

Diversity Working Group @ CHEP18

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Some background information

- Diversity at CHEP16
 - Plenary talk and panel, gathering of questions from the community
 - Experts answers (on a top 7 questions)
- Community engagement and encouragement for continuing initiative at CHEP2018
 - Creation of a Diversity Working Group
 - Charge for such DWG not defined – our initial thoughts follows

Initial thoughts

- Last year we worked hard to define the problem
 - The plenary talk by Caroline Simard presented evidence of bias in a comprehensive treatment of the topic
 - The panel was an opportunity for reporting direct experience in both being exposed to and working toward solving bias
- This year, we could expand on three activities
 - “*Representation*”: Define guidelines for the selection of members of the IAC, PC, Track conveners, Plenary Speakers .. for a diverse CHEP
 - Lesson learn from the past – scholarship, representation (role model), ...
 - “*Presentation*”: propose and promote discussions/initiatives on diversity – reserve room for at least one plenary of an aspect of diversity
 - Initial idea: Positive impact of workplace diversity?
 - “*Actions & Policies*”: Create opportunities at the conference to talk about solutions

Goals (“presentation”)

- Present evidence that solving these issues is a benefit to all of us
 - Diverse teams have a creative advantage when solving new problems
 - Many of us will eventually be directly impacted by these bias issues
 - Gender, ethnicity, religion, orientation, age, disabilities, ...
- People will be more committed to solving problems if they see it's in their best interest

During CHEP18 (*“Actions & Policies”*)

- Present potential actions to improve the level of representation at all levels of the community
 - Attracting more people into the field
 - Maintaining more people throughout their careers
 - Improving the experience and reducing bias

Extending the DWG

- Our initial ideas are not written in stone
- We would like to invite members from IAC/PC chairs/track conveners to join the DWG @CHEP18
 - Volunteers welcomed