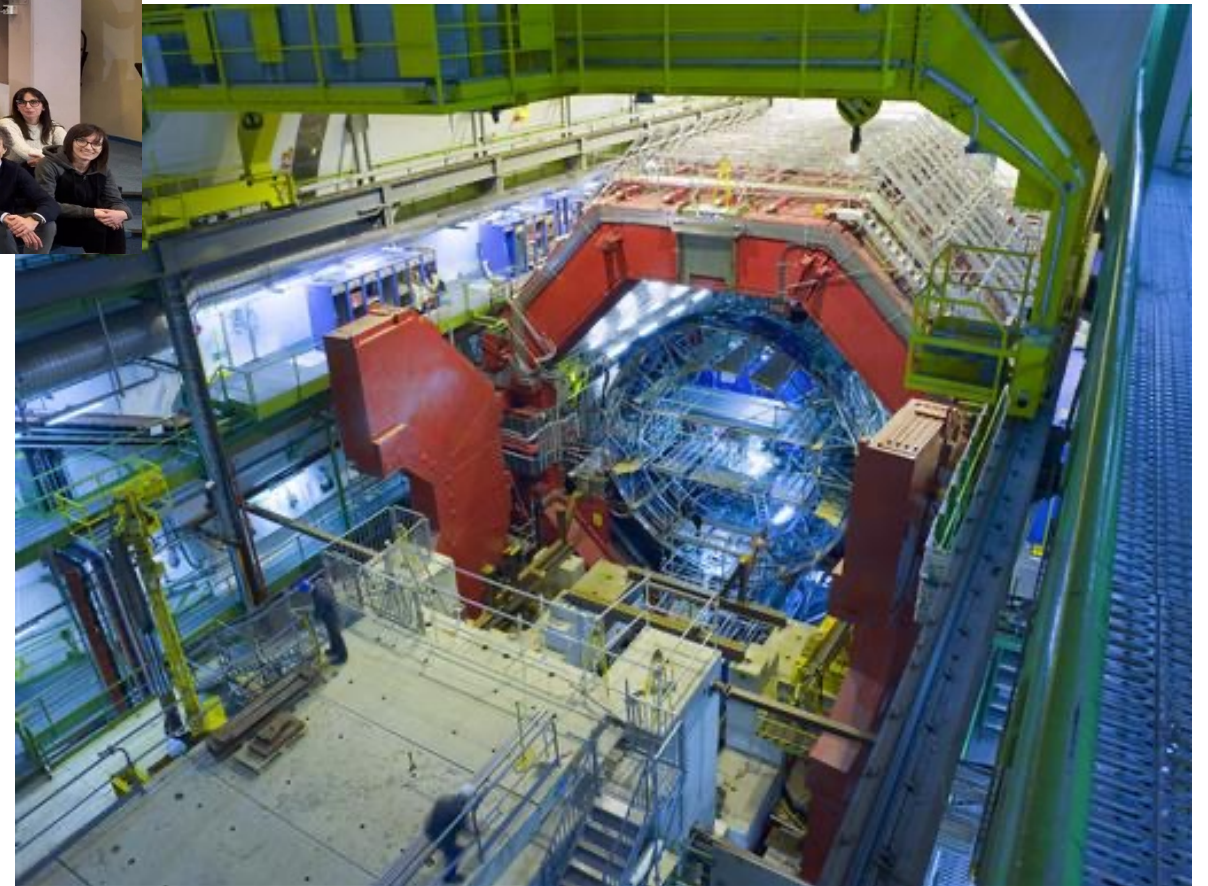
Sami Räsänen,
on behalf of the ALICE Collaboration

ICHEP 2024, Prague
20.7.2024

ALICE – A Large Ion Collider Experiment @ CERN LHC



30th Anniversary of ALICE Collaboration
(1st March 2023)



Collaboration:

- 40 countries
- 169 Institutes
- ~2000 members
~22% women

→ Diverse group, by definition



ALICE Diversity office

Mandate defined in ALICE Constitution:

- Advising ALICE Team Members and management as well as serving as a liaison regarding diversity matters
- Promoting diversity initiatives and maintaining diversity web pages
- Monitoring diversity issues, collecting and analysing data, and reporting regularly to the Collaboration
- Liaising with diversity offices at CERN and in other LHC experiments



[Ananya Rai](#)

(Connecticut, United States)



[Sami Sakari Rasanen](#)

(Helsinki, Finland)



[Valentina Zaccolo](#)

(Trieste, Italy)



ALICE Diversity office

“ALICE Diversity Office can look like its members”

