

# THE ECGD OFFICE: Early Career, Gender & Diversity

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LHCb Staterkit, November 26th, 2024



# 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?**

- Oversees the well-being and working environment of all LHCb members.
- Advise Collaboration management on diversity related matters.
- Monitor progress on many kinds of diversity in the Collaboration including as a function of career status.
- Provide specific, confidential support
- Support newcomers to LHCb
- Organise focused meetings at Collaboration weeks

[https://lhcb.web.cern.ch/lhcb\\_page/collaboration/organization/default.html](https://lhcb.web.cern.ch/lhcb_page/collaboration/organization/default.html)

# ECGD Officers

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**ECGD officers are appointed for two years.**



Will  
Barter  
(since Oct 2022)



**Less easily intimidated.**



**Same as other coordination positions in LHCb.**



**Remain active in their detector, analysis and coordination tasks.**



Sneha  
Malde  
(since Oct 2023)



**To be addressed on confidential matters.**

# Early Career representatives

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**EC representatives are elected by the EC community.**



**Listens to the needs and concerns of EC community**



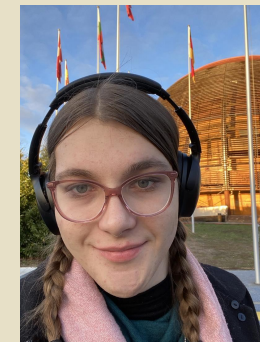
**Coordinate with other LHC experiments**



**Belonging to EC community a matter of self-definition.  
Joining and leaving given [here](#)**



**Not to be addressed on confidential matters.**

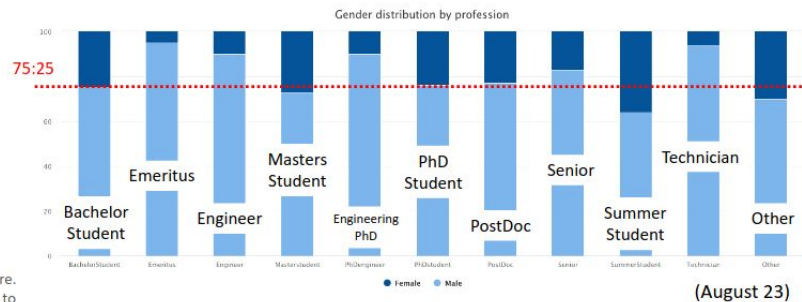
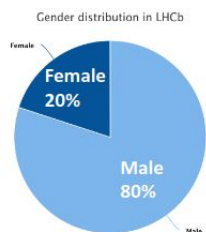


Eliot Jane  
Walton  
(since Mar 2024)



Lorenzo  
Paolucci  
(since Mar 2023)

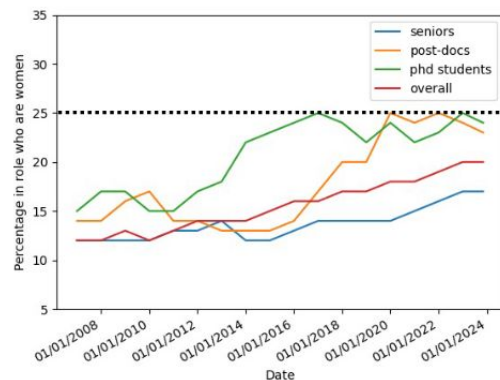
## Gender Balance – by role



Note: CERN database only stores binary gender information, which we report here. We are encouraging the CERN D&I team to update this to allow inclusion of non-binary members.

## Gender Balance – by role over time

- The fraction of female members of the collaboration has grown over time for PhD students and postdocs, to the 25% level.
- The fraction of seniors is slowly increasing.
- Suggestive evidence for a 'lagging' effect.
- Current levels clearly linked with need for CERN [25 by 25 initiative](#).



# ECGD meetings

- **Plenary Session at every LHCb week** (>20 meetings so far)
- **Variety of topics (full list [here](#))**
  - ❖ **CODE REVIEW** (<https://indico.cern.ch/event/1442516/>)
  - ❖ Paternity/maternity leave
  - ❖ Career options outside HEP; Career paths inside HEP
  - ❖ Sexual harassment
  - ❖ Women in STEM
  - ❖ Representation of “young” people in the collaboration
  - ❖ Working from home during a pandemic
  - ❖ Accessibility & support for colleagues with physical disabilities
  - ❖ Geographical representation of responsibilities
  - ❖ Work/Life balance, Mental health, Climate, ...
- **Involve small groups of volunteers in the preparation**
- **Ideally follow up with tangible actions**
- **Slides ([here](#))**
- **Join us [next week](#) for a discussion about Accessibility.**



