

THE EARLY CAREER, GENDER AND DIVERSITY OFFICE (ECGD)



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Lorenzo Paolucci

LHCb Starterkit 12.02-16.02.2024

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From the LHCB Constitution

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 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.

Among the many bodies in our Collaboration, what does the ECGD Office do?

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

You can find the full constitution document [here](#)

From the LHCB Constitution

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- **Support newcomers to LHCB.**

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- **Support newcomers to LHCB.**
- **Organise regular meetings at Collaboration weeks (focusing on a specific topic).**

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From the LHCb Constitution

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- **Be available to colleagues, support individuals who experience specific problems.**
- **Support newcomers to LHCb.**
- **Organise regular meetings at Collaboration weeks (focusing on a specific topic).**
- **Maintain gender/diversity balance in the Collaboration, also as a function of career status (leadership positions, conference talks, etc.).**

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- **Maintain gender/diversity balance in the Collaboration, also as a function of career status (leadership positions, conference talks, etc.).**
- **Advice Management on related matters.**

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From the LHCb Constitution

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ECGD Officers

- **Since 2014.**
- **Appointed for two years.**
- **Senior (ish) members of the Collaboration (less easily intimidated).**
- **Remain active in their detector/analysis/coordination tasks.**
- **To be address for confidential matters.**



Will Barter
(since 10/2022)



Sneha Malde
(since 10/2023)

You can find the full constitution document [here](#)

From the LHCB Constitution

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Early Career Representatives

- **Since 2020.**
- **Elected by members of the Early Career Community [lhcb-early-career@cern.ch]**
 - **List automatically includes PhD Students and Postdocs.**
 - **Possible to self-(un)subscribe (follow the instructions on the ECGD webpage).**
- **One year term, can be automatically extended to two.**
- **Listen to needs and concerns of the EC Community.**
- **Coordinate with their counterparts in other experiments to organise LHC wide activities.**



Guillaume Pietrzyk
(since 10/2022)



Lorenzo Paolucci
(since 03/2023)

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From the LHCB Constitution

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Early Career Representatives

- **Since 2020.**
- **Guillaume's term is coming to an end this month. Thanks Guillaume for all the great work!**
- **New EC Representative will be ratified by the CB, we will announce them after the ratification.**