Current, like previous, office has raised wellbeing themes in ALICE



[Ananya Rai](#)

(Connecticut, United States)



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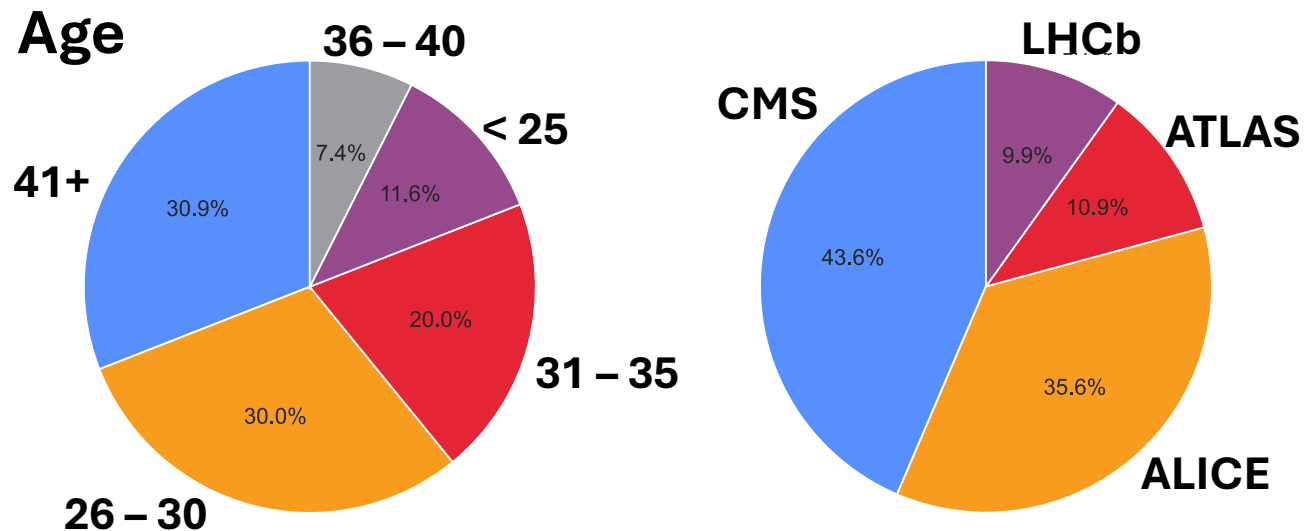
[Valentina Zaccolo](#)

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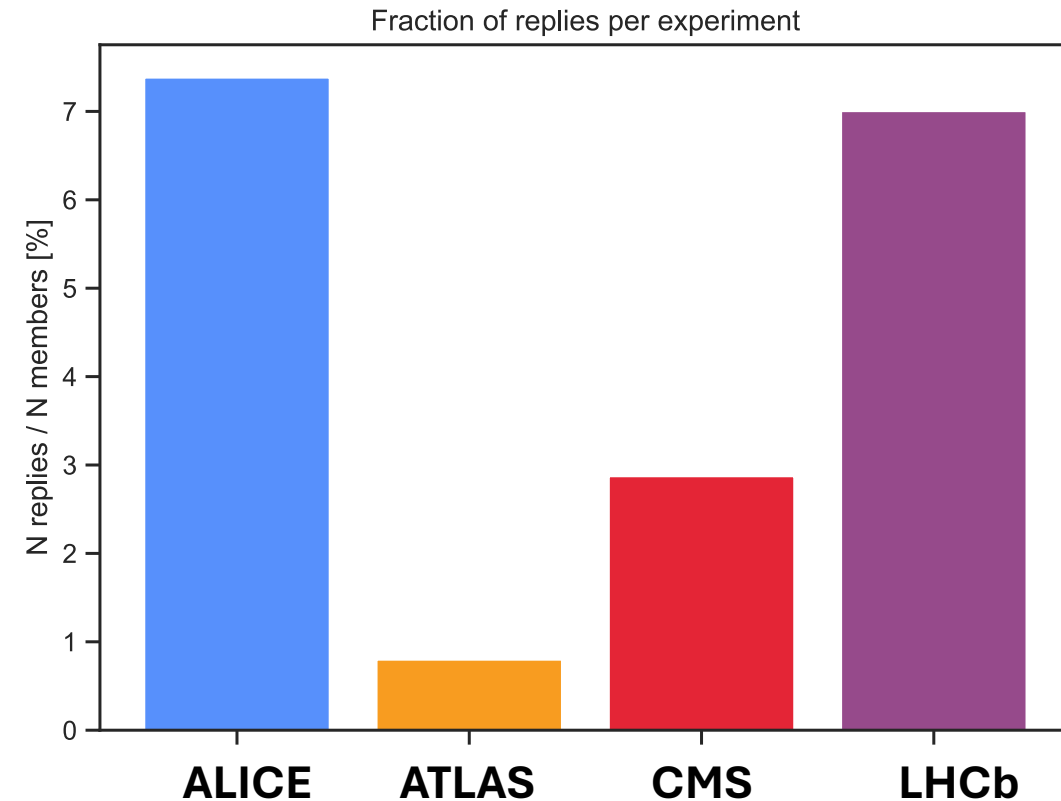
Survey on wellbeing of the LHC researchers



