

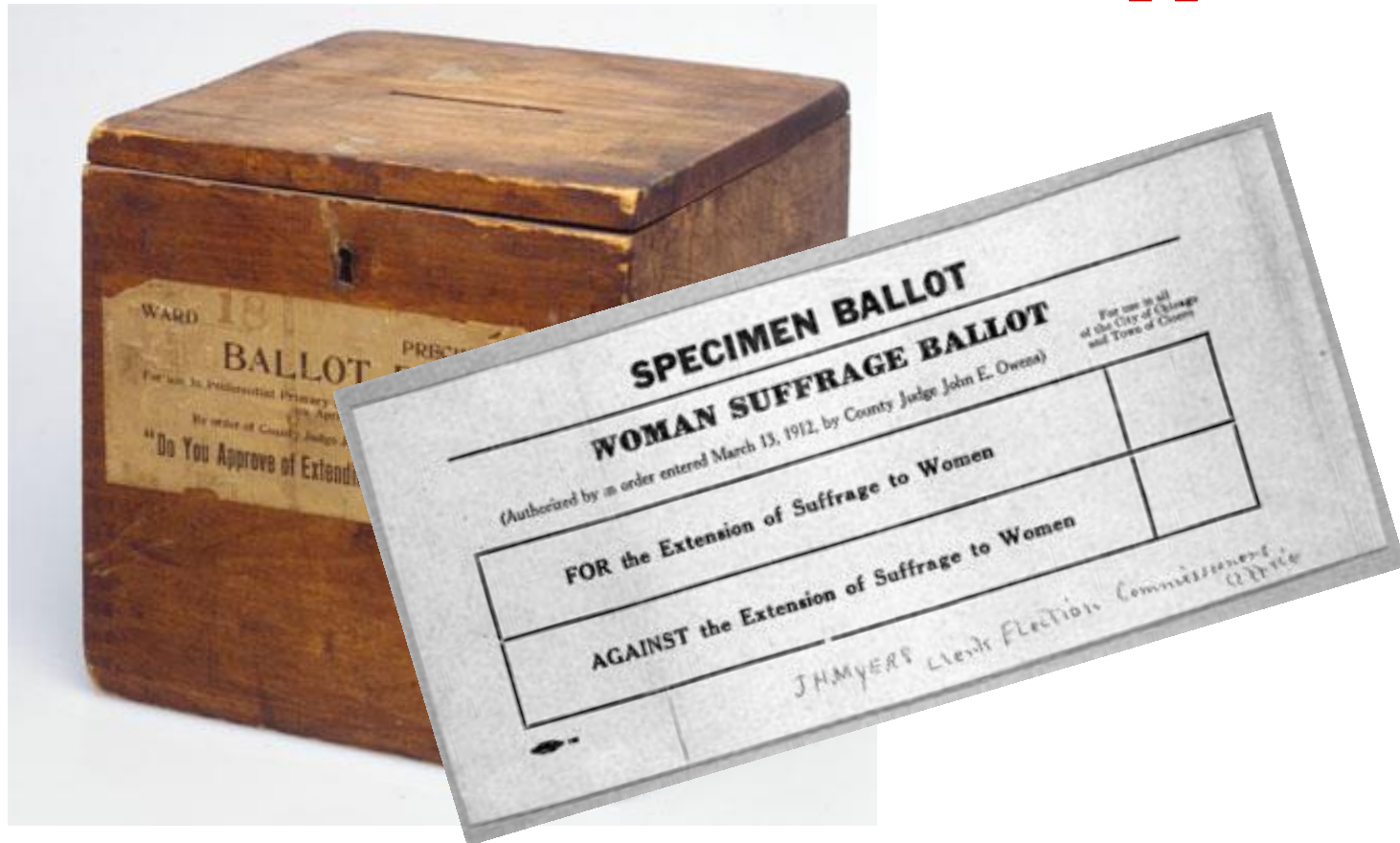
ICHEP 2016

*The early career, gender,
and diversity actions
within the LHCb
Collaboration*

*Jonas Rademacker (Bristol) and Barbara Sciascia (INFN)
on behalf of LHCb Collaboration*



Progress is usually slow, painful and not inevitable, but it can happen...



