



EPS-HEP 2017

Venice, Italy, July 5 - 12, 2017

The background of the slide is a photograph of a Venetian canal. In the foreground, a gondola with two people is moving across the water. The canal is lined with colorful buildings, and in the background, the large dome of St. Mark's Basilica is visible under a clear blue sky.

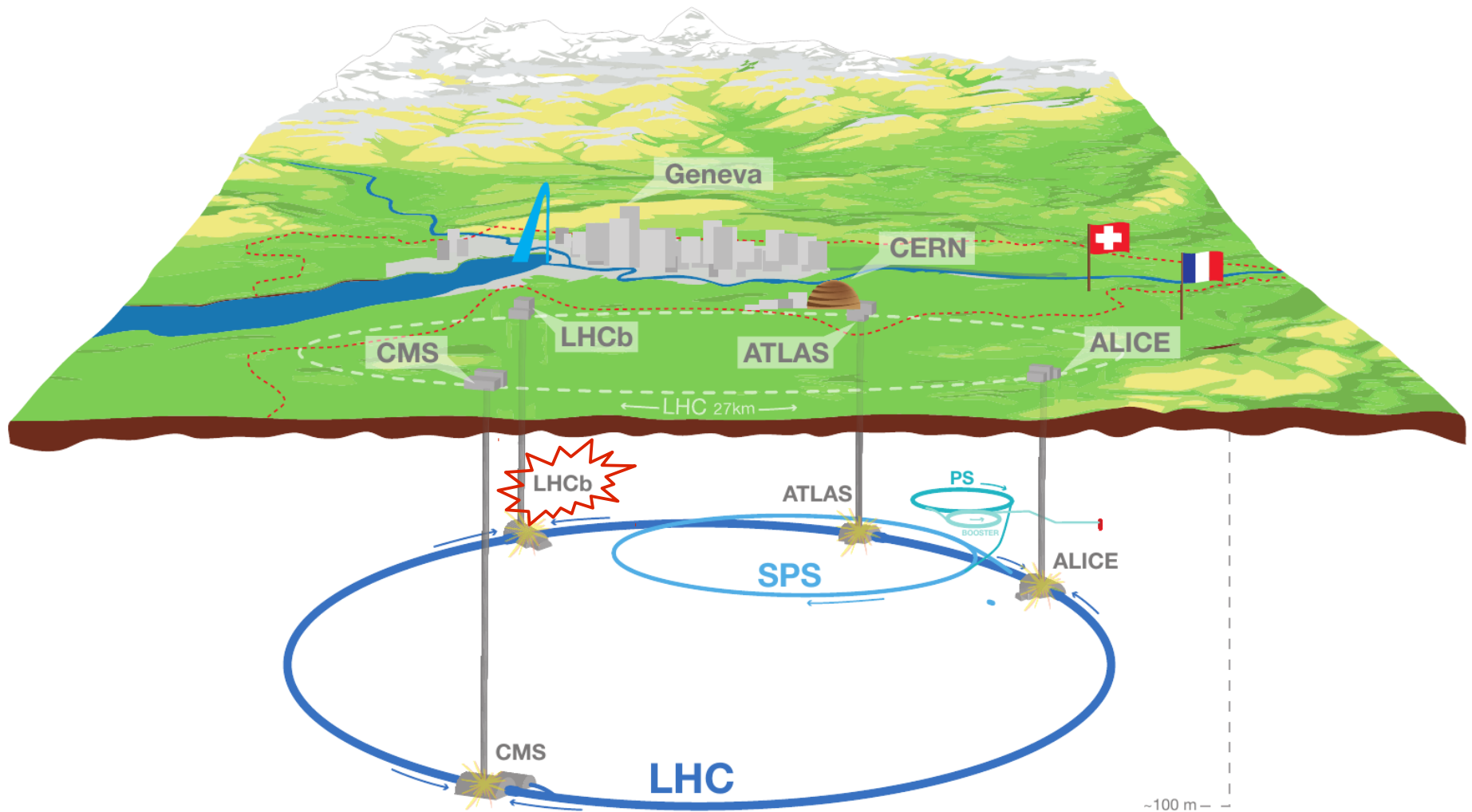
Early Career, Gender & Diversity Office at the LHCb experiment

