



*The **E**arly **C**areer **G**ender and **D**iversity Office at the LHCb experiment*

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on behalf of the LHCb collaboration

30/07/20

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ON HIGH ENERGY PHYSICS

**VIRTUAL
CONFERENCE**

28 JULY - 6 AUGUST 2020

PRAGUE, CZECH REPUBLIC



RWTHAACHEN
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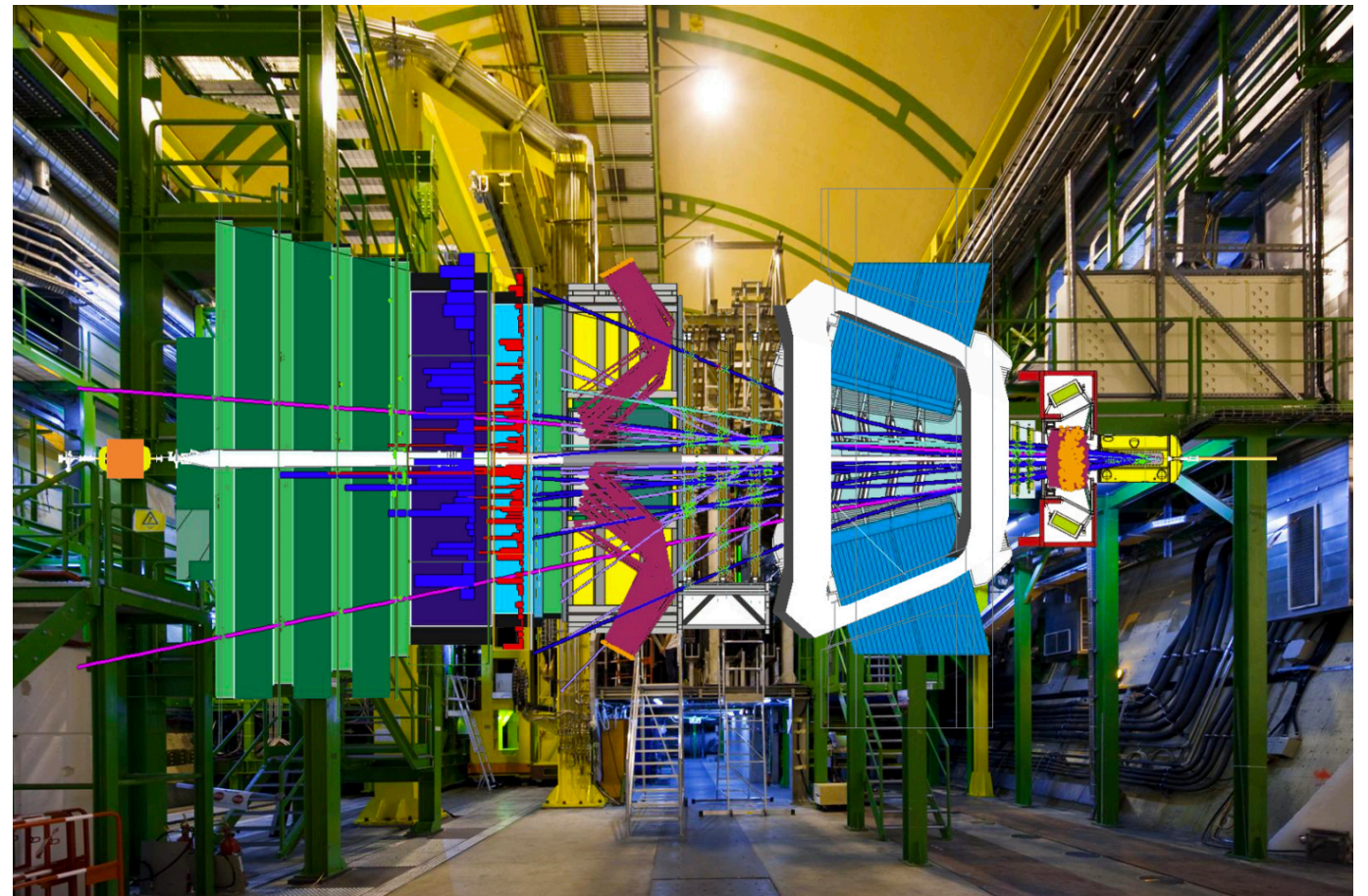
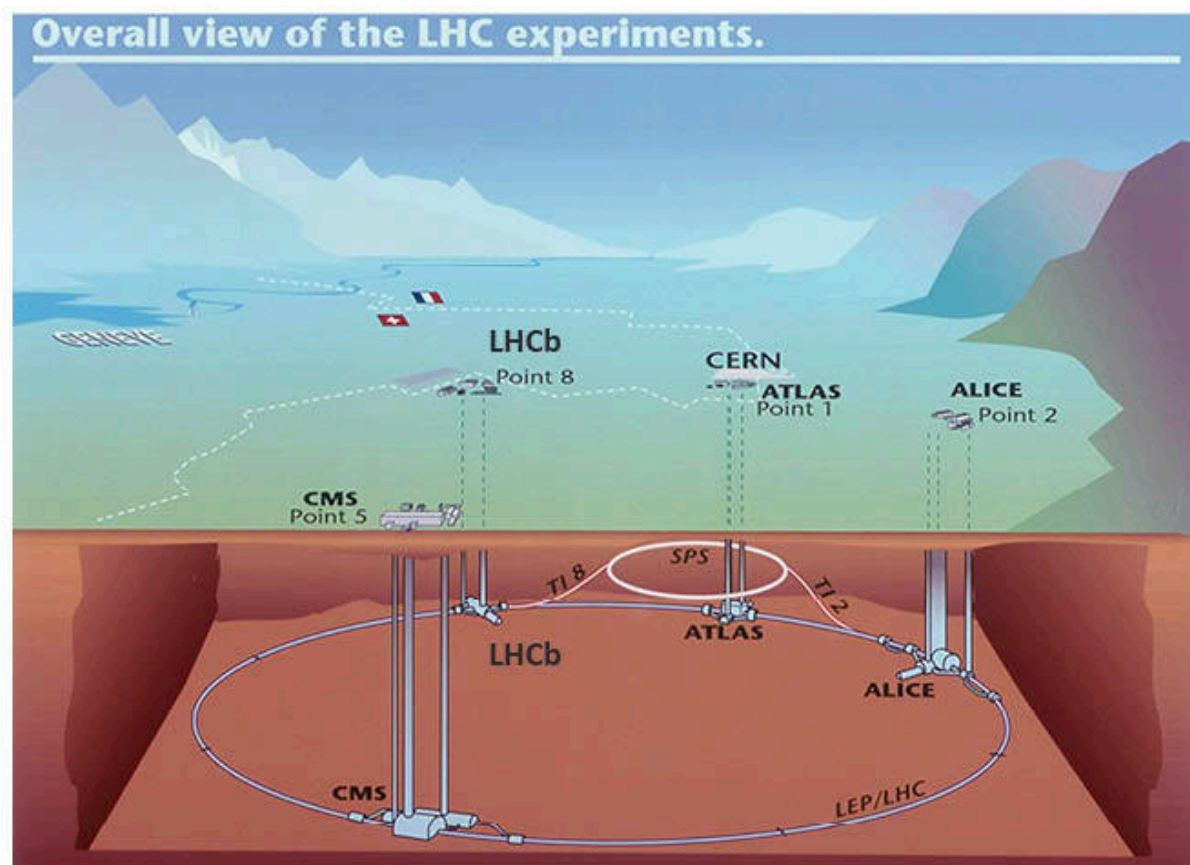
Emmy
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DFG Deutsche
Forschungsgemeinschaft