- Covid triggered to arrange Healthy Minds for Masterminds -workshops
- In all LHC experiments between 2021 and 2023
- Organized by LHC Early Career Scientist Fora (ECSF)
→ followed by a survey



N = 404, limited fractional coverage



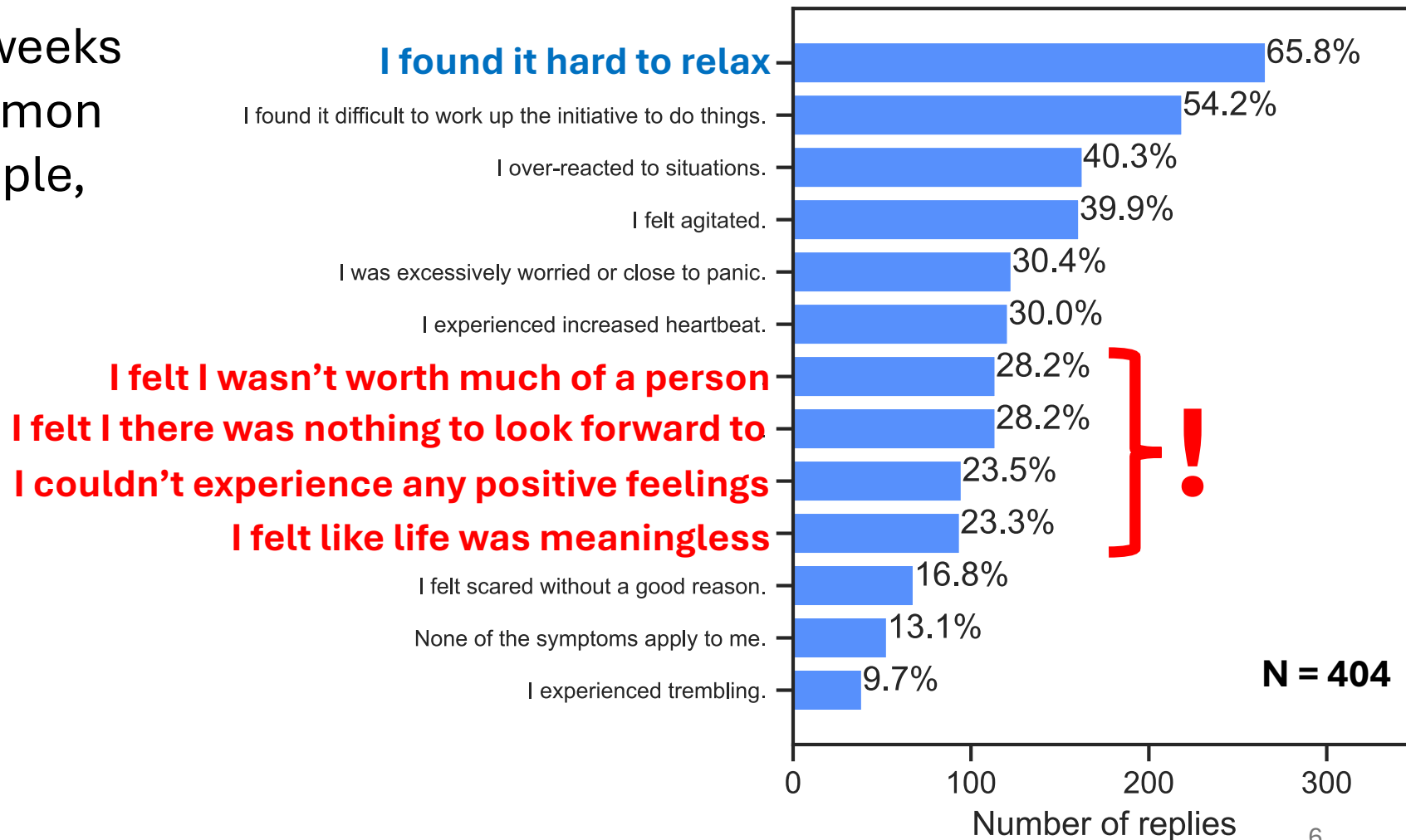
Public note in preparation

Survey on wellbeing of the LHC researchers



- Only 13% reported no symptoms in past two weeks
- Hard to relax most common
- 20-30%, i.e. 80-125 people, strong symptoms