Olaf Steinkamp

on behalf of the LHCb collaboration

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Setting The Scene



**LHCb is the smallest of the four big experiments
at the Large Hadron Collider at CERN**

Setting The Scene



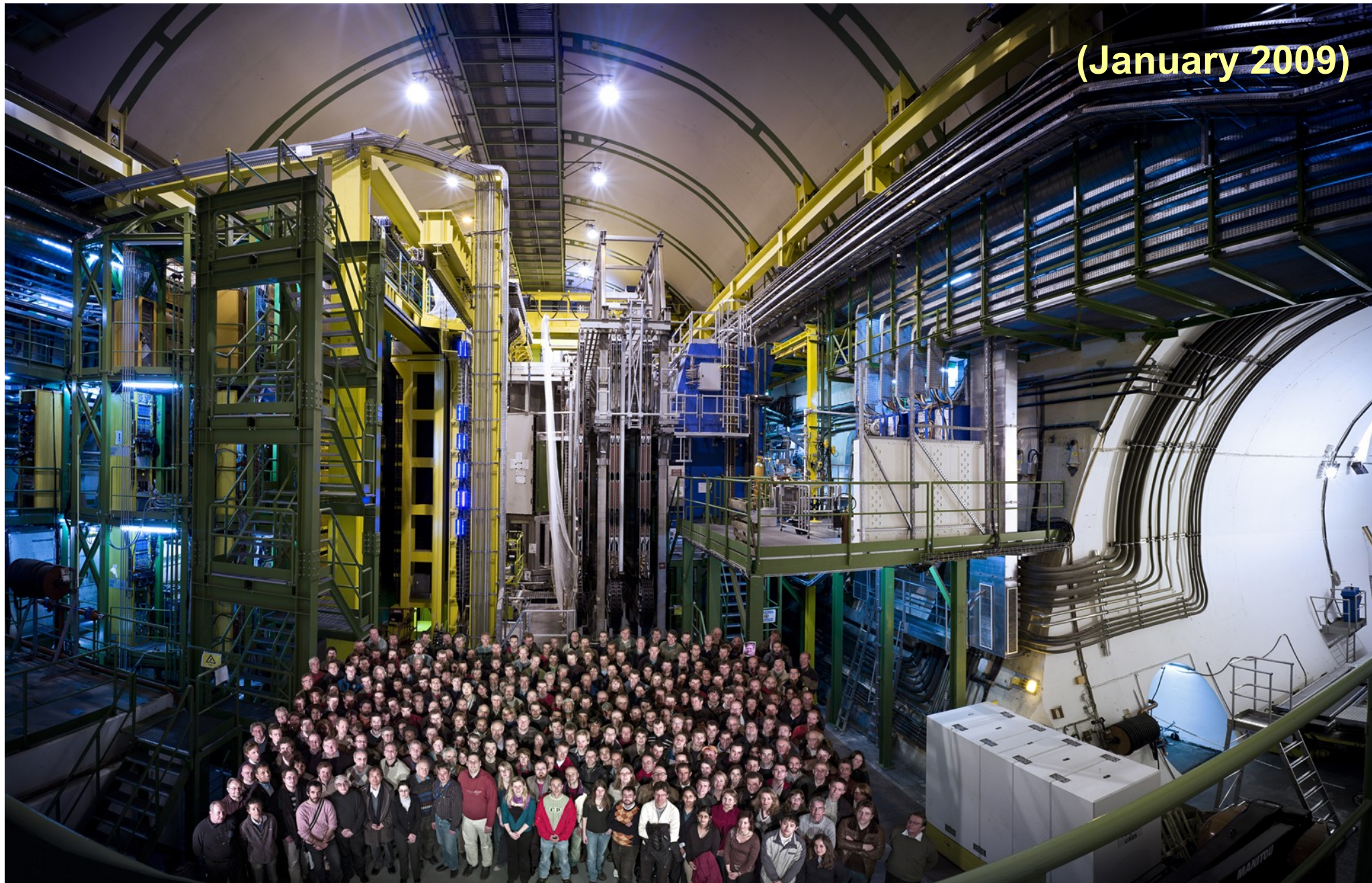
1185 members from 72 institutes in 16 countries
(as of June 15, 2017)