# LHC-wide activities

- **Organise events with LHC EC Scientist Fora (LHC ECSF)**
- <https://indico.cern.ch/category/12582/>
- **LHC Job Matching Event: Wednesday November 27**
- The event offers the opportunity for recruiters and job seekers, who currently work on LHC experiments, to meet in Zoom sessions moderated either by one or two moderators from the LHC ECSF.
- About: <https://indico.cern.ch/event/1467014/>.
- List of recruiters: <https://indico.cern.ch/event/1467014/page/36068-list-of-recruiters>
- **Includes Mentoring@CERN program.**
- A merger of the Women in Technology (WIT) and LHC mentoring program. ([Details](#))



# ECGD NEWSLETTER

ECGD newsletter attached to the “Weekly news” sent out by our secretariat every Friday afternoon.

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



<https://diversity-and-inclusion.web.cern.ch/news/progress-pride-flag-lights-esplanade-des-particules-honour-lgbtq-stem-day>

## Recent example from the newsletter:

### NEWS FROM THE EARLY CAREER GENDER AND DIVERSITY OFFICE

Please let us bring to your attention some events going on at CERN next week related to diversity and inclusion.

It takes **grit** and **gumption** to come out and share lowlights and highlights of one's personal and professional journey, right? So do drop by and listen to CERN personnel, past and present, [tell their stories](#). [Just by showing up](#) we signal our willingness to make individuals and entire communities feel [heard and included](#).

### 1/ Tuesday 19 Nov at 14h: LGBTQ+ in STEM Day colloquium & Cupcakes

On the occasion of LGBTQ+ STEM day next week on [Monday 18 November](#), CERN will fly the Pride flag on the CERN esplanade during the entire day. Click here for more about the international day: [LGBTQ+ STEM day](#).

In this same spirit, on [Tuesday, 19 Nov](#), the CERN LGBTQ+ Network will host a [colloquium & cupcakes](#) event in the main auditorium. The [indico event is here](#): <https://indico.cern.ch/event/1476470/>

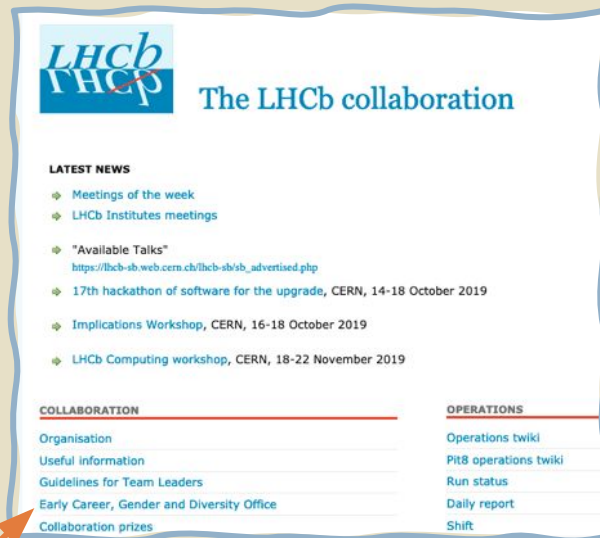
### 2/ Thursday 21 Nov at 14h: The “Voice of Science” series – Dr Claire Malone

As part of the CERN Library series “[Voice of Science](#)”, we welcome back Dr Claire Malone from the University of Cambridge. Claire, a [2 million+ TED Talk scientist](#), will speak about the importance of [effective communication](#) in fostering inclusivity. Bookmark the [indico event here](#): <https://indico.cern.ch/event/1474890/>



# ECGD Webpage

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



[https://lhcb.web.cern.ch/ECGD\\_Office/ECGD-intro.html](https://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-astronomy-and-physics-into-the-light>

**16 February 2024**

**Ethics at CERN:**

At CERN, our ethics-related framework aims to guide us to act in accordance with the Organization's values and the conduct expected of us, and to establish and maintain a respectful working environment. There is a new webpage on ethics at CERN bringing together information in a clearer manner:

<https://hr.web.cern.ch/ethics> <https://home.cern/news/announcement/cern/new-webpage-ethics-cern>

**9 February 2024**

**Support for black physics students:**

### 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, Lorenzo Paolucci and Eliot Walton.

#### ECGD officers

The two ECGD officers are appointed for a two-year term by the LHCb management and endorsed by the Collaboration Board. ECGD officers are usually "seniorish" members of the collaboration, with long-term work contracts, to make sure we can act independently and are not easily intimidated.

