

Working Group 5 Report on Inclusiveness

Magdalena Slawinska
Chara Petridou

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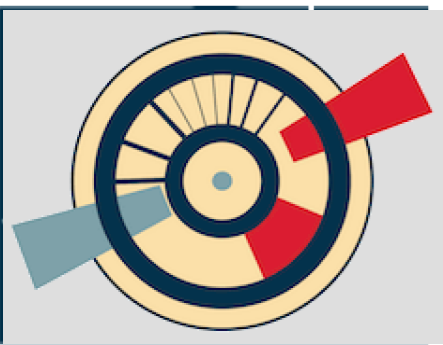
WG5: Inclusiveness Main Aspects-Description

One of the Main Goals of WG5:

To assure effectiveness of Inclusiveness Policies within VBSCan (geographical, gender, age...)

In this presentation we will summarize:

- The main aspects of inclusiveness within VBSCan
- What we have achieved so far
- Where do we stand in terms of the general expectations of the COST-Action
- Where we are lacking behind and should improve &
- Which are our main goals and action items for this 2nd year of our project



WG5: Inclusiveness as given in our proposal

WG5: Inclusiveness Policies

main aim	Full inclusion of researchers that, for geographical or sociological reasons, might need specific policies to get on the same footing as the rest of the community.
Tasks & deliverables	<ul style="list-style-type: none"> ✓ • ECI promotion through STSM and as managers of the Action ✓ • counteract gender imbalances, also promoting women in manager positions ✓ • support members of COST ICT through STSM and organisation of events there
milestones	<ul style="list-style-type: none"> ✓ • Review of the effectiveness of inclusion policies every six months ✓ • organisation of topic discussions on inclusiveness issues during the yearly meetings, the MTSM and the final conference

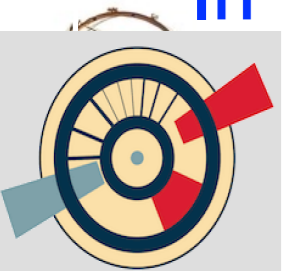
ECI – (Early Career Investigator) is an individual who is within a time span of up to 8 years from the date they obtained their PhD/doctorate (full-time equivalent).



WG5: Inclusiveness – Which are the Main Aspects

We are making sure that Inclusiveness Policies in terms of **Inclusiveness Targeted Countries (ITCs)**, **age** and **gender** are first of all applied:

- Within the Management Committee (MC)
- Within the Core Group
- In the Short Term Scientific Missions (STSMs) that we approve
- In the leadership roles which we distribute within VBSCan (For example in various activities like paper editing, organizing committees of Schools, Annual meetings and Training activities, search committees etc)
- In the supports given for attending the training schools
- In the selection of the lecturers at the training schools
- In the participation/organization of the outreach events



WG5: Inclusiveness – What we have achieved

I. On ITC

• COST Inclusiveness Targeted Counties

COST	ITC	VBSCan	VBSCan ITC	CERN (website 10/
Bosnia and Herzegovina	1			1
Bulgaria	1			50
Croatia	1	1	1	27
Cyprus	1	1	1	15
Czech Republic	1	1	1	236
Estonia	1			19
Hungary	1			65
Latvia	1			1
Lithuania	1			40
Luxembourg	1			2
Malta	1			6
Montenegro	1			4
Macedonia	1			2
Poland	1	1	1	296
Portugal	1	1	1	112
Romania	1			105
Serbia	1			34
Slovakia	1			87
Slovenia	1	1	1	21
Turkey	1	1	1	131
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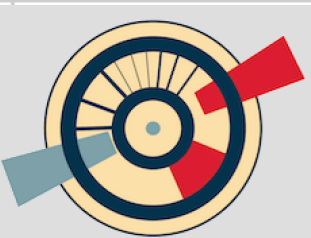
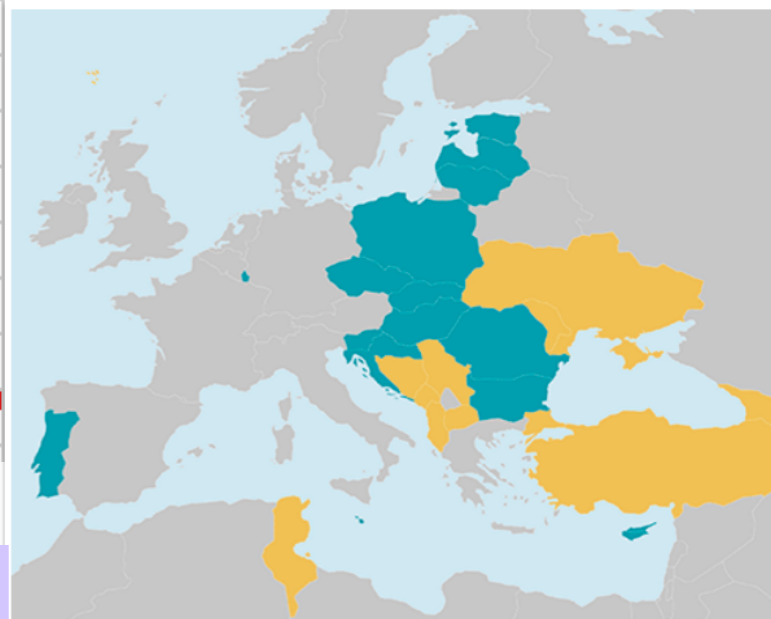
Participation in VBSCan