The LHCb experiment

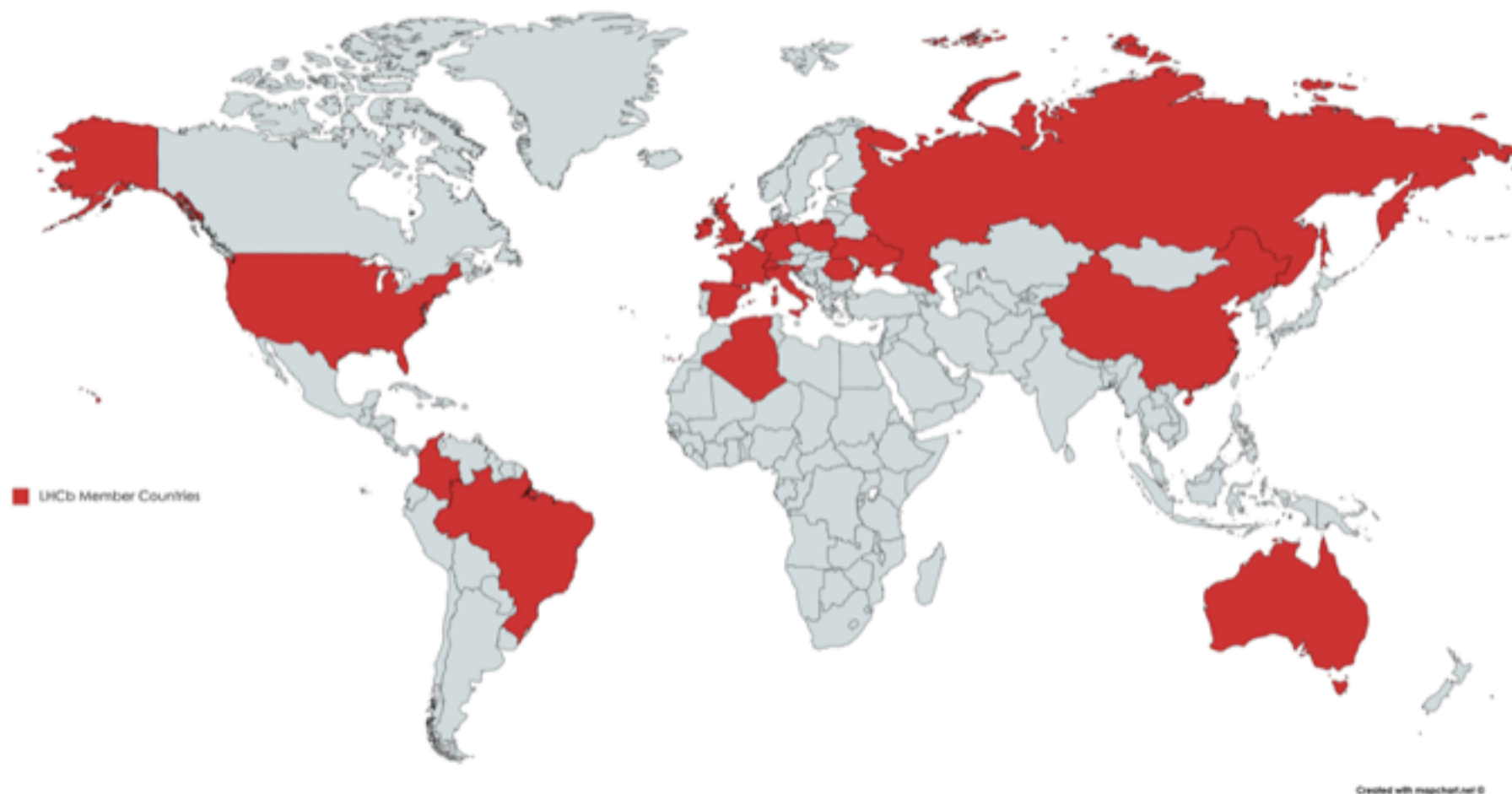
- Sits on one of the four collision points at the LHC at CERN, Switzerland