Setting The Scene

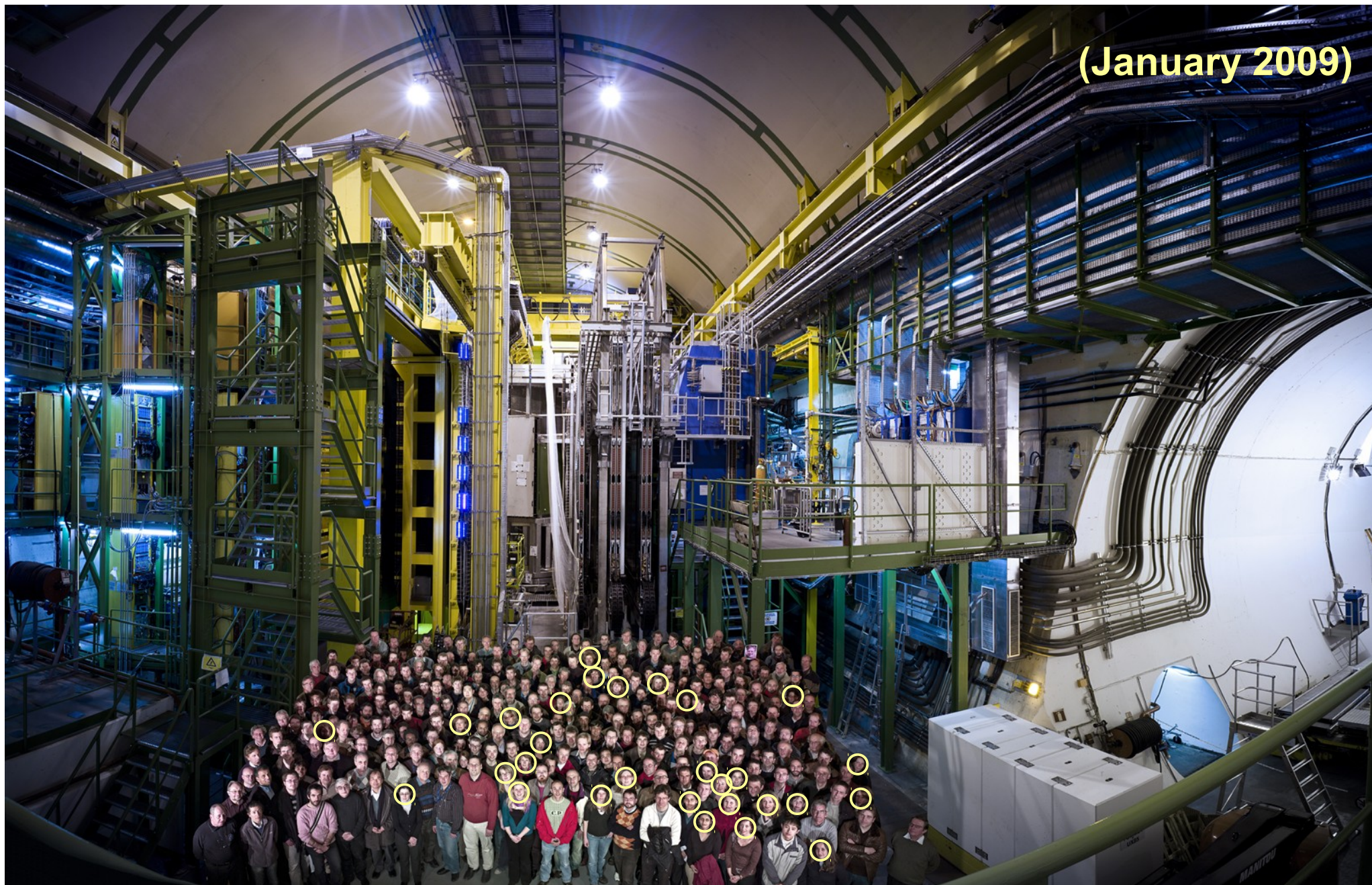


46 nationalities
(as of 2013)

Setting The Scene



Setting The Scene





LHCb-INT-2013-031

August 13, 2013

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

V.V. Gligorov¹.

