

Diversity Charter



Patricia Conde Muíño

(IST & LIP)

ECFA/NuPPECC/ApPEC Diversity working group

★ Slide from J. D'Hondt

Working Group to deliver a Diversity Charter proposal

- The general directives for a mandate of a working group are agreed, and pragmatically the chairpersons of ApPEC, ECFA and NuPECC were asked to close the loop towards a final mandate.
- **General directives for the mandate:** Previously the desiderata on the topic from ApPEC, ECFA and NuPECC members were collected. Deliver a draft Diversity Charter adequate for the three communities, to deliver a draft plan for the signing procedure and to deliver a draft follow-up/monitoring plan. These would be presented to ApPEC, ECFA and NuPECC for discussion and comments, where after the working group will be asked to finalise the plans taking into account the comments received. Timescale to deliver the draft is Dec 3rd, 2018, i.e. timely for the first meeting(s) of the year of ApPEC, ECFA and NuPECC. A final version can be aimed for by April 30th, 2019, and up for final approval by ApPEC, ECFA and NuPECC at their summer meetings in 2019.
- **Call for members of the working group:** The ApPEC, ECFA and NuPECC chairpersons issued a call for candidate members within their Committee/Consortium. Each chairperson would select two members, one of which acts as co-chairperson of the working group and contact person for their Committee/Consortium.

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Working Group to deliver a Diversity Charter proposal

- Members from ApPEC:
 - Francesca Moglia (APPEC Joint Secretariat, DESY, Hamburg, Germany); francesca.moglia@desy.de
 - Teresa Montaruli (vice chairperson of APPEC, Geneva, , Switzerland); Teresa.Montaruli@unige.ch
- Members from NuPECC:
 - J.J. Gaardhøje (Copenhagen, Denmark); gardhoje@nbi.dk
 - N. Kalantar (Groningen, The Netherlands); nasser@kvi.nl
 - J. Wambach (Trento, Italy); jwambach@ectstar.eu
- Members from ECFA:
 - Patricia Conde Muino (Portugal); patricia.conde.muino@cern.ch
 - Stewart Boogert (UK); Stewart.Boogert@rhul.ac.uk

Broad definition of diversity

The joint Diversity Charter proposed by the consortia APPEC [1], ECFA [2] and NuPECC [3] has **Diversity as its principle**, understood as the **acknowledgement, respect and appreciation** of the reality that people differ in many ways, visible or invisible, mainly in **age, gender and sexual orientation, national and ethnic origin, civil status and familial situation, religious convictions, political and philosophical opinions, and physical ability**

Remark the benefits of diversity

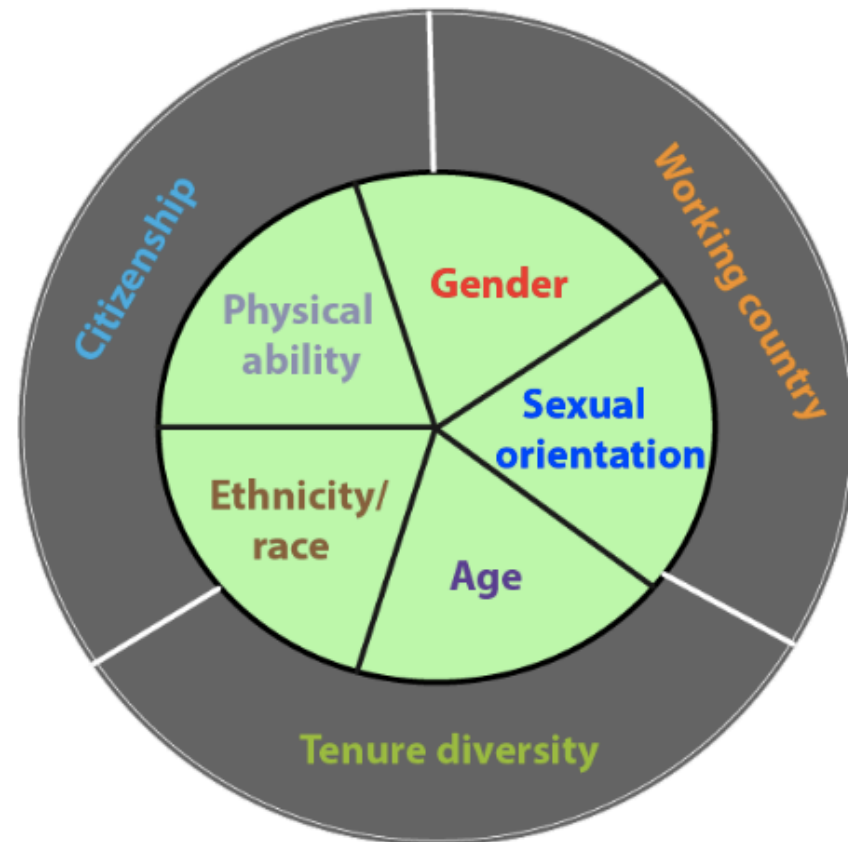
- ★ Accelerates productivity and innovation
- ★ Promotes life-work balance;
- ★ Attracting, retaining, and promoting diverse sets of skills;
- ★ Added value to the organization. Example:
 - ★ Correlation between ethnic diversity and a stronger impact in international publications
- ★ Fight prejudice and discrimination
- ★ Fostering a culture of inclusion based on respect for individual human beings.