Vote on 9 April 1912 on the right of women to vote in Chicago and Cicero. Full suffrage for women in IL was achieved in 1920 (with a first, significant step in 1913)

A bit of history...



LHCb-INT-2013-031
June 5, 2013

A study of the gender of LHCb scientists in the period 1999-2013

V.V. Gligorov¹.

¹CERN, Geneva, Switzerland

Abstract

A study of the gender of LHCb scientists from 1999 to 2013 is presented. Women are found to account for $10.7 \pm 2.2\%$ of LHCb scientists in 1999 (26 out of 244 scientists),

June 2013 Study on gender in LHCb: **lack of female representation, with no evidence of improvement over the past few years.**

October 2013 Management appointed an **“Equality and diversity” taskforce** to examine ways in which the current situation could be improved.

Dec 2013/Jan 2014 LHCb internal survey confirmed results of previous studies;

The survey addressed not only gender, but more in general working conditions of LHCb scientists, with particular attention to young people.

Report from LHCb E&D survey

M. Pepe-Altarelli, CERN
V. Gibson, Cambridge
V. Gligorov, CERN

Collaboration Board, 71st LHCb week

26th February 2014

A bit of history...

Early Career, Gender and Diversity (ECGD)

Task force recommendations and
response of LHCb management

(both documents attached to CB agenda)

MPA, Orsay week, September 2014

Task-force recommendations and management answers

[Collaboration Board meeting, September 2014]

Response of LHCb management to recommendations (I)

1. Appoint two ECGD Officers, one man and one woman, with the following mandate:
 - to advise management on ECGD matters;
 - to be available for listening to and advising colleagues who feel that they are the victims of harassment, discrimination, or other inappropriate behaviour;
 - to collate annual statistics;
 - to assist the management in scheduling regular open meetings where ECGD matters can be discussed.

- **Are senior-ish collaboration members with a permanent position (less easily intimidated)**
- **Both remain active in LHCb physics analysis/coordination**

