

ECGD: Supporting early-career physicists, gender equality, and diversity at LHCb

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LHCb is a collaboration of over 800 scientists from 72 institutions based in 16 countries, and representing many more nationalities. We aim to work together on experimental high energy physics, and to do so in the best and most productive and collaborative conditions. The ECGD office exists to support this goal, and in particular has a mandate to support early-career physicists, and to work towards gender equality and support diversity in the collaboration. In this talk we discuss what we have learned from analysis of the collaboration's demographics and survey responses, share our experiences from efforts to achieve these aims, and consider the broader context and challenges facing the field.

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