

The Early Career, Gender & Diversity Office at the LHCb experiment

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LAL Orsay

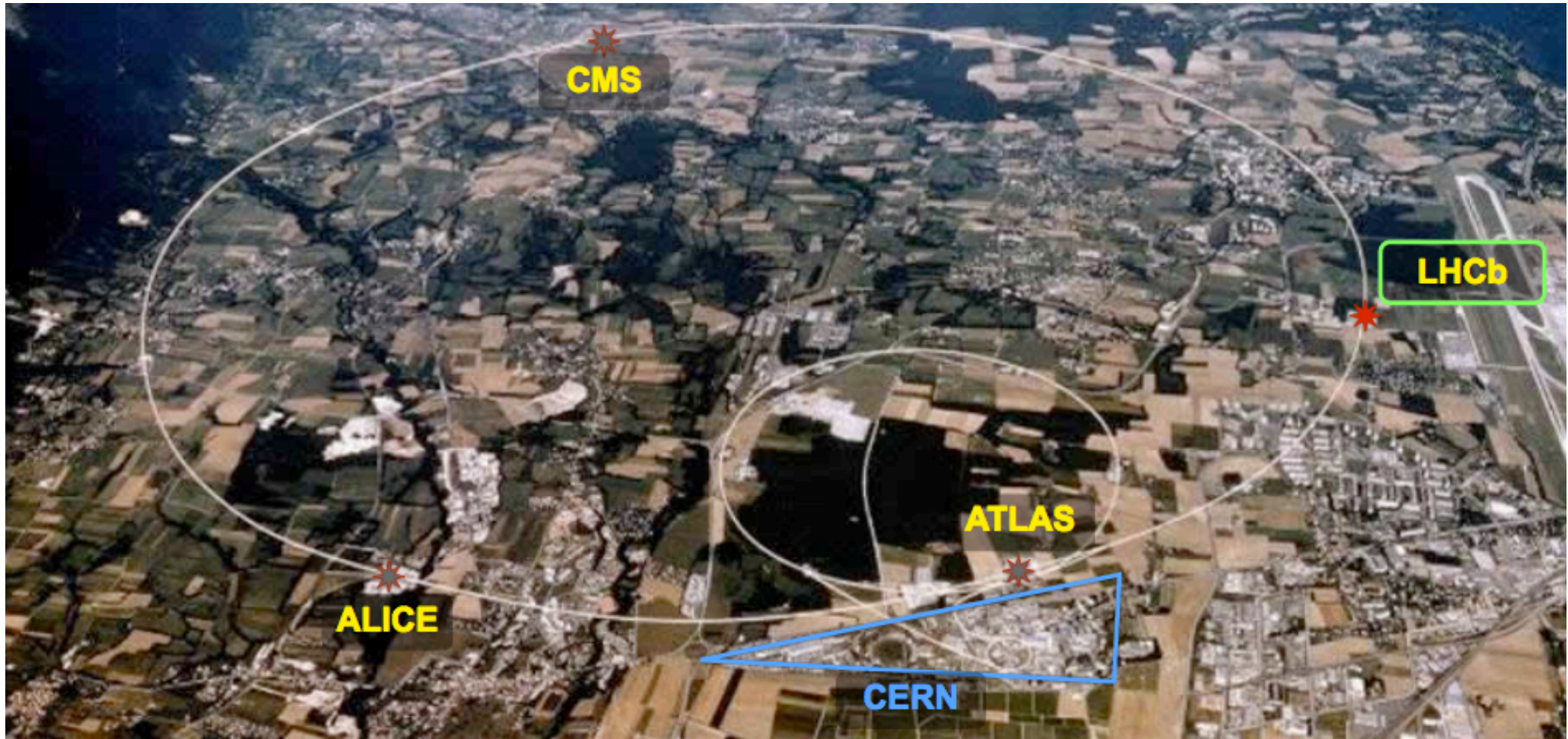
On behalf of the LHCb Collaboration



EPS-HEP, Ghent, 10-17 July 2019