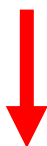
Symptoms experienced in the past 2 weeks



Survey on wellbeing of the LHC researchers



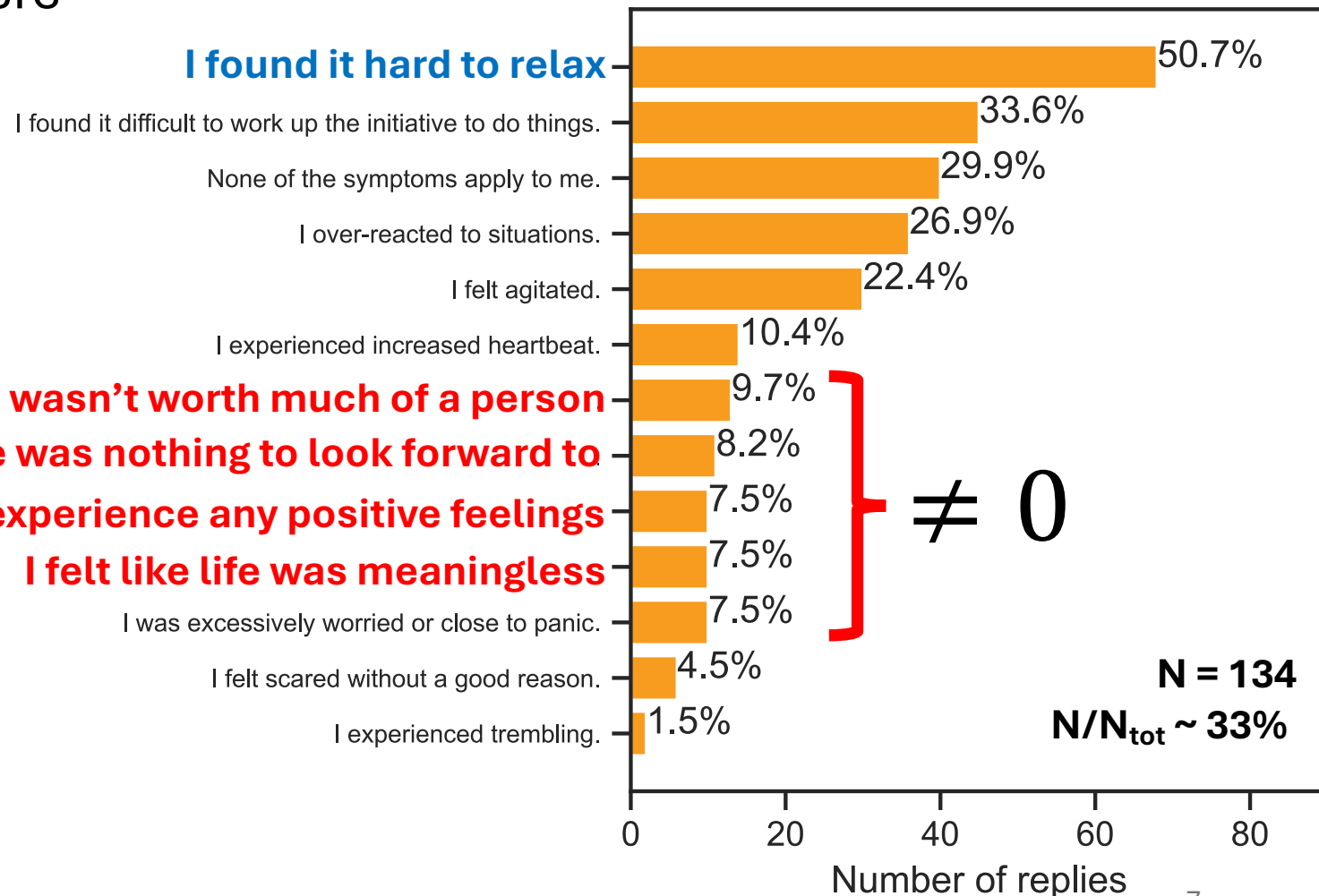
In subset that “*deal rarely or never mental health challenges*”, there were still quite some challenges seen