¹*CERN, 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), and $13.0 \pm 1.3\%$ in 2013 (107 out of 824 scientists), where the number of women is treated as a binomial efficiency and the uncertainty is computed accordingly. A small

The Beginnings



LHCb 2013-031
13, 2013

LHCb management appoints
“Equality and Diversity Taskforce”
 to explore possible ways
 towards improving the situation

nted. Women are
 s in 1... of 244 scientists),
 s), where the... ber of women is
 the... ty is computed accordingly. A small

The Beginnings

Taskforce performs **LHCb internal survey:**

Gender balance

→ Confirms findings from previous study

**General working conditions,
with special emphasis on “young” collaborators**

Working hours, work-life balance

Mentoring, career coaching

Paternity/maternity leave

Equality and diversity training

Collaboration culture

Discrimination, inappropriate language

Recommendations of the LHCb E&D taskforce

V.Gibson, V.V.Gligorov and M.Pepe-Altarelli

LHCb CB meeting 16/09/2014

Recommendations of the LHCb E&D taskforce

V.Gibson, V.V.Gligorov and M.Pepe-Altarelli

**next speaker
in this session ;-)**

LHCb E&D meeting 16/09/2014

Response of LHCb management to recommendations

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.

Early Career, Gender and Diversity (ECGD)

ECGD officers are appointed for two years

→ Same as most other coordination positions in LHCb

**Are senior(-ish) members of the collaboration,
ideally with longer-term work contracts**

→ Less easily intimidated

Remain active in their detector / analysis / coordination tasks

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Barbara
Sciascia



Jonas
Rademacker



Mat
Charles



Silvia
Borghi

Oct 2014 – Dec 2016

since Oct 2016

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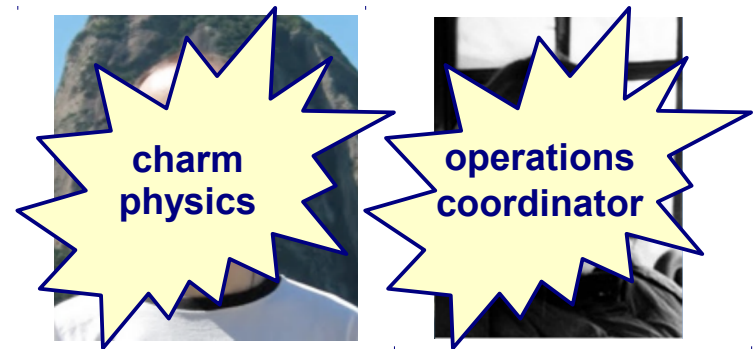
Remain active in their detector / analysis / coordination tasks



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Oct 2014 – Dec 2016



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ECGD Activities

**Organize regular meetings
within the collaboration**

Maintain web page as public face

**Monitor gender/diversity balance
in the collaboration, as a function of age
(leadership positions, talks at conferences, etc.)**

Advise management on related matters

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

Support newcomers to LHCb

LHCb contact for ECGD-related issues or initiatives

ECGD Activities

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**Be available to colleagues
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hope you didn't miss
Albert's talk
on the **LHCb starter kit**

Support newcomers to LHCb

LHCb contact for ECGD-related issues or initiatives

Contact information

“Mission statement”

News, useful links

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



Early Career, Gender and Diversity Office

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

News & web pickings

[11th LHCb ECGD meeting \(Thu 15 June 2017\)](#) (main topic: A Study on human-human interaction with the LHCb experiment)

[CERN Diversity in Action Workshop](#) Would you like to learn about how stereotypes form? How they could affect our professional life? Would you like to explore ways to recognise and overcome unconscious biases?

