

The early career, gender, and diversity actions at the LHCb Collaboration

Jonas Rademacker and Barbara Sciascia on behalf of the LHCb Collaboration



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.

Discrimination?

Happens. Really, even at LHCb, often unintended. This can for example be working practices that exclude physicists who look after young children (which affects not exclusively, but predominantly, young women). A good example of an improvement in that respect is the recently adopted policy of re-instating convenors at their former convenorship posts after maternity or paternity leave. We are very keen to hear your ideas and suggestions how we can improve our working environment.

Another way in which discrimination can happen is on a more personal level (sexist comments by colleagues, discriminatory attitudes by your boss that hinder your career, unwelcome advances by an individual in a position of power, ...). We see ourselves as a point of contact for anybody experiencing any kind of discrimination. We will always listen confidentially, and discuss possible solutions. While we have very little "hard power", we do have the open ears of a sympathetic management, and we might be able to suggest organisations or individuals who can help.

LHCb week - 10 December 2015

What happens if LHCb (by means of the ECDG office) action in case of sexual harassment complaint

J. Rademacker, B. Sciascia

LHCb week 10/03/2016

GENDER (IM)BALANCE AT LHCb

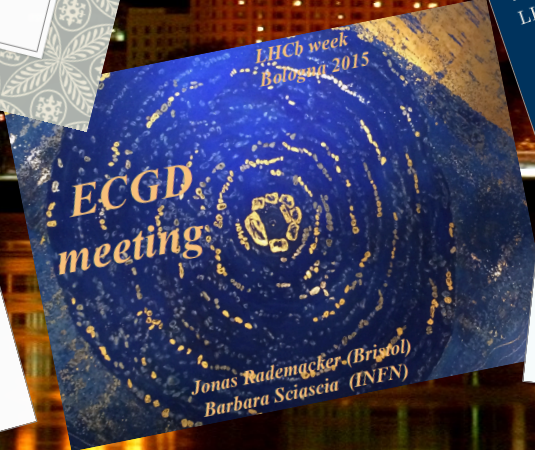
F. Dardel on behalf of the ECDG team

M.O. Bettler, S. Braun, F. Dettori, T. Gershon, K. Hennessy, J. Rademacker, B. Sciascia

Junior Representation in ALICE

LHCb Week, June 2016

Hans Beck, Benjamin Hess, Deepa Thomas



HEP - what else

- This is about...
- understanding and acknowledging the realities of the career paths PhDs and Postdocs will take.
- being a collaboration that supports its Early Career members in developing their career.
- and, last not least, practical information about planning your career inside and outside HEP.

Mentoring...

Yasmine Amhis
CERN, November 1st, 2014

LHCb week - 10 December 2015

Gender (im)balance in LHCb
Numbers as food for thought

M.-O. Bettler, S. Braun, F. Dettori, F. Dardel, T. Gershon, K. Hennessy, J. Rademacker, B. Sciascia

LHCb Week

Thanks to the many people who provided numbers, plots and ideas.

About sexual harassment in LHCb
(difficult to find a nick/nice name for this, so we stay with it)

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