**Guillaume Pietrzyk
(since 10/2022)**

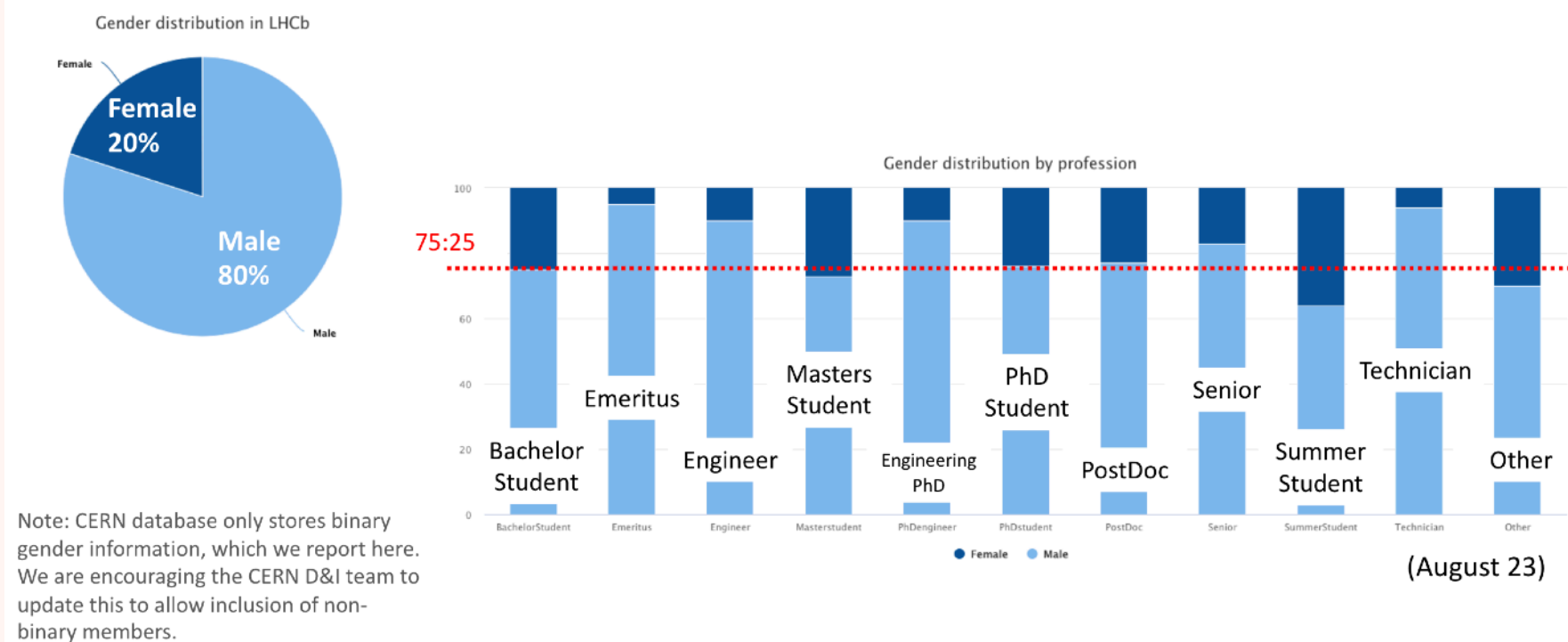


**Lorenzo Paolucci
(since 03/2023)**

You can find the full constitution document [here](#)

ECGD Sessions at LHCb Week

Gender Balance – by role



ECGD Office | LHCb: Diversity and Representation | 6/12/23 | Slide 5

1. General considerations: Verbal/written feedback

- What are you trying to achieve with your feedback, and how might that affect what you write/say?
- How to make things constructive, rather than point out what is wrong.
- How to manage expectations with when and how often this will be provided?
- How much detail?

Slides from the latest session at the December LHCb Week

➤ Interactive plenary session, covering a variety of topics (full list on the ECGD webpage):

- **How to provide effective feedback.**
- **Mentoring.**
- **Work related stress.**
- **Job pathways for EC researchers.**
- **Mental health and wellbeing.**
- **Women in STEM.**
- **Supporting transgender and non-binary colleagues.**
- **Healthy teamwork practices.**
- **Accessibility and support for colleagues with physical disabilities.**

➤ Join us next week for our session on "How we balance technical tasks and visibility in LHCb"!

Newsletters

NEWS FROM THE EARLY CAREER GENDER AND DIVERSITY OFFICE

We have two articles of interest to share with you this week:

One on the support of black physics students:

<https://physicsworld.com/a/why-we-need-the-physics-community-to-play-a-greater-role-in-supporting-black-physics-students/>

The other on how gender equality can be the route to a better world:

<https://www.nature.com/articles/d41586-023-02745-9>

Dear Early Career Colleagues,

We are very happy to announce the next iteration of the Soft Skills Workshop, organised by the LHC Early Career Scientist Fora (LHC ECSF). The topic covered will be **“On Networking, Proactivity, and Enlarging our Circles of Influence”**.

We will host a panel discussion, with panellists invited from the four LHC experiments. The event will be in hybrid mode, and there will be a real networking event (both virtual and at CERN) right after the discussion.

The event will take place on **17th January 2024, 14:00 CERN time**.

You can find more informations, as well as the registration form on the indico page [here](#).

We hope to see many of you there!

Best wishes,

Lorenzo and Guillaume, EC Representatives

➤ **You can find updates ECGD attached in the “Weekly News” sent every Friday by the Secretariat.**

➤ **The EC Representatives also send news to the lhcb-early-career e-group on upcoming events and other opportunities.**

The ECGD Webpage



LHCb Early Career, Gender and Diversity Office

[LHCb homepage](#) > [ECGD homepage](#)

News & upcoming events

(last updated Feb 2023)

17 February 2023
Next Coffee with... event, Tuesday February 21

The registration for the next "Coffee with ..." event is now open. This is an opportunity to spend half an hour chatting with nice people, some of whom you might have never met otherwise. It will take place next Tuesday, February 21st, between 13:30-14:00 CET (right before the Tuesday meeting). Register at:

<https://indico.cern.ch/event/1255579/> by Monday evening (just before the event) at the latest. We take the list of all registrations, split it "randomly" into small groups of participants and assign each group to a separate zoom room. We'll send you the link to your zoom room on Tuesday morning. We hope to see you there with us!