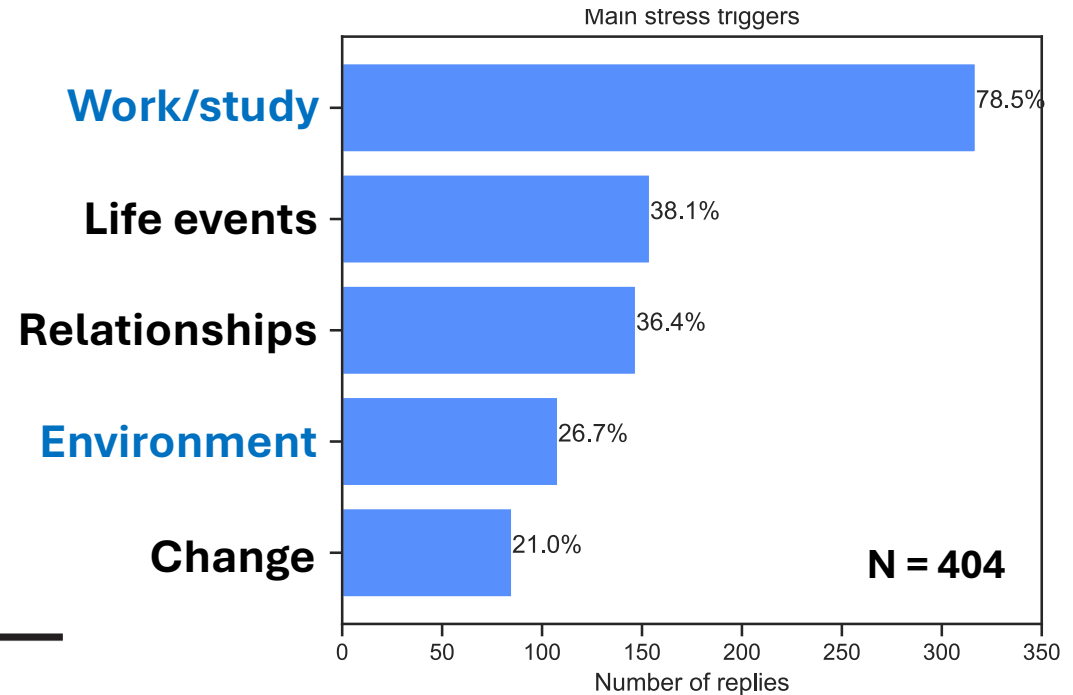
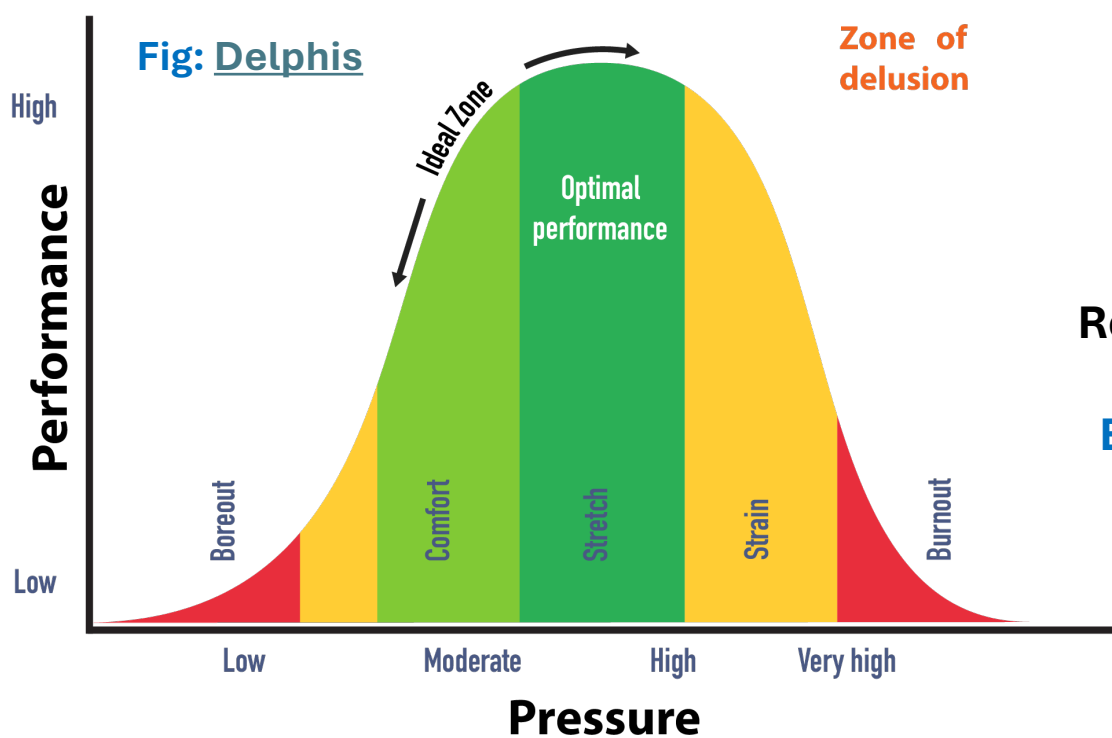
Need for awareness