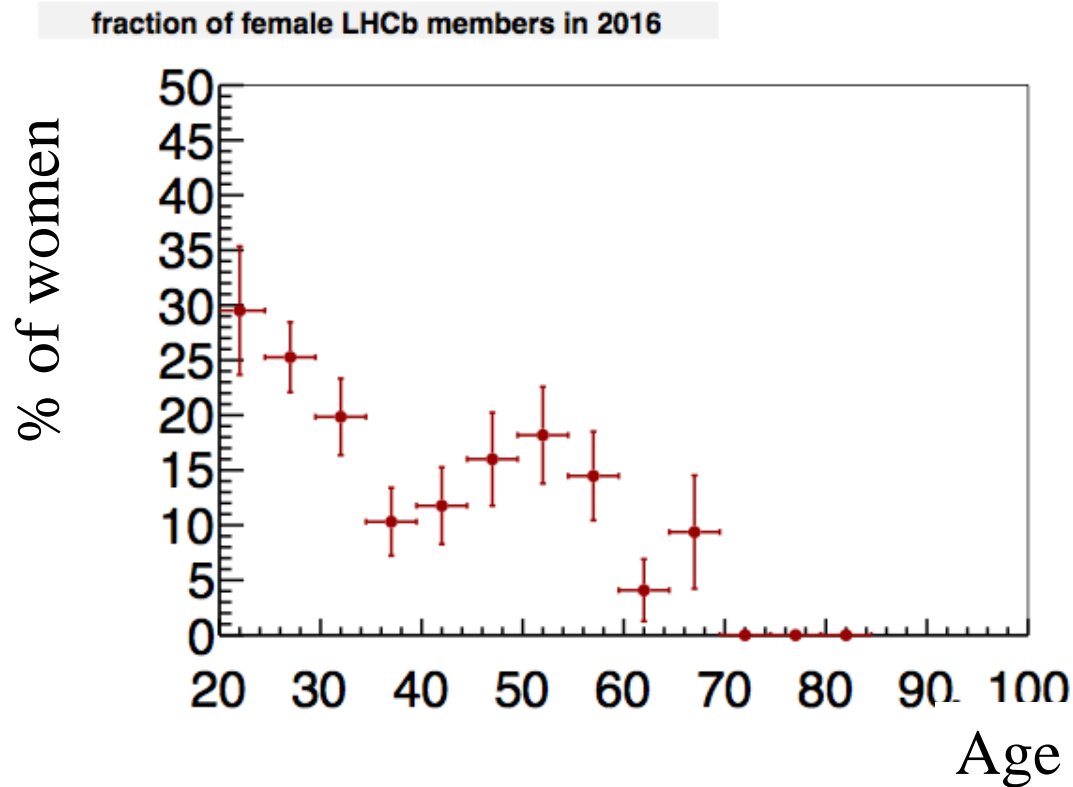
Survey results and their impact

- A high-statistics EU survey shows that $>50\%$ of women in the EU have experienced some kind of sexual harassment, 1/3 of those at work. In contrast to what many seem to expect, factors like education (and thus being more likely to work in a highly educated environment) do not improve this.
- **Our own surveys** show that, in this respect, LHCb and its institutes are not an oasis, but disappointingly “normal”.
- This surprised and shocked many of us. We naturally thought we were much better.
- Our survey also revealed other ECGD-related issues.
- **Do a survey at your experiment.** You will probably find the same. It's a good way to shock a collaboration into action.

Other issues identified in the 2013 survey

- **Gender discrimination.** Sometimes explicit, often in the form of sexist comments/jokes. Sometimes implicit, e.g. through structures that disfavour women getting senior positions.
- **Career progression.** What can we (as LHCb) do to prepare students & postdocs for their future career, acknowledging that for the vast majority, it will not be in HEP?
- These issues are connected. E.g. taking m/paternity leave usually damages your career – a problem exacerbated by the short-term contracts typical in our field for people of the relevant age. *A step in the right direction: LHCb guarantees that people in leadership positions (WG convener etc) can return to these positions after m/paternity leave (or other, such as caring for relatives).*

Gender at LHCb vs age



Recent noticeable increase in fraction of women amongst young LHCb member.

Will this “trickle through” to senior positions? No-one knows.

(if number of male + female scientist is < 5 , no entries)

Beyond the 2013 survey

- The initial survey focused very much on gender discrimination and career development.
- In the latest survey (2016) we widened the scope and found, perhaps unsurprisingly, that other types of discrimination do exist. Incidents (not necessarily at LHCb, but experienced by LHCb members in a work / study context) were reported that include discrimination based on
 - Age
 - Sexual identity
 - Race/origin

What to do?

Early career, gender, diversity.

- Enormous issues
- Each country/institute has its own laws.
- Nothing similar to ECGD seems to exist in other experiments.



[basically learning to swim after being dropped into the water (cit.)]

- **Concentrate on things we can do at LHCb**
- **Avoid alienating people with preaching, moralising, regulating.**
 - **First rule: no additional rules!** (not a strict rule, though)
 - **Work with (not against) our collaborators, the vast, vast majority of whom have an extremely positive attitude, to improve working conditions for all.**
- **Be accessible**

ECGD office activities

- **Regular ECGD meetings with topics from within the LHCb community**
- **Web page as public face of ECGD**
- **Monitor gender representation / diversity within collaboration (leadership positions, talks, etc)**
- **Advise management**
- **LHCb contact** for ECGD related issues or initiatives
- **Be available for listening to colleagues**
[to share new ideas, to discuss specific problems,...]
- **We support the newcomers**

[See also L. Bel, LHCb Starterkit]

[<http://indico.cern.ch/event/432527/contributions/1071499/>]

From the main LHCb page:

Our public face

LHCb
THE LHCb COLLABORATION

LATEST NEWS

- Meetings of the week
- LHCb institutes meetings
- 81st LHCb Collaboration week in Santiago, September 12-16,
- 6th workshop "Implications of LHCb measurements and future prospects" - 12.10 - 14.10

PHYSICS

- Highli
- Publis
- Confe

COLLABORATION

- Organisation
- Newcomers
- Early Career, Gender and Diversity Office
- Collaboration prizes

OPERATIONS

- Operations twiki
- Run status
- Daily report
- Shift
- ...

PROJECTS

- Physics (restricted)
- VERtext LO
- RICH
- Silicon Tr

- **First contact for newcomers or in case of need**
- Collect links to ECGD meetings and initiatives
- Collection of useful/interesting information
- Links to ECGD-related CERN initiatives
- ...