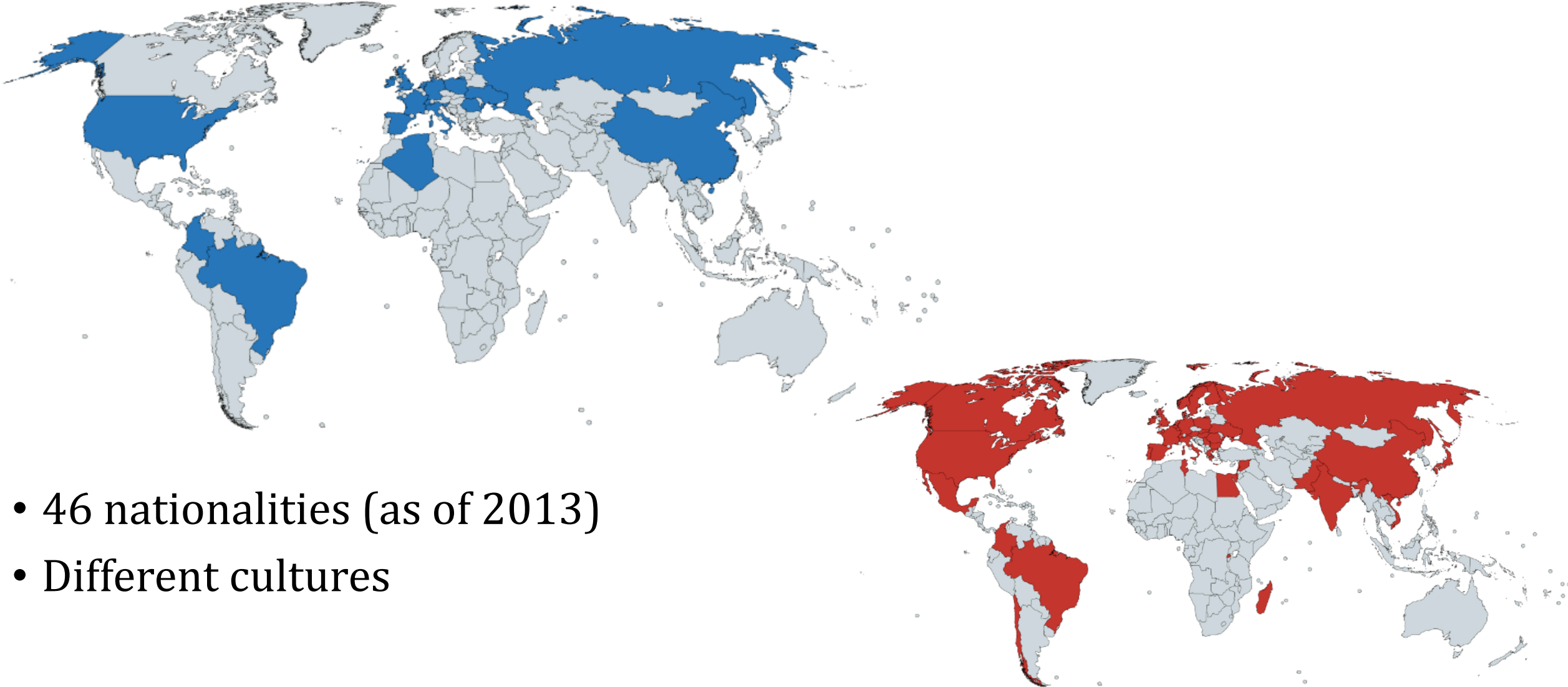
LHCb: the smallest of four big experiments at Large Hadron Collider at CERN



What's up?

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- Diverse: 1380 members from 79 institutes in 18 countries (as of June 2019)



What's up?