Commitment of signatory entities

- ★ Endorsing an enabling environment for the understanding, respect and promotion of all diversity items and at all levels of the entity, from top management to each and every other hierarchical level;
- ★ Balancing diversity composition of coordinating committees of the three involved organizations (APPEC, ECFA and NuPECC), leadership of working packages of Collaborations and organizing and advisory committees of conferences;
- ★ Developing an organizational culture based on mutual respect, recognition and appreciation of individual differences and talents;
- ★ Monitoring, analyzing, evaluating and sharing the five variables
- ★ Encouraging the creation of work teams based on the principles and values of the Charter
- ★ Promoting understanding, learning about other practices, sharing of experiences among the various signatory organizations, and wider public initiatives.

Monitorable variables

- Gender;
- Tenure diversity - Career level:
 - not tenured, tenure track, tenured;
- Age diversity
 - Age groups (20-30, 30-40, 40-50, 50-60, > 60);
- Working country;
- Citizenship.



- ★ APPEC, ECFA and NuPECC as Consortia/Committees
- ★ Collaborations (> 100 members):
 - Particle Physics: ATLAS, CMS, LHCb, ToTem, ...
 - Astroparticle Physics: ANTARES, Borexino, CTA, Dune, HyperKamiokande, KM3NeT, LEGEND, IceCube, Pierre Auger Observatory, Virgo, ...
 - Nuclear Physics: ALICE, CBM, NUSTAR, PANDA, ...
- ★ Conferences > 100 participants (sponsored and invited by the Consortia/Committees)
- ★ Potentially very large list
 - Will require support for the evaluation/monitoring

- Conferences in Particle Physics (in this case conferences > 250 participants)
 - * European Physical Society Conference in High Energy Physics: EPS-HEP
 - * International Conference on High Energy Physics, ICHEP
 - * Large Hadron Collider Physics Conference, LHCP
 - * Hard Probes 2018: International Conference on Hard & Electromagnetic Probes of High-Energy Nuclear Collisions
 - * International Conference on Supersymmetry and Unification of Fundamental Interactions, SUSY
 - * International Workshop on Deep Inelastic Scattering and Related Subjects, DIS
 - * Phenomenology Symposium
 - * International Conference on Particle Physics and Astrophysics
 - * Computing in High Energy Physics, CHEP
 - * International Workshop on Advanced Computing and Analysis Techniques in Physics Research, ACAT
 - * IEEE Nuclear Science Symposium and Medical Imaging Conference, IEEE-NSS
 - * Particles and Nuclei International Conference, PANIC
 - * Quark Matter Conference
 - * Reencontre de Moriond
 - * ...

- ★ Evaluate the commitment for diversity by studying correlations
 - gender/age with career level,
 - career level with working country and country of origin
 - For collaborations:
 - Discriminate all members, coordinators and members of different committees
 - Assigned talks by the collaboration
 - For conferences:
 - Discriminate all participants, invited speakers, all speakers, poster presenters
- ★ Proposed an example survey to be filled
 - [Google docs](#)
- ★ Results of the first year monitoring to be published in a document
 - If needed, list of further actions will be proposed