[10th LHCb ECGD meeting \(Thu 2 March 2017\)](#) (main topic: Mentoring Q&A, informal chats)

[Diversity? It's an issue for the majority](#)

[Gender in Physics Day \(27 January 2017\)](#) Globe, CERN, Geneva, Switzerland

[CERN Knowledge Transfer meet-ups](#) for CERN people interested in entrepreneurship and innovation; contact person is [Marthe Dehli](#)

[9th LHCb ECGD meeting \(Thu 8 December 2016\)](#) (main topic: Mentoring)

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,



The LHCb collaboration

LATEST NEWS

- ✦ [Meetings of the week](#)
- ✦ [LHCb Institutes meetings](#)
- ✦ [7th hackathon of software for the upgrade and C++ course](#) at CERN, 19-23 June 2017
- ✦ [Workshop on heavy hadron spectroscopy](#), at CERN 17-18 July 2017
- ✦ [85th LHCb Week](#) in Lake Placid, 18-22 September 2017 - Please read [the bulletin 1](#). You can still [register](#) (to reserve your room) until the hotel runs out of rooms. This may happen at any time so do not wait. [Visa information](#) is now posted.

COLLABORATION

- [Organisation](#)
- [Newcomers](#)
- [Useful information](#)
- [Early Career, Gender and Diversity Office](#)
- [Collaboration prizes](#)

OPERATIONS

- [Operations twiki](#)
- [Run status](#)
- [Daily report](#)
- [Shift](#)
- [Logbook](#)

Useful links

[LHCb Mentoring Programme](#)

[Mentoring elsewhere](#)

[Gender, Diversity and Equality...](#)

- [at LHCb institutes](#).
- [at CERN](#)
- [elsewhere](#)

[Research & Statistics](#)

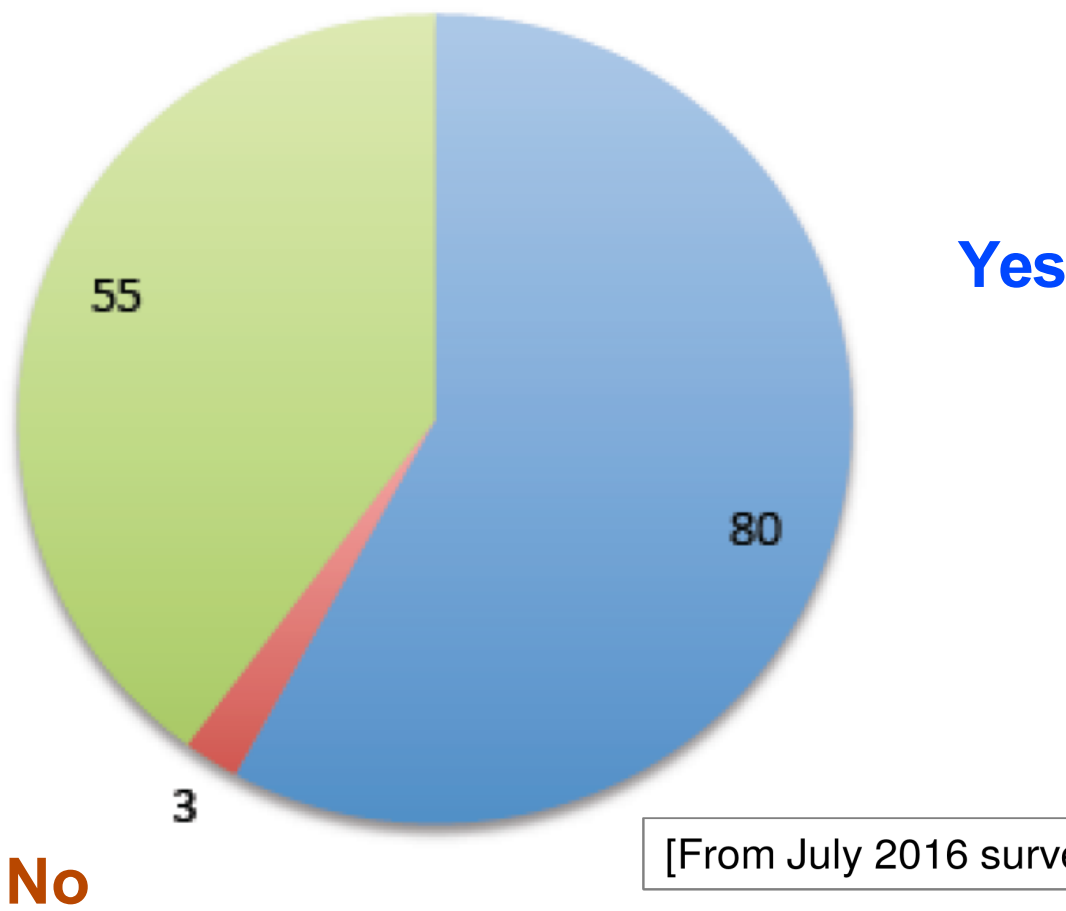
[External ECDG related Organisations](#)