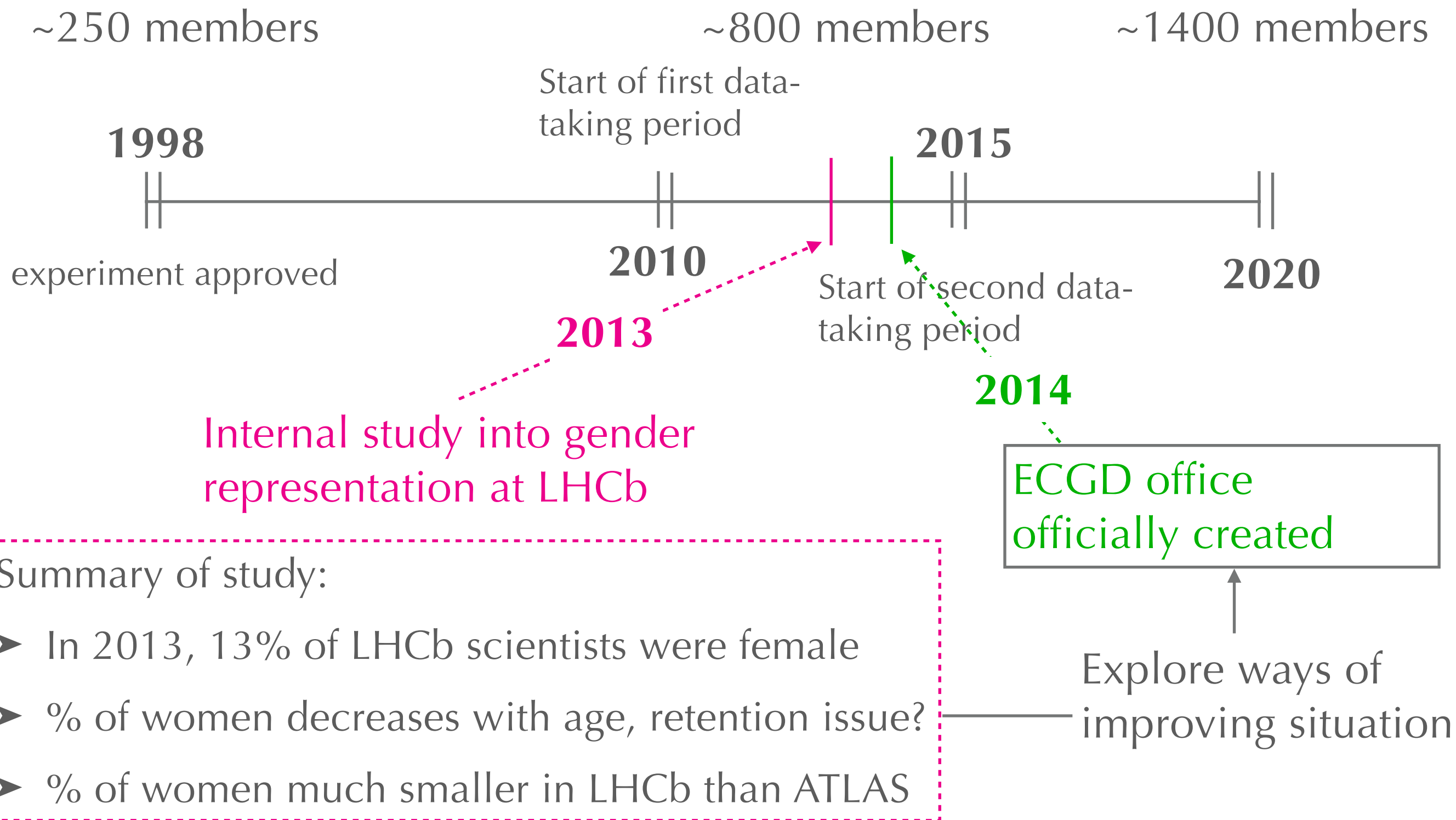
- Experiment dedicated to the study of heavy flavour decays

The LHCb experiment

The LHCb collaboration currently has has ~**1400 members** representing **19 countries** across **85 institutes** (June 2020)



An LHCb timeline



The ECGD as defined in the LHCb constitution

3.4 The Early Career and Gender Diversity Office

The Early Career and Gender Diversity (ECGD) office oversees the well being and working environment of all LHCb members.

The LHCb Management proposes two ECGD Officers to serve for a period of 2 years.

The appointment of the ECGD Officers is ratified by the CB.

One ECGD Officer is invited to attend the CB as a non-voting member.

The ECGD Officers advise the Management and act as LHCb contacts for all matters related to ECGD.

The ECGD Officers collate regular statistics and other relevant information to monitor progress related to gender and other protected characteristics, such as age, disability, family circumstances, sex, race and religion.

The ECGD Officers are available for listening to and advising colleagues, in a confidential manner, who feel they are subject to harassment, discrimination or other inappropriate behaviour as given in the Code of Conduct.

The ECGD Officers assist the Management in scheduling regular open meetings where ECGD matters can be discussed.

Generally officers of 2 different genders

Attend Collaboration Board

Perform regular surveys (results of 2019 survey presented in this talk)

Listen and advise members & management but have no hard powers

Collaboration wide meetings held 4 times a year at LHCb weeks

The ECGD website

https://lhcb.web.cern.ch/ECGD_Office/ECGD-intro.html

What are we here for?