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**How to create the inclusive work environment,
which inspires well-being for all LHCb members?**

- 46 nationalities (as of 2019)
- Different cultures

- A first internal study in 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 upward trend in the proportion of women appears to exist over this time period. The fraction of LHCb scientists which are women is found to have little sensitivity to the country of employment or scientist nationality, and no significant correlation is found between scientist gender and the proportion of time spent at CERN. On the other hand, women are found to be significantly underrepresented at the highest management levels, and the fraction of female LHCb users between the ages of 30 and 40 (mostly early stage postdocs) is roughly a factor two lower than the fraction of female LHCb users between the ages of 15 and 29 (mostly PhD students), indicating a problem with the retention of female scientists beyond their doctoral studies. The overall fraction of women on LHCb is significantly lower than on ATLAS. It is hoped that this study can serve as a constructive contribution to a conversation within LHCb about gender issues in high energy physics and possible proactive measures which could improve the current gender balance on the experiment.

- Management appoints an “Equality and Diversity Taskforce”: explore possible ways towards improving the situation
- Following Taskforce recommendations: Collaboration board (CB) ratifies the creation of **ECGD Office** in Sep 2014

1. We shall appoint two ECGD Officers, one man and one woman, with the following mandate:
 - i. **to advise the management on ECGD matters;**
 - ii. **to be available for listening to and advising colleagues, in a confidential manner, who feel that they are the victims of harassment, discrimination, or other inappropriate behaviour;**
 - iii. **to collate regular statistics** and other relevant information related to gender and, where appropriate, other ECGD matters, **so that the collaboration’s progress in this area can be monitored** (see 3.);
 - iv. to assist the management in **scheduling regular open meetings where ECGD matters can be discussed** (see 4.).

- Since 2019, ECGD mandate is specified in the [LHCb constitution](#)

3.4 The Early Career and Gender Diversity Office

The Early Career and Gender Diversity (ECGD) office oversees the well being and working environment of all LHCb members.

The LHCb Management proposes two ECGD Officers to serve for a period of 2 years.

The appointment of the ECGD Officers is ratified by the CB.

One ECGD Officer is invited to attend the CB as a non-voting member.

The ECGD Officers advise the Management and act as LHCb contacts for all matters related to ECGD.

The ECGD Officers collate 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 colleagues, in a confidential manner, who feel they are subject to harassment, discrimination or other inappropriate behaviour as given in the Code of Conduct.

The ECGD Officers assist the Management in scheduling regular open meetings where ECGD matters can be discussed.

https://lhcb.web.cern.ch/lhcb/ECGD_Office/ECGD-intro.html



LHCb Early Career, Gender and Diversity Office

[LHCb homepage](#) > [ECGD homepage](#)

News & web pickings

(last updated 8 July 2019)

19 Nov 2019

LHC Career Networking Event at CERN; agenda is in preparation, the format is going to be similar to that of the 2018 edition.

10 Jul 2019

[ECGD talk](#) by Vitalii Lisovskyi at EPS-HEP in Ghent.

6 Jul 2019

CERN's Women in Technology (WIT) have their own Instagram channel, [wit.at.cern](#).

What are we here for?

To quote from the [LHCb constitution](#),

The Early Career and Gender 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](#). We guarantee absolute confidentiality.

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

Contact

For general messages:

You can reach the ECGD office by email to lhcb.ecgd@cern.ch.

For all confidential matters:

Please contact us at our [personal emails](#).

Links

ECGD:

[LHCb mentoring programme](#)

[ECGD meetings](#)

[ECGD presentations](#)

- A part of the weekly LHCb newsletter
 - Important to raise awareness

NEWS FROM THE EARLY CAREER GENDER AND DIVERSITY OFFICE

Many thanks to Barbara Sciascia for pointing us to this interesting article in Symmetry Magazine, <https://www.symmetrymagazine.org/article/from-physics-to-data-science>, in which "Four physicists share their journeys through academia into industry and offer words of wisdom for those considering making a similar move."

Two academic training lectures, on "Self-Control, Decision Fatigue, and Energy Depletion" <https://indico.cern.ch/event/752042/> and "Thinking about the Future" <https://indico.cern.ch/event/752043/> are going to take place at CERN on June 13/14. For those not at CERN, a video recording is promised to appear on the Indico pages a few days after. Thanks a lot to Giovanni for making us aware of these lectures.