- Total 21 countries
- 7 ITC countries

=> 30%

Participation in All COST Actions 46%

=> Need to improve



WG5: Inclusiveness – What we have achieved

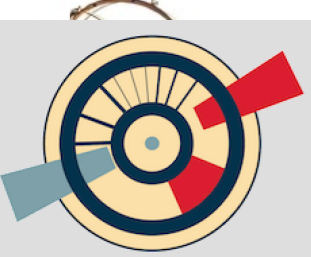
I. On ITC (From our yearly report)

- Achieved : - 3 new ITC countries joined the Action
 - From the 34 participants to the 1st training school, 10 are from ITC countries
 - One STSM supported an ITC researcher

The MC always allocates to ITCs for participation in conferences and gives them priority in STSM assignment.

- Comment: The inclusion of ITCs is a challenging objective, because of the small number of ITC researchers in our field (prev. slide).

The number of CERN Lab Users, for Bosnia and Herzegovina, Latvia, Luxembourg, Malta, Montenegro, the Republic of Northern Macedonia is less than 10 each, for Cyprus and Estonia less than 20 each

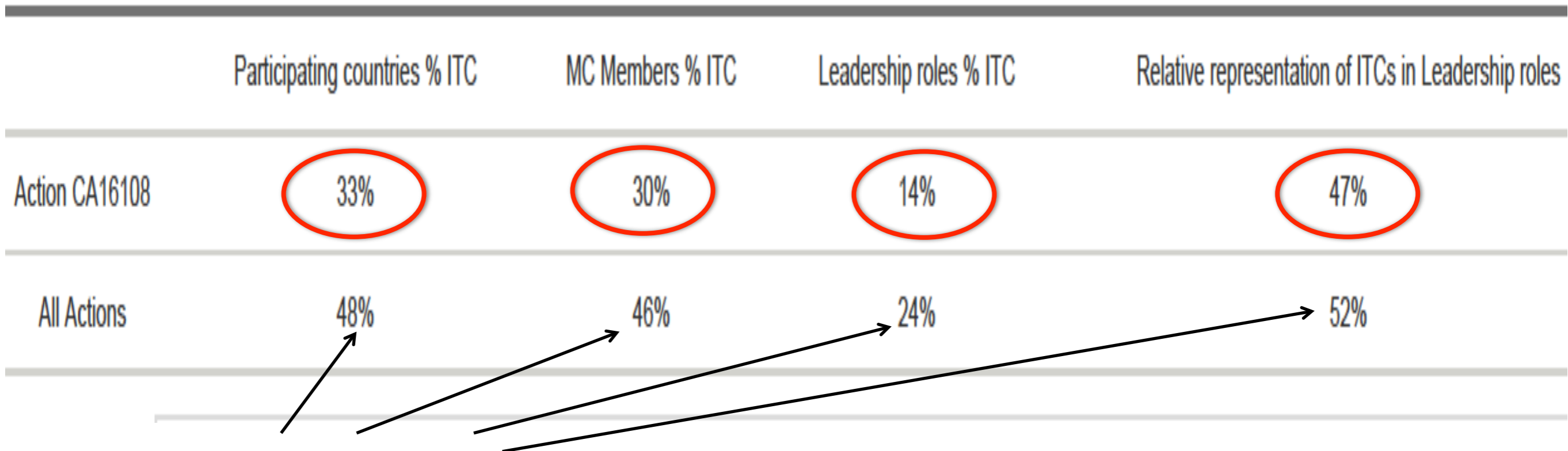


WG5: Inclusiveness – What we have achieved

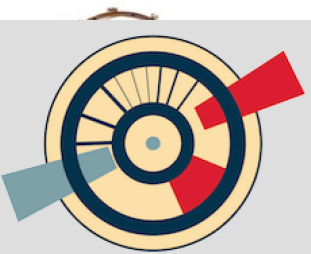
I. On ITC (Summary)