To quote from the [LHCb constitution](#),

The Early Career and Gender Diversity (ECGD) office oversees the well being and working environment of all LHCb members.

We are here for all issues related to [gender and diversity](#) and to the needs of our colleagues at an [early career](#) stage. In particular, we deal with issues related to any type of indirect or direct [discrimination](#), be it on grounds of gender, sexual orientation, ethnicity, disability, creed, cultural background or other factors. Please contact us if you have experienced or witnessed any type of discrimination or harassment or any inappropriate behaviour in conflict with the [LHCb Code of Conduct](#). We guarantee absolute confidentiality.

LHCb and beyond:

[StarterKit initiative](#)

[More on \(Early\) Career](#)

[Laura Bassi initiative](#)

[More on Gender & Diversity](#)

[Other readings](#)

Who are we?

The two ECGD officers are appointed for a two-year term by the LHCb management and endorsed by the Collaboration Board. ECGD officers are usually "seniorish" members of the collaboration, with long-term work contracts, to make sure we can act independently and are not easily intimidated.



[Francesca](#) started her term in October 2019, while [Olaf](#) started in October 2018. Please contact us at our personal email addresses, francesca.dordei@cern.ch (Francesca) and/or olafs@physik.uzh.ch (Olaf), for any confidential matters. We will be happy to arrange for a call or a meeting with you. For general messages, you can best reach the ECGD office at the generic email address lhcb.ecgd@cern.ch. Messages to the generic email address will be archived and accessible to our successors.

Specific Early Career initiatives - see next talk!

The topics of recent ECGD meetings

25 Feb 2020

Main topic: Examples of successful mentoring initiatives.

3 Dec 2019

Main topic: A first look at the 2019 ECGD survey.

18 Sep 2019

Main topic: Climate Change and Sustainability.

18 Jun 2019

Main topic: Early Career initiatives in LHCb.

5 Mar 2019

Main topic: ECFA survey on the recognition of individual achievements in large collaborations.

6 Dec 2018

Main topic: Gender and diversity in LHCb - what should we learn for the upgrade?

6 Sep 2018

Main topic: importance of social events at workplace.

14 Jun 2018

Main topic: mental health in the research and academia community.

8 Mar 2018

Main topic: gender balance.

7 Dec 2017

Main topic: meetings - how to make them better?

21 Sep 2017

Main topic: statistics and notes on 2016 ECGD survey.

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Some results from the 2019 survey

Surveys - why do them?

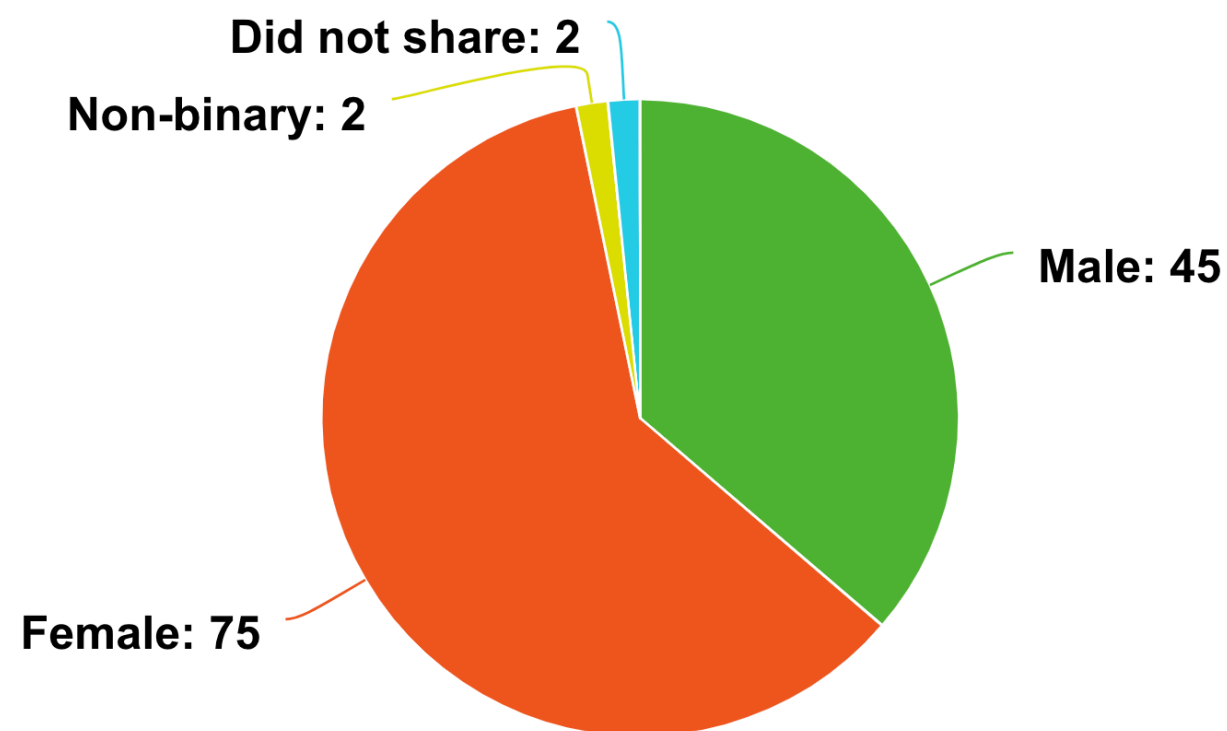
- There have been three surveys carried out to date of varying size, in 2013, 2016 and 2019.
- The surveys are performed anonymously
- They allow the collaboration to get a more broad picture of ECGD issues, causes and potential solutions
- Here will share an overview of some of the results, as many of these trends and patterns observed will be applicable to most particle physics experiments