As a reminder, June 14 is also the day of the "Greve feministe" in Switzerland. The programme for Geneva is online: <https://www.14juingeneve.ch/>. You can still sign the "Academic Manifesto" at <https://www.feminist-academic-manifesto.org/>.

We have moved our web page http://lhcb.web.cern.ch/lhcb/ECGD_Office/ECGD-intro.html to the new version and you can find the mentioned links there as well. Please let us know of relevant news and events in your region, we'll be happy to advertise them here and through the webpage.

- Every LHCb week, a plenary (about 1.5h) session
- Each focuses on one topic
 - Involve volunteers in preparation
- 1-3 talks and an open **discussion**
- Well attended
 - Also by the management

18 Jun 2019

Main topic: Early Career initiatives in LHCb (in preparation).

5 Mar 2019

Main topic: ECFA survey on the recognition of individual achievements in large collaborations.

6 Dec 2018

Main topic: Gender and diversity in LHCb - what should we learn for the upgrade?

6 Sep 2018

Main topic: importance of social events at workplace.

14 Jun 2018

Main topic: mental health in the research and academia community.

8 Mar 2018

Main topic: gender balance.

7 Dec 2017

Main topic: meetings - how to make them better?

21 Sep 2017

Main topic: statistics and notes on 2016 ECGD survey.

15 Jun 2017

Main topic: human-human interaction with the LHCb experiment.

2 Mar 2017

Main topic: mentoring, panel discussion, Q&A, and informal chats.

8 Dec 2016

Main topic: mentoring.


15 Sep 2016

Main topic: results of the 2016 ECGD survey.

Gender and diversity

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- Raise **awareness** of known issues
- **Monitor** gender balance and support the diversity
 - Collaboration-wide surveys
- Scientific environment is not immune to discrimination and harassment
- How to make women feel not excluded?

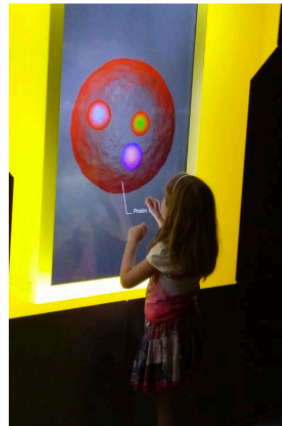
 LHCb Experiment at CERN
5 July at 09:55 · 🌐

LHCb is one of the official supporters of this annual initiative to showcase and celebrate the work and the lives of LGBTQ+ people in STEM.

By supporting #LGBTSTEMDay we are helping take one small step in the global push for equality, diversity, inclusion, and belonging in STEM.



 **International Day of Women and Girls in Science**



 **International Women's Day**



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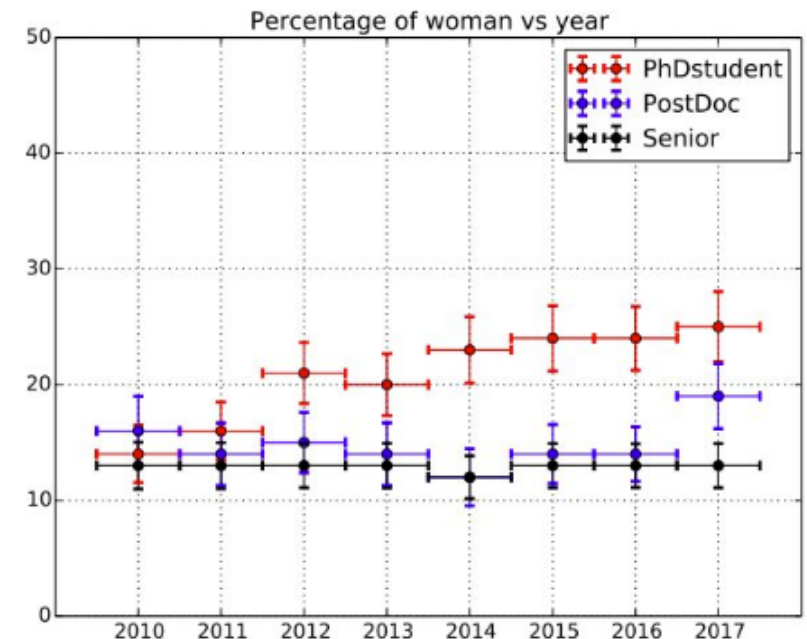
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- The latest meeting was dedicated to EC initiatives
- Existing initiatives:
 - LHCb Starterkit: introductory software course for newcomers
 - LHCb Impactkit: advanced course on LHCb software
 - LHCb Startertalk: physics talks for newcomers
- Room for improvement: potential future ideas
 - Offer a discussion forum among LHCb students
 - Some initiatives not sufficiently advertised
 - Invite senior colleagues for “Q&A hour”
 - Support newcomers and their questions in working group meetings