- Achieved on: Participating countries, MC members, Leadership roles

Action: Inclusiveness Target Countries (ITCs)



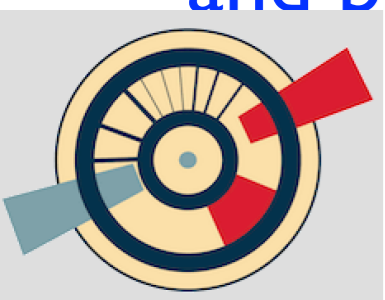
- All COST proposals
- Expected to improve by attracting more ITC countries => Action Item



WG5: Inclusiveness – What we have achieved

2. On leadership positions given to ECI

- Achieved: - 3/5 WG leaders are ECIs (one is still a PhD student=>4/5 WG leaders)
 - 40% of the Core group are ECIs
 - 5/16 STSMs in 1st GP, awarded to ECIs
- Comment: The Action sponsors the publication of obtained results in open-access journals, which enriches the ECI's CV.
- We strongly encourage our ITC partners to get involved in the activity of their interest within our Action, use the STSM to strengthen their contribution and involvement, profit from available conference grants to present their work at conferences and promote their ECIs to take a leading role in such an activity.



WG5: Inclusiveness – What we have achieved

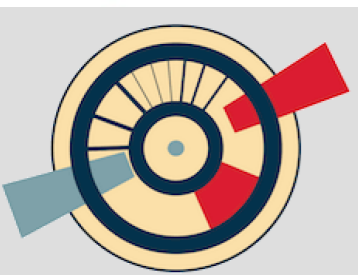
2. On leadership positions given to ECI

- Achieved on MC members and Leadership roles

Action: Early Career Investigators (ECIs)

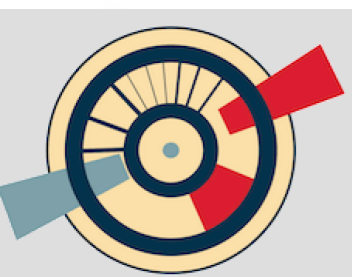
	MC Members % ECI	Leadership roles % ECI	Relative representation of ECIs in Leadership roles
Action CA16108	20%	57%	285%
All Actions	29%	10%	34%

- All COST Actions
- Expected: No comments from the Scientific Officer



3. On gender balanced representation

- Achieved: - 4/5 WG leaders are women (considering also co-leaders the fraction of women in the core group is 50%)
 - Out of 16 STSMs 7 have been performed by women
 - About 30% of the trainees in the school were women (number higher than the average population in the field).
- Comment: The female involvement in our VBSCan activity is higher than the world average in our field (represented by CERN)



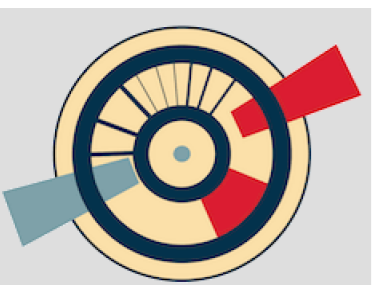
3. On gender representation

- Achieved

Action: Gender Balance

	MC Members % Female	Leadership roles % F	Relative representation of females in Leadership roles
Action CA16108	23%	57%	244%
All Actions	0%	0%	0%

- All COST Actions (no numbers available)
- Expected: No comments from the Scientific Officer



I. On ITCs

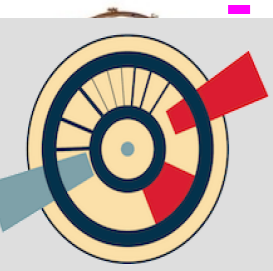
- Action Items:

WG5 recognises the importance of ITCs and is actively contacting ITCs participating in LHC experiments theorists in the field from ITCs, to find points of common interest related to VBS studies leading to collaboration.

- Comment our current ITC partners:

We strongly encourage them to:

- get involved in the activity of their interest within our Action,
- profit from the STSM to strengthen their contribution and involvement in the action,
- profit from the available conference grants to present their work at conferences and to
- promote their ECIs to take a leading role in such an activity.



2. On ECIs

- Action Items:
 - WG5 continuously monitors the ECI's involvement to counteract any negative deviations.
 - In particular, we encourage our ITC partners to promote their ECI's in activities within the action, so that can be promoted to leadership positions

3. On gender balance

- Action Items:

WG5 continuously monitors the gender involvement. It is planned to emphasize the importance in the gender balance also during outreach events.