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 discrimination, be it on grounds of gender, sexual orientation, ethnicity, disability, creed, cultural background or other factors. Please contact us if you have experienced or witnessed any type of discrimination or harassment or any inappropriate behaviour in conflict with the [LHCb Code of Conduct](#). While we offer a confidential conversation, we note that it may be necessary to break this confidentiality if the conversation reveals severe and immediate potential dangers to yourself or others.

We organize plenary meetings at every LHCb collaboration week and we advertise news and activities related to ECGD issues through this web page and through emails to the collaboration. Please help us help you by letting us know of your concerns and by pointing us to relevant news, events and resources.

Who are we?

The ECGD office is composed of two senior ECGD officers, Sneha Malde and Will Barter and two early career representatives, Guillaume Pietrzyk and Lorenzo Paolucci.

- **Contact information of the Office.**
- **Mission statement.**
- **News about recent activities the Office is taking part of.**
- **Other useful/interesting links.**



The LHCb collaboration

LATEST NEWS

- ◆ Meetings of the week
- ◆ LHCb Institutes meetings
- ◆ Upcoming conferences
- ◆ "Available Talks"
- ◆ 29th hackathon on Computing & Software, 12-16 February 2024, CERN
- ◆ 111th LHCb Week 19-23 February 2024, CERN

PHYSICS RESULTS

- ◆ Published papers
- ◆ Conference contributions
- ◆ Public figures (old page)

LS2 LATEST ACTIVITIES (VIDEOS)

[Facebook](#) - [Instagram](#) - [You Tube](#)
[All videos](#)

COLLABORATION

- [Organisation](#)
- [Useful information](#)
- [Guidelines for Team Leaders](#)
- [Early Career, Gender and Diversity Office](#)
- [Collaboration prizes](#)
- [Visit to point 8](#)

OPERATIONS

- [Operations twiki](#)
- [Pit8 operations twiki](#)
- [Daily report](#)
- [Shift](#)
- [Logbook](#)
- [Operations plots](#)
- [Run news](#)

PROJECTS

- [Beam pipe](#)
- [Calorimeters](#)
- [Computing and Software](#)
- [Data Processing & Analysis \(DPA\)](#)
- [Herschel](#)
- [LHCb Upgrade I](#)
- [LHCb Upgrade II](#)

[ECGD Webpage link](#)

Other activities we support

The Laura Bassi Initiative

The Laura Bassi initiative was set-up in 2019 to bring 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. While the group is aimed primarily at junior women and under-represented genders it is open to anyone interested in tackling issues of underrepresentation in HEP. Meetings are held during collaboration weeks. While the Laura Bassi initiative is independent of the LHCb ECGD office, with a focus on junior-led initiatives, the two groups often discuss similar topics.

The Laura Bassi initiative has a [mattermost group](#) and an [email list \(LHCb-LauraBassi-initiative@cern.ch\)](mailto:LHCb-LauraBassi-initiative@cern.ch).

The Laura Bassi initiative is currently coordinated by [Anja Beck](#) and [Janina Nicolini](#). Between 2019-2023 the initiative was coordinated by Eluned Smith.



12:00 → 13:00 **Laura Bassi meeting**

1h 2/R-030  [Join](#)

The Laura Bassi initiative provides a safe space for discussion and community for minority groups in our collaboration. This includes in particular but not exclusively(!) women. Nevertheless, we warmly welcome each and everyone to join and contribute to our meetings. We would however appreciate if colleagues who do not identify as a members of an underrepresented group take on a slightly more passive role to ensure that underrepresented experiences are heard.

Speakers: [Anja Beck](#) (University of Warwick (GB)), [Janina Nicolini](#) (Technische Universitaet Dortmund (DE), Université Paris-Saclay (FR))

Physics Coordination Office Hours

We are available to discuss with early career people and are here to answer any question they might have.