- We are trained as physicists
- Newcomers overwhelmed by amount of **software** they have to learn
 - Tutorials often broken
 - Students modify inherited scripts, often very outdated

Solution: LHCb Starterkit

<https://lhcb.github.io/starterkit/>

- **Volunteers** prepare detailed, **up-to-date** tutorials
 - Always accessible online
- One week of **hands-on** introductory courses (Nov-Dec) every year
 - Collaborate with other experiments: in 2018, with ALICE and SHiP
 - Advanced courses in Apr-May
- Social event: important for **networking**



- Newcomers have been offered platforms to learn and discuss LHCb software
 - Tens of mailing lists to ask more advanced questions
- But: where to ask 'trivial' questions on **physics**?
 - Supervisors can be busy, students can be shy
- Regular student meetings with invited senior speaker
- Further ideas: physics-kit?



(Not just early) career initiatives

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- **Mentoring**
 - Volunteers among LHCb members, who offer their (confidential) support for younger colleagues
 - Different countries represented
- Help for people transitioning from HEP to industry/software companies
- ECGD supports CERN **Career Networking** Event: three LHCb alumni speakers in 2019

Country	Position
Italy	Senior
UK	Senior
Italy	Senior
EU	PostDoc
France, UK	Senior
UK	Senior
France, UK, CERN	Senior
UK (with some info for Germany and Slovakia)	Senior
France	Senior
Italy	Senior
UK (esp Ernest Rutherford & RS Fellowships)	Senior
CERN	Senior
UK, Germany, CERN	PostDoc
UK, Switzerland (some info for Italy)	PostDoc (left HEP)
France	Senior
CH, UK, NL	Senior
UK	PostDoc

- Collaboration cannot control hiring, demographics or local policies
- But, we can still improve things on our side and **create a friendly working environment**
 - If a WG convener (or similar) takes a parental leave, they are guaranteed to be able to resume their mandate upon return
 - Indicate and take into account gender balance in nominations for leadership positions
 - Without enforcing equal rates
 - When offered a conference talks, people are free to decline without reasoning or further sanctions
 - Support students and early career colleagues with conference talks
 - Being in contact with CERN (Ombudsperson, Diversity Office, LGBTQ CERN) and other LHC experiments

- The LHCb Early Career, Gender and Diversity Office is playing an important role in the life of LHCb Collaboration
 - Well-attended meetings
 - Represented in Collaboration Board meetings
 - Contact point for private or delicate matters
- Not enforcing policies, but creating a **friendly working environment**
- Raising awareness of known issues in a big collaboration

In this presentation, material and ideas from Olaf Steinkamp, Simon Akar, Albert Puig, Antonis Papanestis and others have been used. Thanks!



LHCb
ГЧЕР

YCM01
UX85

- Two officers, appointed for two years
 - More senior people: guarantee independence
 - Remain active in physics/detector LHCb activities
 - Are first **contact point**: confidential listening and advice
 - **Monitor** gender and diversity balance in the Collaboration
 - Including appointments for leadership positions
 - Organize regular meetings
 - **Advice** to management if needed



Arantza Oyanguren



Olaf Steinkamp