



## WP5

# Societal role, societal impact)\*

Els de Wolf & Noortje de Graaf

Nikhef

)\* Disclaimer: **NOT** socio-economic impact!



# Major objective of WP5

Formalise 4 aspects  
of the role of the KM3NeT RI  
as a responsible research organisation:

- 5.1 Code of conduct & ethical behaviour
- 5.2 Gender equality
- 5.3 Alumni & career development
- 5.4 Environmental impact



# 5.4 Environmental impact studies

## OF COURSE, MUST BE DONE

### CONDUCTING RESEARCH IN DEEP-SEA:

- International & national laws and regulations
- Requires expert knowledge
- Experience: ANTARES, NEMO, NESTOR, KM3NeT-Fr, KM3NeT-It
- Taken care of by the Installation Site Managers
- First responsibility:
  - IN2P3 for KM3NeT-Fr
  - INFN for KM3NeT-It
  - NCSR-D for KM3NeT-Gr



## 5.3 Alumni & career development

### WOULD BE NICE, BUT DIFFICULT

- *Setup* alumni network, *monitor* career development
- *Will need:* exit procedures and extension/maintenance of personal data the KM3NeT DB → privacy issue
- Social media probably helpful
- *Perhaps:* setup internal ‘Young KM3NeT’ network or a ‘Career committee’ ala CMS
- Possible activities:
  - Organise career events
  - Advice MT and IB on issues of early career scientists
  - Consider early career scientists in the governing bodies



# 5.1 Code of conduct & ethical behaviour

## WHY BOTHER? IS COMMON SENSE

- Describes the values of the KM3NeT Collaboration
- Serves as a reference and guideline in unfortunate cases
- Contains statements concerning:
  - Integrity
  - Commitment
  - Professionalism
  - Accountability
  - Intellectual property
  - Behaviour in the working environment
  - Communication standards
- Examples available: CMS, LHCb, CERN, ATLAS,...

# 5.2 Gender equality plan

## DO WE REALLY NEED THAT?



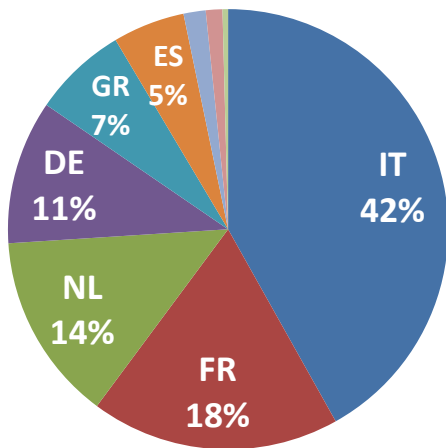
Accumulated on the Collaboration pictures: 62/307 → **20%**

Conclusion: pictures of the Collaboration are important!

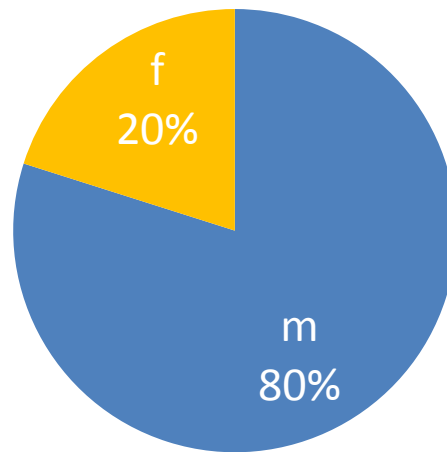
# 5.2 Gender equality plan

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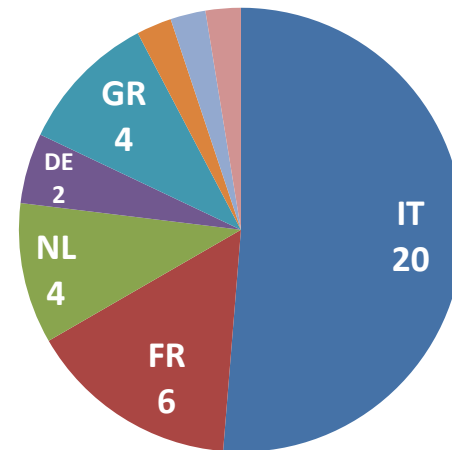
Among 194 authors of the PMT coating paper )\* :



**Country of funding organisation**



**Gender**



**39 female authors**

)\* authors not in the DB or marked 'non-authors' in the DB removed



# 5.2 Gender equality plan

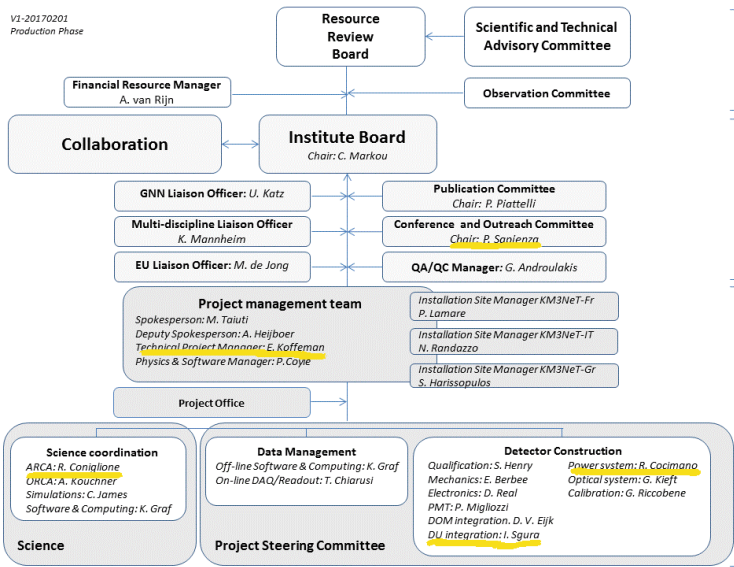
**DO WE REALLY NEED THAT?**





# Women in KM3NeT

VI-20170201  
Production Phase



	Total (#)	Women (#)	Women (%)
Authors )*	194	39	20%
Management positions	29 (26)	5	17% (20%)
PC	8	2	25%
COC	8	4	50% (?)
IB	44	5	11%
STAC	10	2	20%
RRB	9	0	0%

## Conclusion:

women represented ~proportional to the number of female authors

→ Similar results in other large international research collaborations

→ Scout more women to join the Collaboration

)\* PMT coating paper; authors not in the DB or marked 'non-authors' in the DB removed



## 5.2 Gender equality plan

### NEVERTHELESS, WE NEED IT

- Describe/formalise/improve current procedures
  - composition of committees (formulate undisputable mandates)
  - appointments in management and governance positions (formulate transparent profile requirements)
  - selection of conference speakers
- Monitor number of women in the Collaboration
- Examples are available: LHCb, CMS, CERN, ATLAS,...
- *Perhaps*: install an early career, gender and diversity office
  - ala LHCb's ECGD Office
  - listening/advising: victims of harassment, discrimination, other inappropriate behaviour
  - collate annual statistics
  - advice management on gender and diversity in the collaboration
  - mentoring programme

# WP5 tasks groups

- Three small task groups will be setup:
  1. Code of Conduct & Ethical behaviour
    - Representative of IB / management team
    - Senior physicists
  2. Gender Equality Plan:
    - Representative of IB / management team
    - Senior physicists
    - **HR personnel of funding authorities**
  3. Alumni & career development
    - Representative of IB / management team
    - Senior physicists
    - **Early career physicists**
    - **Alumni**
- Supported by WP5 project manager: Noortje de Graaf (Nikhef)
- Chaired by WP5 coordinator: Els de Wolf (Nikhef)