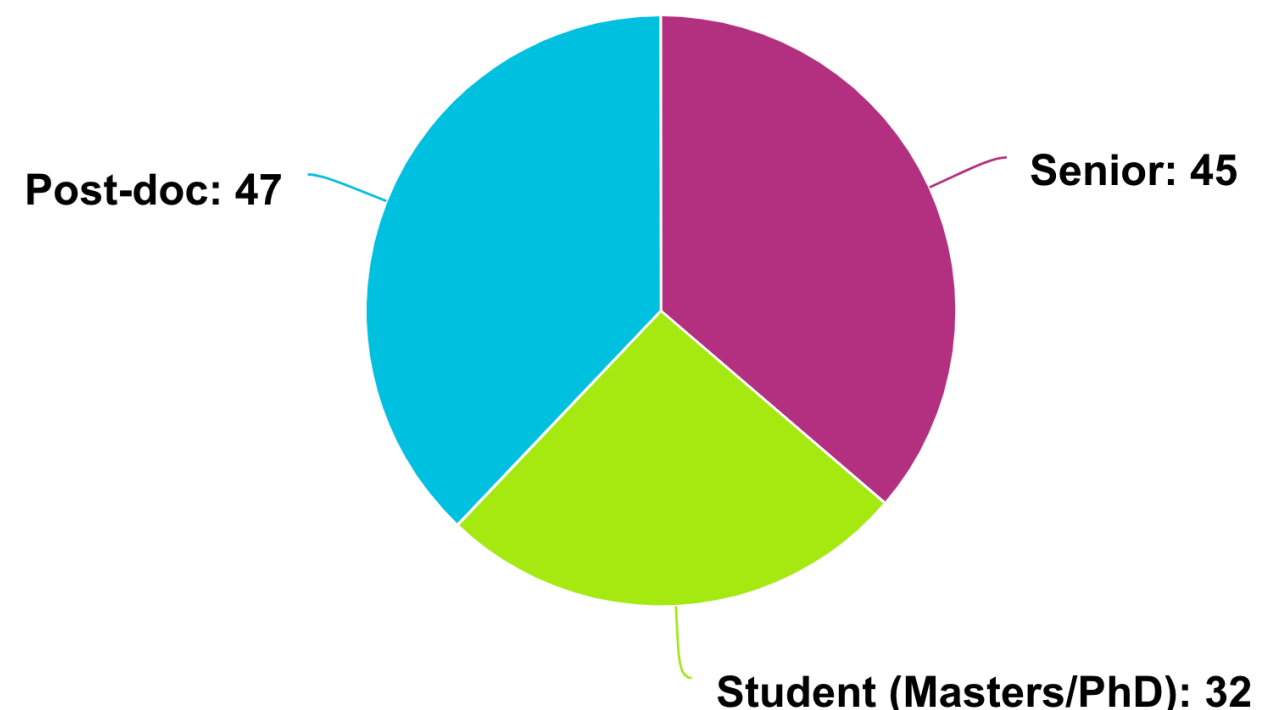
"It's an internet survey asking if there are too many internet surveys."