The dates are announced at the Tuesday meeting
(**first one 19/01 at 13:00 CET**)
and we will use this [zoom link](#).

The EC representatives Guillaume and Lorenzo kindly agreed to also join.

Next session happening on
Friday at 12:00 (CERN Time)!
[Zoom link](#)

➤ **Organised at every LHCb Week.**

➤ **EC-led, provides a safe space of discussion for minority groups of our Collaboration.**

➤ **Informal chat session with our Physics Coordinator.**

➤ **Future sessions will be advertised on the EC e-group, stay tuned!**

LHC Wide activities



- Events organised in synergy with the ECGD counterparts of the other LHC experiments, aimed at EC researchers.
- **Soft Skills Workshop.**
 - Most recently "Networking, Proactivity and Enlarging Circles of Interest"

A picture of the invited panellists from the latest edition!

LHC Wide activities

Home

Welcome to the homepage of the LHC Early Career Mentoring Programme!

General information about the programme

We invite you to learn about this programme in the [About](#) section.

We are currently starting the **fourth round of the programme**. You can find the feedback we received from the first round in the [Feedback](#) section.

Application

Are you an early career scientist who is interested in a career in research? Are you wondering how to take the next steps in your career? Then this programme is for you and we invite you to submit a [mentee application](#).

Would you like to help an early career scientist develop their professional skills? Do you have tips/tricks that you wish you had known earlier in your career? Then this program is also for you and we invite you to submit a [mentor application](#).

Applications will close on the dates indicated in the [Apply](#) section.

General information about mentoring

If you want to know more about what mentoring means, both for mentors and for mentees, you are invited to browse the [Resources](#) section.

Contact

Do not hesitate to [contact](#) us in case of questions.

➤ **Events organised in synergy with the ECGD counterparts of the other LHC experiments, aimed at EC researchers.**

➤ **LHC Mentoring program ([webpage for info](#)).**

➤ **Look out in autumn for the email announcing the next round!**



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 a war, such as the war in Ukraine, can apply all year round, as can mentors that wish to mentor them.

Example of a typical round

LHC Wide activities

LHC Job Matching Event LHC Job Matching Event (JMEv) Fall '23

24 October 2023
Europe/London timezone

Enter your search term

Overview
Timetable
Registration
Surveys
Videoconference
List of Recruiters
Motivational Speakers
Previous editions

LHC ECSF Job Matching Event Organisers
LHC-ECSF-JME-Organi...

Timetable


Tue 24/10

Print PDF Full screen Detailed view Filter

08:00	Joany Manjarres: PhD position at L2IT Toulouse (ATLAS) Andris Potrebko	Prof. Jennifer Roloff: Postdoc position with Brown University (CMS) Kathryn Wendy Coldham
09:00	Dr Sandra Kortner: Postdoc position with the Max Plack Institute for Physics (ATLAS) Brunella D'Anzi	Assistant Prof. Sarah Williams: Research Associate positions with the University of Cambridge (ATLAS) Jannicke Peakres
10:00	Dr Fabrice Balli: Joint postdoc position CEA Saclay/INFN Trieste (Muon Collider) Kathryn Wendy Coldham	Dr Louie Dartmoor Corpe: Postdoc position with Laboratoire de Physique de Clermont (ATLAS) Brunella D'Anzi, Samadhan Kamble

- Events organised in synergy with the ECGD counterparts of the other LHC experiments, aimed at EC researchers.
- LHC Job Matching event (every 6 months or so, indico from October session)

The ECGD needs you!



**"Ask not what your
ECGD can do for
you, ask what you
can do for your
ECGD "**

- John F. Kennedy



- **Join us at the ECGD sessions and participate in the discussions!**
- **Advertise the events with your colleagues!**
- **Have an idea for an interesting topic to cover? Get in touch!**
- **We want to make sure your voice is heard.**
 - **Message us on Mattermost, email us, come say hello if you see us at CERN!**
- **For serious concerns, contact the ECGD Officers, who will ensure absolute confidentiality.**