[Comics](#)

[LHCb ECGD meetings](#)

Was the webpage useful ?
(138 replies)

Was not aware
of this page



ECGD Meetings

Plenary Session at every LHCb week
(eleven meetings so far)

Each focussed on a specific topic
(inspired by feedback from the 2013 survey)

Mentoring
Paternity/maternity leave
Career options outside HEP
Sexual harrassment
Gender imbalance
Representation of “young” people
Human-human interactions within the collaboration

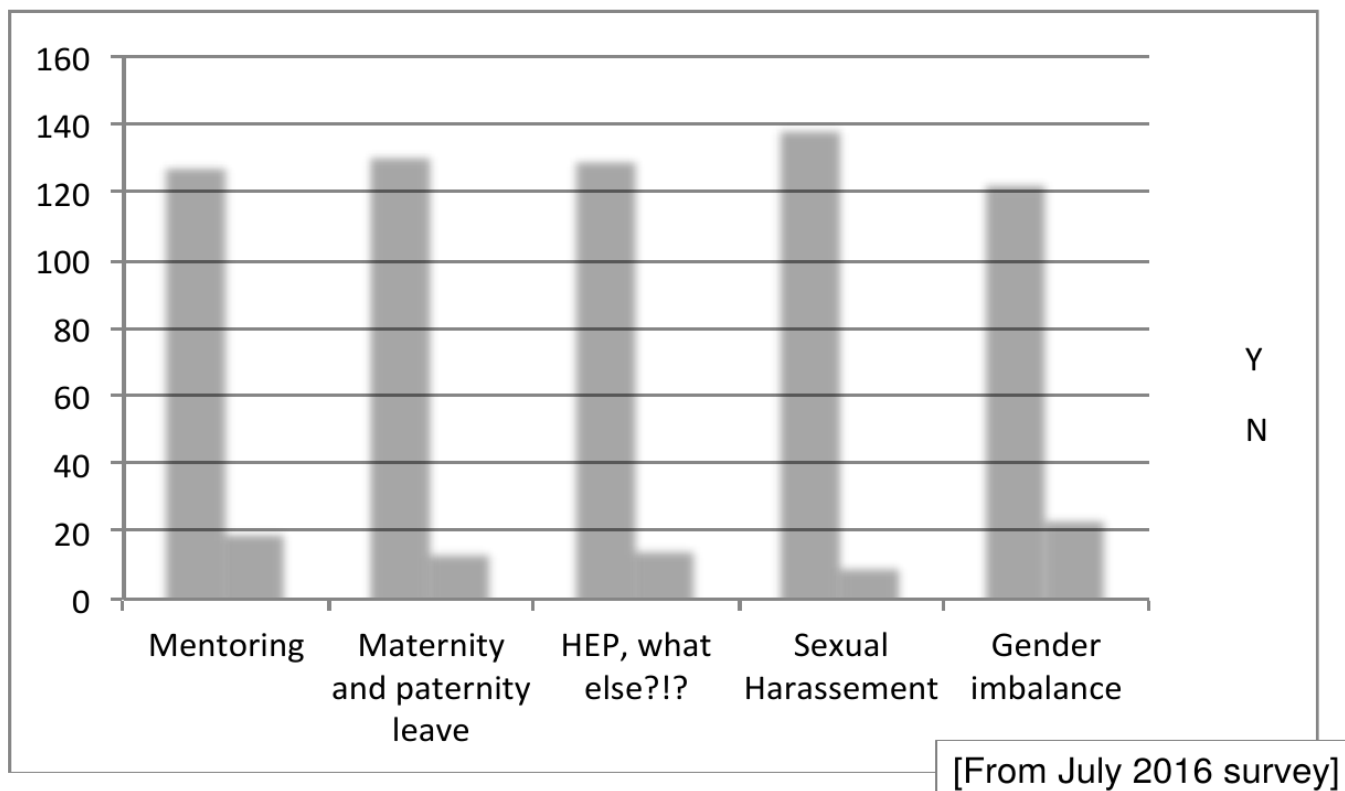
Involve selected groups of volunteers in the preparation