2019 survey - who took part?

- Only ~15% of active physicists took part
- **Women much more likely to take part**
- Senior respondents most represented



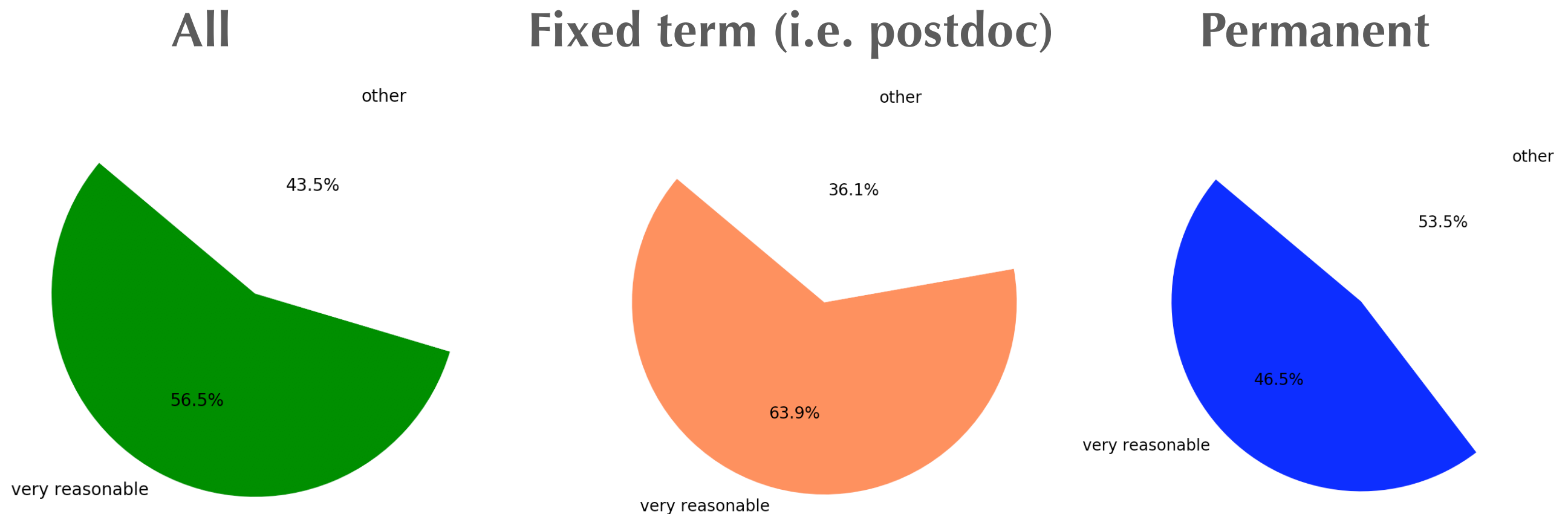
Number of respondents by gender
(due to stats, focus on male/female differences)