I felt I wasn't worth much of a person
I felt I there was nothing to look forward to
I couldn't experience any positive feelings
I felt like life was meaningless

Symptoms experienced in the past 2 weeks for participants rarely or never dealing with mental health challenges



Survey on wellbeing of the LHC researchers



Strong worry from questionnaire → What can we do?

- The main stress trigger is **work/study**, also **environment** contributes
→ two things in our reach
- Realizing that all stress is not bad; we need pressure and deadlines



Workshops and training in ALICE

ALICE is a large and diverse community working towards a common goal

→ How do we want to work? What are the best practises?

Wellbeing in work means productivity:

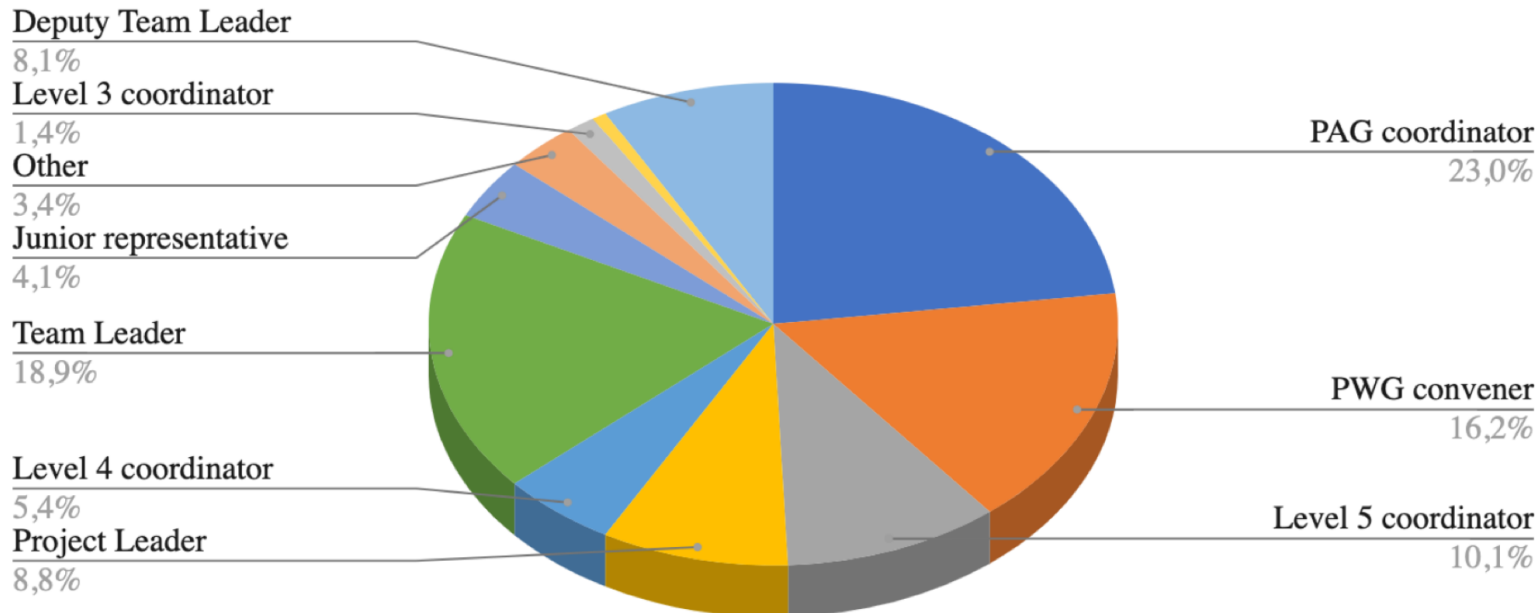
- Essential to commitment
- Safe environments for express ideas and opinions
- Less rumination, less harmful stress
- Diversity leads to better team performance ([outperform even in world of money, see e.g. Forbes](#))

In ALICE, many occasions where different working cultures meet:

- Physics analysis and physics working groups
- Service work for the experiment
- Experimental shifts for running the experiment