Ideally followed up with tangible actions

ECGD Meetings

Usually very good attendance
 (> 100, typical for LHCb plenary meetings)

Did you find the meeting useful ?



Sexual Harassment

Thankfully, we do not have to deal
with his like ...



But, our surveys reveal that we are not an island:
incidents are more common than we might wish to think

Sexual harassment occurs on many levels:
perpetrator may think an incident is harmless,
but it is not harmless if the victim doesn't think it is.

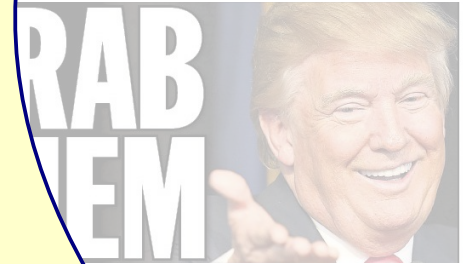
Sexual Harassment

**Important rôle
for ECGD:**

Raise awareness

Be accessible

**Work with (not against) collaborators
to help resolve potential conflicts**



**We cannot eradicate biases / prejudices
inherent in our society**



**But we can reduce obstacles and sources of inequality
within the collaboration**

Explicit discrimination usually easy to spot, e.g.

Sexist comments and jokes

Different treatment of male and female students

**We cannot eradicate biases / prejudices
inherent in our society**



**But we can reduce obstacles and sources of inequality
within the collaboration**

Implicit discrimination often less obvious, e.g.

“Male”-dominated work environment

Structures that disfavour women getting senior positions

Gender
of
inhe

Important rôle for ECGD:

Raise awareness

Propose “good practice”
to alleviate ill effects
of implicit discrimination

Structures

positions



Gender
of
inhe

Example:

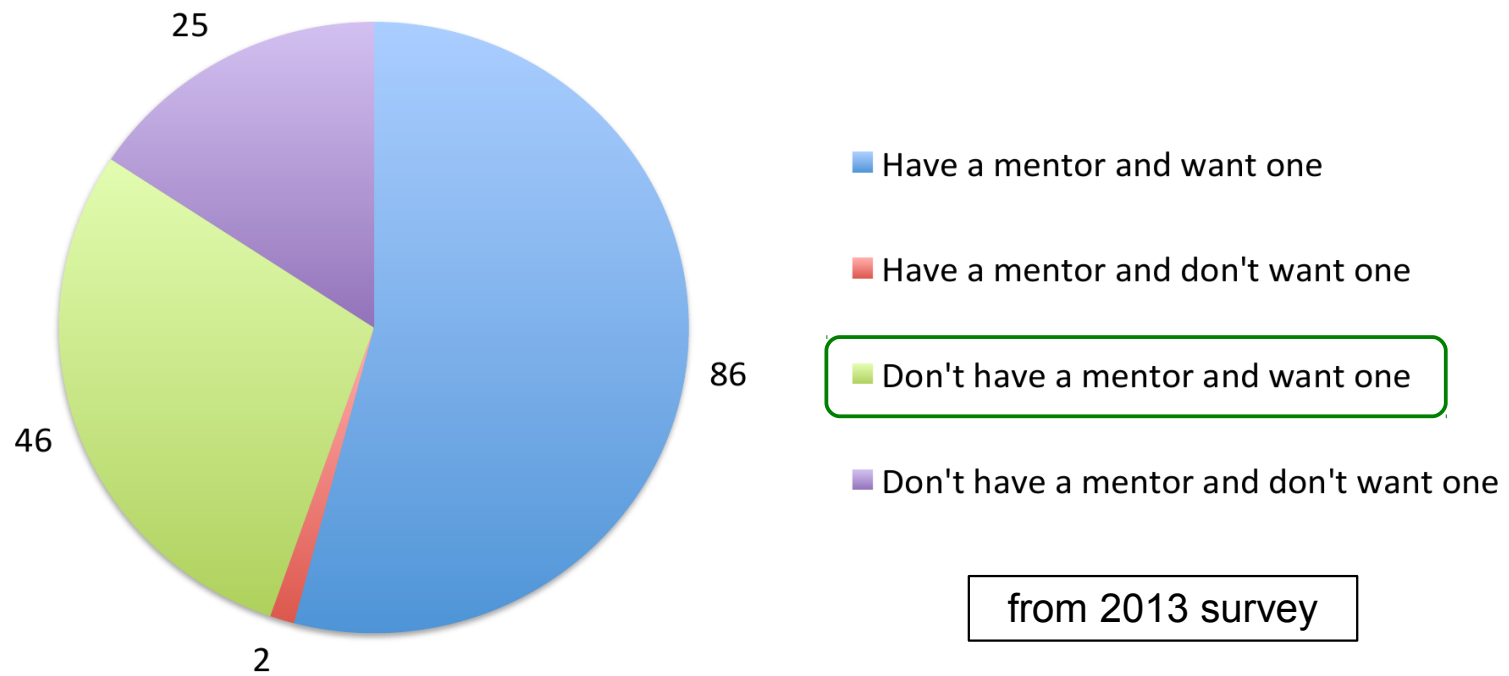
**LHCb now guarantees that people
in leadership positions
(e.g. working-group conveners)
can return to these positions after
paternity/maternity leave
(or leave of absence for similar reasons)**



Structures

positions

One in four male and one in three female respondents indicated in 2013 survey that they would like to have a mentor but do not have one



Introduced mentoring “system” in LHCb

Large number of potential mentors
(mostly senior physicists from West-European countries)

Limited uptake from potential mentees so far

Exploring new approaches to overcome “activation barrier”
(e.g. meet-and-greet at LHCb week)

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[https://twiki.cern.ch/twiki/bin/view/LHCb/LHCbECGD#Mentoring_at_LHCb]

Provided input to latest CERN 5-yearly review of employment conditions

[<https://hr-dep.web.cern.ch/content/5-yearly-review-diversity>] (requires CERN password)

In contact with CERN Ombudsperson

[<http://ombuds.web.cern.ch/>]

Improve contact between current LHCb students/PostDocs and LHCb alumni who made a career elsewhere

Participate in organisation of LHC career networking events

Previous one in Dec 2016

[<https://home.cern/cern-people/updates/2016/12/4th-alice-atlas-cms-and-lhcb-career-networking-event>]

[<https://indico.cern.ch/event/561880/>]

Next one scheduled for autumn 2017

→ stay tuned !

Summary

**The LHCb Early Career Gender and Diversity office
has had a very promising first 2 ½ years**

**“ECGD” is now an established household name
within the collaboration**

**Raised awareness for various issues
that are bound to play a rôle in a big collaboration,
but are usually ignored**

**Not a “police force”,
but an opportunity to discuss such issues
in a friendly environment**

[PoS (ICHEP2016) 317]

**Many issues have their roots in society at large,
but we can and should do our best to alleviate their impact
on our daily lives as particle physicists**

Many thanks

**to our ECGD officers,
who are doing such a great job
on top of their “daily work”**

Many thanks

**to the conference organizers
for making this session possible**