

ECFA

European Committee for Future Accelerators



APPEC

NUPEC

[Diversity Charter Status]

Diversity Charter

History

- Joint working group between ECFA/NuPECC/ApPEC to deliver
 - A Diversity Charter adequate for the three communities
 - Sign up plan
 - Follow up plan (monitoring)

Members of the working group

From APPEC:

- Initially: T. Montaruli, F. Moglia
- Now:
 - Andreas Haungs
 - Katharina Henjes-Kunst

From ECFA:

- Patricia Conde Muíño
- Nadia Pastrone

From NuPECC:

- Jens Jørgen Gaardhøje
- Nasser Kalantar-Nayestanaki
- Jochen Wambach

Diversity charter

- Joint APPEC/ECFA/NuPECC activity
- Diversity as a motor to boost productivity and innovation, fight prejudice and discrimination
- Focus on Collaborations, Conferences and organisations
- [Diversity Charter web page](#)

Diversity Charter



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Diversity Charter APPEC-ECFA-NuPECC

APPEC[∅], ECFA, and NuPECC[∅] recognise the importance of diversity as a motor to boost productivity and innovation, fight prejudice and discrimination and contribute to the improvement of social and economical standards.

The three organisations joined together to propose a Diversity Charter to be signed by research organisations, collaborations and conferences within the fields of Particle Physics, Nuclear Physics and Astroparticle Physics, who value diversity and commit to promote equal opportunities at all level.

In a first phase, diversity within the different signatories will be monitored. To simplify the task of monitoring for all partners involved, a survey has been made available to be filled out on a voluntary and anonymous basis by affiliated people and participants to the signatories. Initially, few basic variables are proposed for data collection to simplify privacy issues. If any signatory entity prefers to monitor the data itself, it is free to use any other method and just communicate the results of its analysis.

Surveys to monitor diversity in:

- [Collaborations](#)[∅]
- [Organizations](#)[∅]
- [Conferences](#)[∅]

Find the charter [here](#)

Diversity and inclusion survey

- Addressed to collaborations, research institutions and conferences in the field of APPEC, ECFA and NuPECC
- Evaluate the current status of diversity and equality
- Distributed initially to collaborations and conferences (ECFA, NuPECC)

Timeline:

Sep 2018,
Diversity Charter
group formed

JENAS 2019
Charter presentation

2020-21
Survey preparation

2022
Data collection &
analysis

JENAS 22,
Results
presentation

Summary and conclusions (from [JENAS2022](#))

A survey was conducted within large international collaborations in the fields of APPEC/ECFA/NuPECC

- Around 5%-10% of the collaboration members answered
- In some countries there is a strong bias in the age of the respondents
 - May suggests that this topic is more of a concern for the younger generation

The data was analysed to understand the distribution of management/responsibility roles as a function of gender/geographical diversity and age.

Within the statistics collected, the management positions within the collaborations:

- do not appear to be biased by gender, reflecting the population in the collaboration.
- they might be biased with respect to country of origin/work

We encouraged collaborations to further look into this issue with full statistics (since many of them have the information available in their databases)

Feedback after the JENA Seminar

Very lively discussion:

- Concerns on the representativity of the results (low participation fraction)
- Encouragement to continue
- Ideas for consideration in future to increase representativity of the results
 - ECFA census information for the country visits could contain more detailed diversity information

Next steps:

- Finish the analysis of all the data collected up to now (including conferences)
- Fundamental to increase statistics/representativity of the surveys
 - Involve Diversity and Inclusion offices of collaborations
 - Would imply the creation of a D&I office in many NuPECC collaborations

What to do next

Involve already existing Diversity & Inclusion groups from the collaborations

- A task force with a limited number of enthusiastic people, coordinated by the members of the APPEC/ECFA/NuPECC Diversity Charter group

Finish the survey

- Distribute it in the APPEC collaborations and conferences
- Analyse the remaining data

“Best practices” survey and summary document:

- Survey of the best practices in Diversity & Inclusion in collaborations or institutions
- Document summarising the results
 - Facilitate the implementation of policies that are more inclusive
 - Addressed to institutions, collaborations, conferences, etc on our fields

Diversity Charter group composition

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 - Andreas Haungs
 - Katharina Henjes-Kunst

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- Jochen Wambach

Not continuing



New members:

- Erkan Özcan in substitution of P. Conde Muíño
- NuPECC searching for a substitute to Nasser Kalantar-Nayestanak

Diversity and Inclusion is important

- a) Because it is the right thing to do
- b) Even if we have never felt excluded or in inferiority or harassed, others do
- c) Creating a more diverse working atmosphere is better
 - It will be more interesting
 - Happier and healthier community (and younger generation!)
 - It boosts productivity and innovation
 - Attract the best
 - ...

Consider all dimensions of diversity