### Contact

#### For general messages:

You can reach the ECGD office by email to [lhcb.ecgd@cern.ch](mailto:lhcb.ecgd@cern.ch).

#### For all confidential matters:

Please write to the senior ECGD officers' personal emails.

### Links

#### ECGD:

[Discrimination, harassment](#)  
[LHC mentoring programme](#)  
[ECGD meetings](#)  
[ECGD presentations](#)  
[Resources for non-binary and transgender colleagues](#)

#### LHCb and beyond:

[StarterKit initiative](#)  
[More on \(Early\) Career](#)  
[Laura Bassi Initiative](#)  
[More on Gender & Diversity](#)  
[Other readings](#)



# Laura Bassi Initiative

- **Not part of the ECGD**
- But supported by it.
- Organised at every LHCb week
- Early career led, provides a safe, confidential space for minority groups in the Collaboration.

## 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 (Massachusetts Inst. of Technology (US)), Janina Nicolini (Technische Universitaet Dortmund (DE), Université Paris-Saclay (FR))

🔗 Agenda

## The LHCb early-career community

Belonging to the LHCb early-career community is a matter of self definition. The community includes all the LHCb members who are subscribed to the e-group **lhcb-early-career**. By default, postdocs, PhD students and Bachelor students are automatically subscribed. LHCb members who do not belong to these categories and would like to join the community should subscribe to the e-group **lhcb-early-career-subscribe**. On the contrary, those who would like not to belong to the early-career community can simply *unsubscribe* to e-group **lhcb-early-career-unsubscribe**.

To do these actions, please connect to the [e-groups webpage](#) and search for e-group names that begin with lhcb-early-career. You may then use the subscribe button near the corresponding e-group.

## 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.



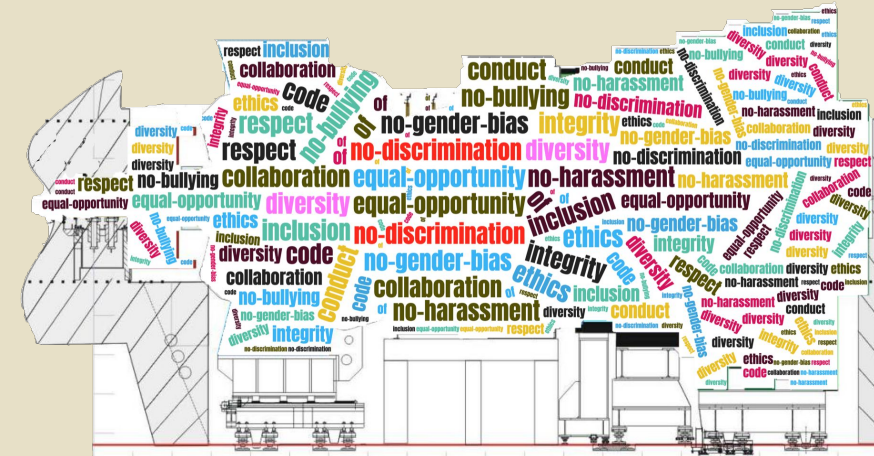
# Useful Links

- On discrimination and harassment
  - [https://lhcb.web.cern.ch/ECGD\\_Office/discrimination.html](https://lhcb.web.cern.ch/ECGD_Office/discrimination.html)
- For transgender and non-binary colleagues
  - [https://lhcb.web.cern.ch/ECGD\\_Office/nonbinary.html](https://lhcb.web.cern.ch/ECGD_Office/nonbinary.html)
- LGBTQ at CERN
  - <https://lgbtqcern.com/>
- Support for Black physics students
  - <https://physicsworld.com/a/why-we-need-the-physics-community-to-play-a-greater-role-in-supporting-black-physics-students/>
- Many other resources
  - [https://lhcb.web.cern.ch/ECGD\\_Office/diversity.html](https://lhcb.web.cern.ch/ECGD_Office/diversity.html)



## The LHCb Code of Conduct

- Members of the LHCb collaboration are expected to act in an ethical and collaborative manner at all times, and abide by the **CERN code of conduct**.
- LHCb members shall not engage in harassment or bullying, or discriminate against each other in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, sexual orientation, gender identity, career status, disability, or family situation.
- LHCb members are expected to work with the utmost scientific integrity, and respect the confidentiality of internal information as defined in the LHCb Publication Procedure document.



Code of Conduct

[https://lhcb.web.cern.ch/lhcb\\_page/collaboration/organization/Code\\_of\\_Conduct](https://lhcb.web.cern.ch/lhcb_page/collaboration/organization/Code_of_Conduct)