[http://lhcb.web.cern.ch/lhcb/ECGD_Office/ECGD-intro.html]

LHCb
THE LHCb COLLABORATION

Early Career, Gender and Diversity Office

Contact: [Barbara](#) & [Jonas](#). We'll be happy to receive your [emails](#), phone calls or meet in person.

News & web pickings

14 June 8:30-12:30: Diversity in Action Workshop. Registration and details [here](#).

15 July 2016: deadline for the Lee Grodzins Postdoctoral Award [here](#).

Recent press coverage of LGBT poster defacements at CERN and a statement by the ECGD office on the matter.

Recent [OECD reports](#) on gender:

What are we here for?

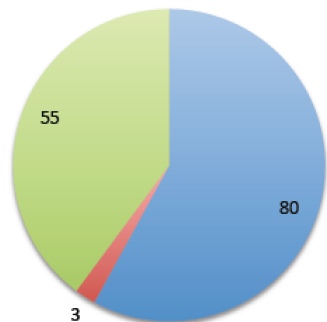
Our aim is to help LHCb achieve a working environment in which all LHCb members can thrive. This includes especially those experiencing discrimination on grounds of gender, sexual orientation, ethnicity, disability, creed, cultural background or other factors. But also early career physicists (including white middle class heterosexual male ones) who wish to, eventually, escape the precarious life of repeated short-term contracts and reach a permanent position.

The ECDG office came to existence in [response](#) to the [recommendations](#) of the Equality and Diversity Taskforce set up by the LHCb management, and has been endorsed by the LHCb Collaboration Board.

Useful links

- [LHCb Mentoring Programme](#)
- [Mentoring elsewhere](#)
- [Gender, Diversity and Equality...](#)
 - at LHCb institutes.
 - at CERN
 - elsewhere
- [Research & Statistics](#)
- [External ECDG related Organisations](#)

Was the webpage useful?



Yes;
No;
I was not
aware of
this page.

[From July 2016 survey]

The meetings

- Topic follows suggestions from the collaboration;
- **Involve volunteers in the preparation;**
- **Plenary meeting at LHCb week;**
- Plenty of time for discussion (scheduled before collab. dinner where discussion continues informally).

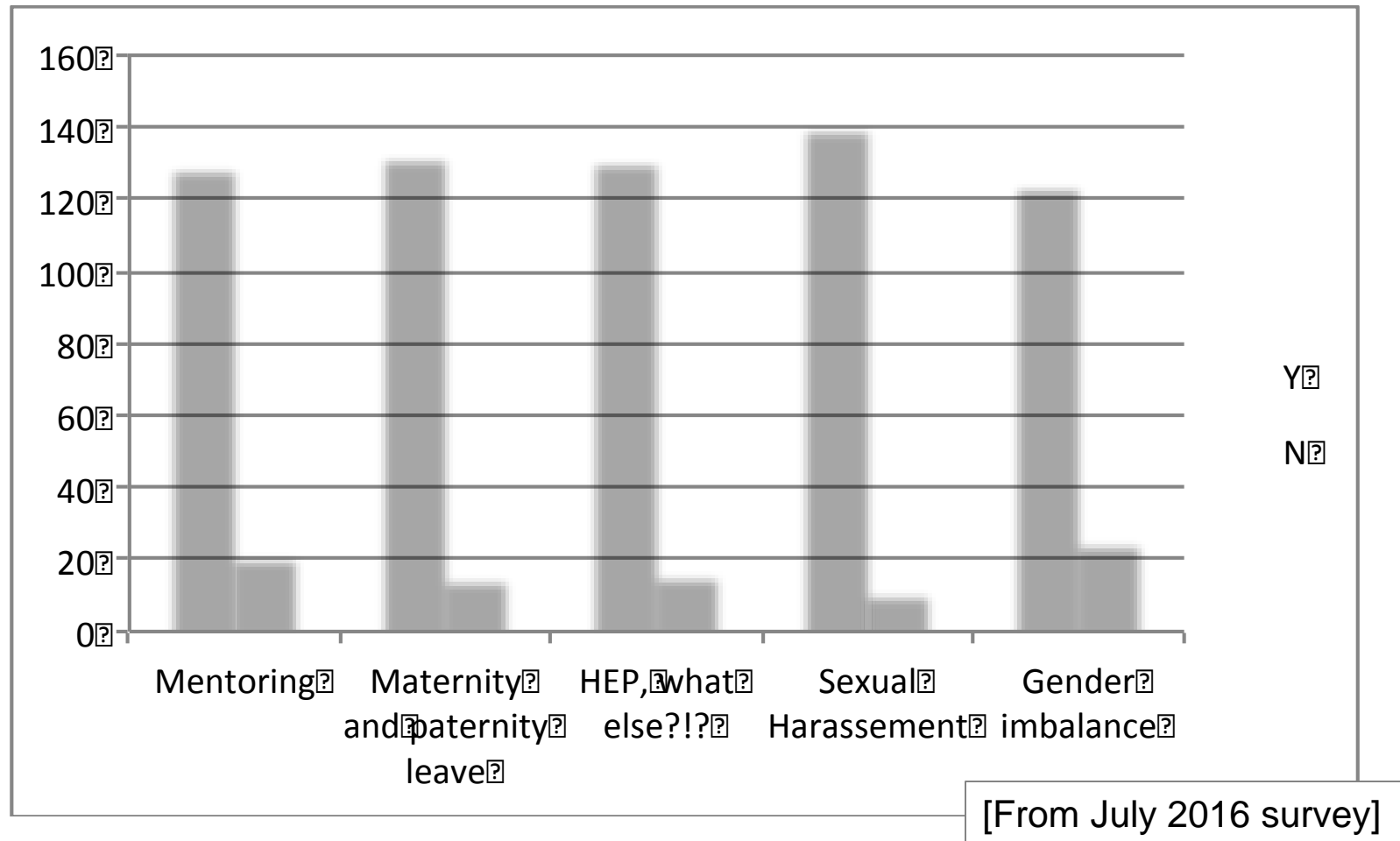
The topics so far:

- Mentoring
- Maternity and paternity leave
- HEP, what else! HEP, what else? (careers outside HEP)
- Sexual harassment
- Gender imbalance
- Young representative in the LHCb management.

Usually v. good attendance (100+).

The meetings

- Did you find the meeting useful?



Actions & Activities

- Ideally, we would like our meetings and discussions to be followed by tangible actions.
- Sometimes this works, for example:
 - Introduced mentoring system (with mixed success, though – many mentors, few mentees).
 - Input to CERN's 5-yearly review of employment conditions.
 - Improve contact between LHCb postdocs/students and those who made their career elsewhere.
 - LHCb-wide surveys (2016, just closed, still analysing data).
 - Support for individuals who experienced problems.

2016 survey - preliminary results

- How is the situation regarding gender discrimination at LHCb now, relative to 2013?

F



worse

better

same

M



Comments/suggestions to the ECGD office (2016 survey)

“Please keep up the good work!”

“It has done a great job!”

“[...] it would be nice to have
representatives also among
young people”

Mandate should be clarified:
what can you actually do?

“More attention to
workplace bullying.”

“It helped me in a
difficult situation.”

“Continue the good work!!!!!”

“Keep all the discussions
with concrete actions
afterwards.”

“The web site is
too crowded.”

“Set up a twitter account.”

The ECGD is nowadays a well established reality within LHCb.

- On September 2014: ECGD was an-impossible-to-pronounce acronym.
- Now is current way-of-saying [even on Facebook!]
- **The simple mention/existence of ECGD increase the attention, the kindness,... in the day-by-day Collaboration life.**
- Since September 2015, the ECGD office is part of the LHCb Collaboration Board (no voting rights)



Conclusions: just the beginning...

- In response to a reality that is likely to be similar in other experiments, LHCb introduced an office for Early Career, Gender and Diversity, 2 years ago.
- The approach is one based on the assumption that we work with a collaboration that is eager to create excellent working conditions for all. Not an approach that seeks additional regulation.
- Acceptance of this office within LHCb is good.
- Have we achieved anything tangible? Difficult to say. We certainly have raised awareness, and we have done so in a positive atmosphere where our role is widely welcomed. But clearly, this can only be the beginning.

LHCb's ECGD office is not alone

- We are in good contact with the CERN ombudsperson and the CERN diversity office.
- We participated in the LHC-wide careers event (initiated by CMS)
- Our ALICE colleagues showed us their trail-blazing representation of early career scientists
- We received several requests from other experiments for information on if and how the LHCb ECGD office works.