

Introduction to WG7: IDEEO



Inclusion, Diversity, Equity, Education & Outreach



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About WG7: IDEEO

- Launched at the NuFact 2022 conference
- It was established to bring a dedicated focus to issues of inclusion, diversity, equity, education, and outreach within the field of neutrino physics
- The group's mission is to foster a more welcoming and inclusive scientific community.
- The efforts of the working group are a collaborative effort by numerous individuals dedicated to these principles.

What is Diversity, Equity, and Inclusion (DEI)?



Diversity

The presence of many different types of people.



Equity

Everyone has equal access to opportunity and protection from discrimination.



Inclusion

Everyone feels a sense of belonging.

IDEEO - definitions

- **Inclusion** – An active, intentional, and ongoing engagement with diversity of people. It is about creating an environment where everyone feels valued and respected.
- **Diversity** – Encompasses both individual differences (personality, background) and social group differences (race, gender, ethnicity)
- **Equity** – The fair and just treatment of all people. About addressing systemic barriers to ensure everyone has a chance to succeed.
- **Education** – The effort to share our scientific knowledge in formal educational settings (universities, schools)
- **Outreach** – sharing our science in “informal” environments (community events, museums)

Inclusion at workplace



Source: Ensuring All Voices Are Heard: an inclusive research approach to develop a framework for workplace inclusion, Kaleidoscope Group, 2023.

Why IDEEO ?

- We have a moral imperative to create inclusive, diverse, accessible work environments.
- Diverse work teams produce better science.
- Conferences are places where ideas are shared and connections are made.

Evolution of WG7 Sessions

- **NuFact 2022:** Dedicated Parallel Session with 7 Talks and 1 discussion, 1 career workshop
- **NuFact 2023:** Dedicated plenary session with 4 talks on day 3 and 1 poster
- **NuFact 2024:** 3 plenary talks spread out over the week and 1 poster.

WG7 @ NuFact 2022

- **Kate Shaw** “Widening the talent pool for physics worldwide”
- **Anders Knospe** “LGBTQ+ Inclusivity in Physics and Beyond”
- **Simona Kriva** “Mentoring program initiative by Women in Technology at CERN (WIT)”
- **Xinhua Bai** “Stimulate IDEEO in Neutrino Education through the IceCube Masterclass”
- **Tino Nyawelo** “Investigating the Development of STEM-Positive Identities of Refugee Teens in a Physics Out-of-School Time Experience (INSPIRE)”
- **Simone Donati et al.** “INVOLVING THE NEW GENERATIONS IN FERMILAB ENDEAVOURS”
- **Gilles Ferrand** “3D visualization of astronomy data using virtual reality”




WG7 @ NuFact 2023

- Hyein Im: “KPS Women’s committee activities”
- Shota Takahashi: “Public Communications”
- Eun-Joo Ahn: “Invisible Workers in Science”
- Mia West: “Diversity and outreach in research”
- Margherita Boselli: “Beamline for Schools” (POSTER)

WG7 @ NuFact 2024

- **Lydia Finney (Argonne):** "Equity, Diversity, Inclusion, and Accessibility at Argonne."
- **Katie Yurkewicz (Argonne):** "Science Communication and Public Policy."
- **Tomoya Nagai (RIKEN):** "RIKEN ITHEMS outreach and other activities."
- **Jessie Micallef,** "Picture a Scientist: Demystifying who is & can be a Physicist" (POSTER)

Plenary talks at NuFact 2025

Date & time	Speaker		Title
2 Sep, 2025, 10 am	Srubabati Goswami		Gender and Physics in India and the rest of Asia
3 Sep, 2025, 10 am	Jessica Esquivel		The State of Inclusion, Diversity, Equity, Education, and Outreach in the United States: Challenges and Opportunities for the Physics Community
5 Sep, 2025, 10 am	Matt Mears		The IOP JUNO and Physics Inclusion Awards,

Code of Conduct

- <https://indico.cern.ch/event/1528564/page/39299-code-of-conduct>
- In line with the Department's core values and the CERN code of conduct, all attendees are required to abide by the following code:
 - Actively promote a culture that is welcoming and friendly to all
 - Value the benefits of our diverse community, recognising that different perspectives and backgrounds are an asset, which fosters innovation and creativity.
 - Always behave courteously and respectfully towards each other. Ensure all communications (both verbal and written) related to the workshop are appropriate. Listen to others' opinions with an open mind and respect their views when they differ from your own.
 - Do not tolerate bullying or harassment in any form. Do not insult or put down other attendees. Remember that harassment and sexist, racist, or exclusionary images or jokes are not appropriate.
 - Collaborate and work together. Do not undermine colleagues' work, publicly or privately. Answer questions respectfully, paying particular attention to those new to the community. Ensure that any feedback is constructive and help each other to succeed.
 - Be honest and transparent in interactions and ensure that others are credited for their contributions. Respect confidentiality in all discussions.

No code of conduct violations, please!

Code of Conduct violations

- Violations of this code of conduct policy should be reported to meeting organizers here: nufact2025@liverpool.ac.uk .
- Individuals asked to stop any inappropriate behaviour are expected to comply immediately. Sanctions may range from verbal warning, to ejection from the meeting without refund, or to notifying appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated.

Some take aways...

- The discussion in the IDEEO sessions will introduce the steps taken across the world.
- To learn how the principles of IDEEO are applied to all aspects of NuFact and replicate in other conferences.
- Identifying good practices, approaches and implementing in our own workplace and community.