Inclusive Workspaces -workshop



- Topics: implicit and unconscious biases, good communication, how to create inclusive environment, welcoming new group members, initiation practices
- Encouraged particularly to people in managerial roles
- So far 148 participants in various senior roles
- Zoom connection + pre-work, remote connection allows broader attendance
- Arranged once per year, recommended to new people **(in a managerial role in ALICE)**

Collaborating in Culturally Diverse Teams



After Covid, call for in-person workshop

Starting points:

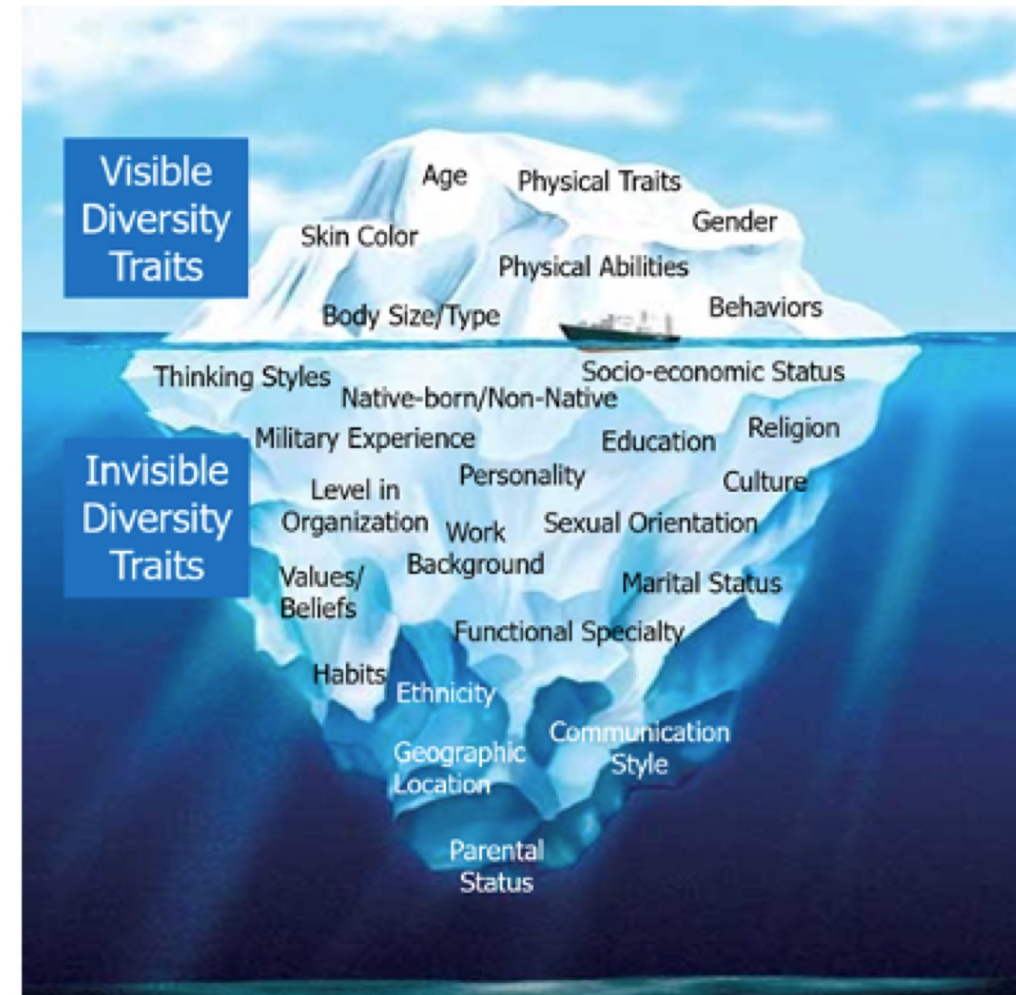
Wellbeing survey: **good working environment** should reduce the harmful stress

“Intentionally offensive behaviour is rare”

↔ we all want success of ALICE

Note: Does not mean that improper behaviour or harassment does not happen

→ own processes in ALICE / CERN



“Diversity does not show in the identity card”

Unconscious bias:

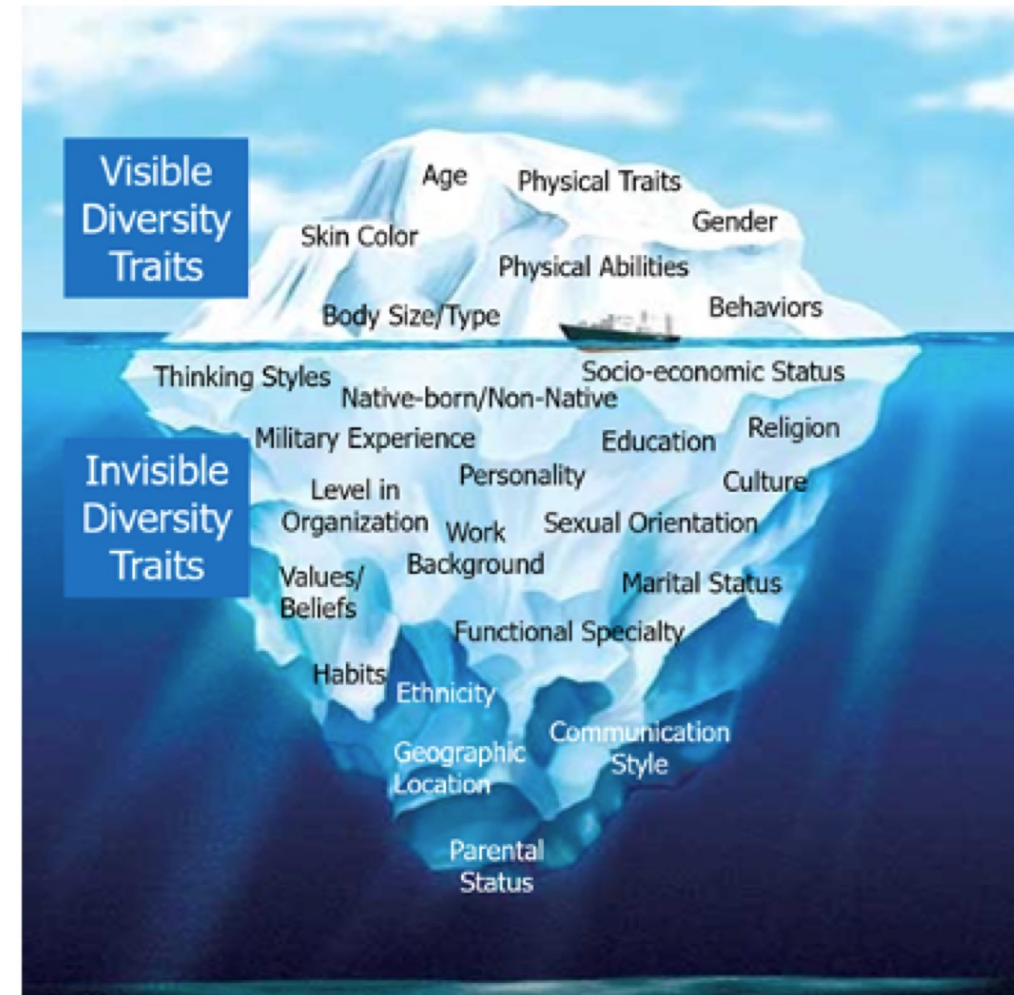
- Automatic, usually *not intended*
- Compare: “judgement without awareness” with “judgement without questions”
- Comes from our background and history
- We all are biased, can be mitigated

Different cultures have different values:

- Success: individual vs. community
- Goals: long-term vs. short-term
- Feminine vs. masculine
- Egalitarian vs. hierarchical
- Perception on time and timelines
- Direct talk vs. verbose expression
- Perception on how feedback is delivered
- Individual fluctuations huge → cannot generalize

If we are not aware or do not discuss, probability of unintended clashes increases!

Try: [Implicit Associating Tests](#)
by Harvard University



Feedback: Culturally Diverse Teams –workshop



Note: wordings modified slightly to collect several feedbacks into one line

Numerical evaluation 9.0 / 10, standard deviation 1.3. **(only 12 replies to feedback)**

Positive:

- Discussions about *cultural differences and implicit biases*
- Learning differences between *high and low context cultures*
- Interactive nature of the workshop, sharing views, diverse participants
- “Very interesting, very beneficial, everyone is so friendly”

Suggestions for further development:

- Tailored to CERN staff rather than Users (=most of ALICE)
- Too dense, topics need more time
- Appreciate more concrete examples, more time for case examples
- A bit narrow scope



Summary:

- Based on a survey, LHC researchers' mental wellbeing shows even alarming elements
 - for example, about 23% of respondents (over 90 persons) feel that their life is meaningless, and they couldn't experience any positive feelings
 - A public note in preparation
- Wellbeing and diversity are integral part of efficiency, quality, and productivity in the work
- Researchers or research organizations are not free from bad behaviour
 - working Code of Conduct gives lever arm and basis for intervention
- Starting point for training: intentionally offensive behaviour is rare
 - increase awareness of cultural differences and implicit bias, aim for good practises in the initiation processes.