Number of respondents by career stage

Work life balance

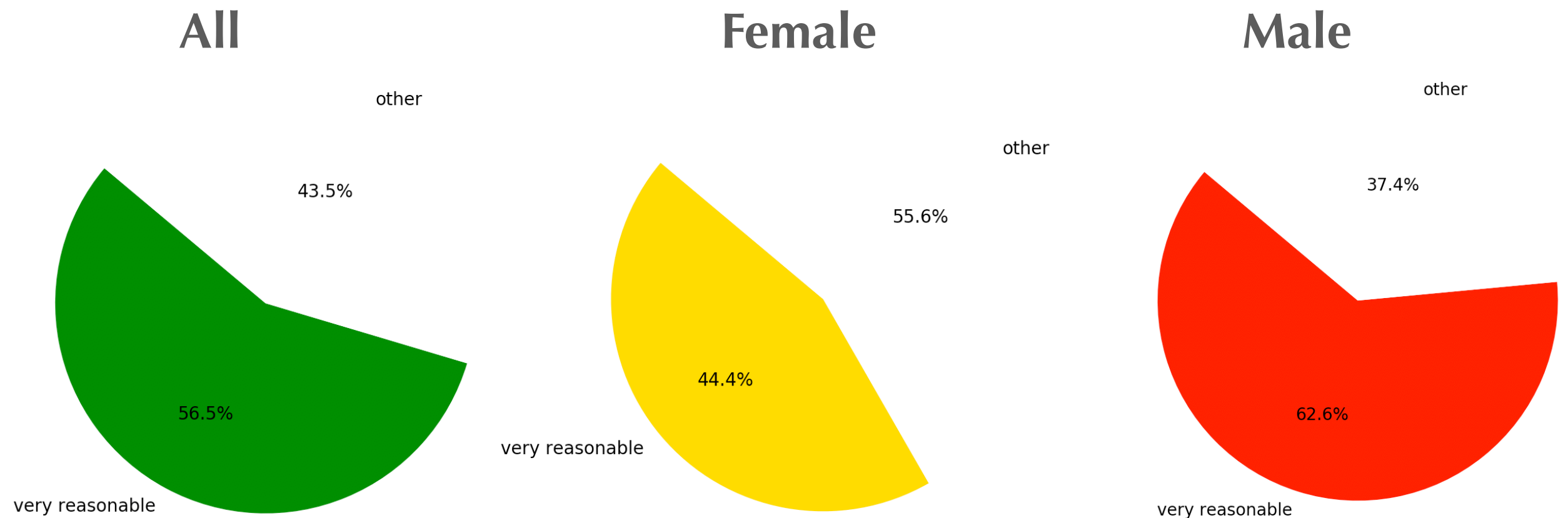
- Number of people who thought that work-life balance was very reasonable (5 on scale of 1 to 5)



14.5% consider work-life balance to be very unreasonable

Work life balance

- Number of people who thought that work-life balance was very reasonable (5 on scale of 1 to 5)



Some gender disparity

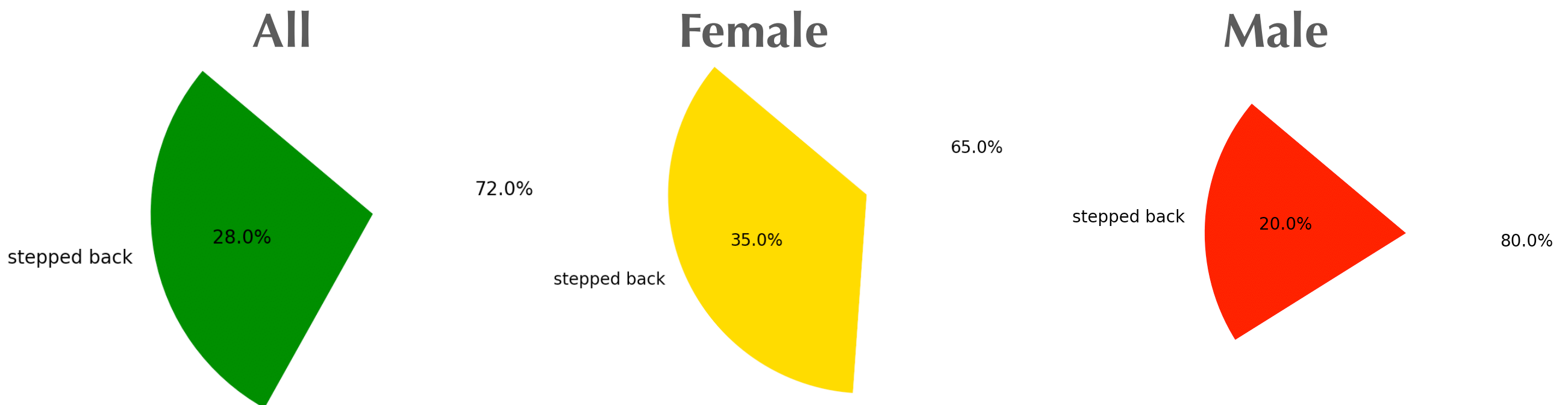
14.5% consider work-life balance to be very unreasonable

Comments received on work-life balance

- Negative:
 - People feeling guilty to go on holiday
 - Too much work damaging relationship
 - Hours invested not equal to rewards
 - Language barrier and remoteness leading to social isolation
 - Faculty members noting that things don't improve with age
- Positive
 - People working long hours because they love the work
 - High flexibility around the work

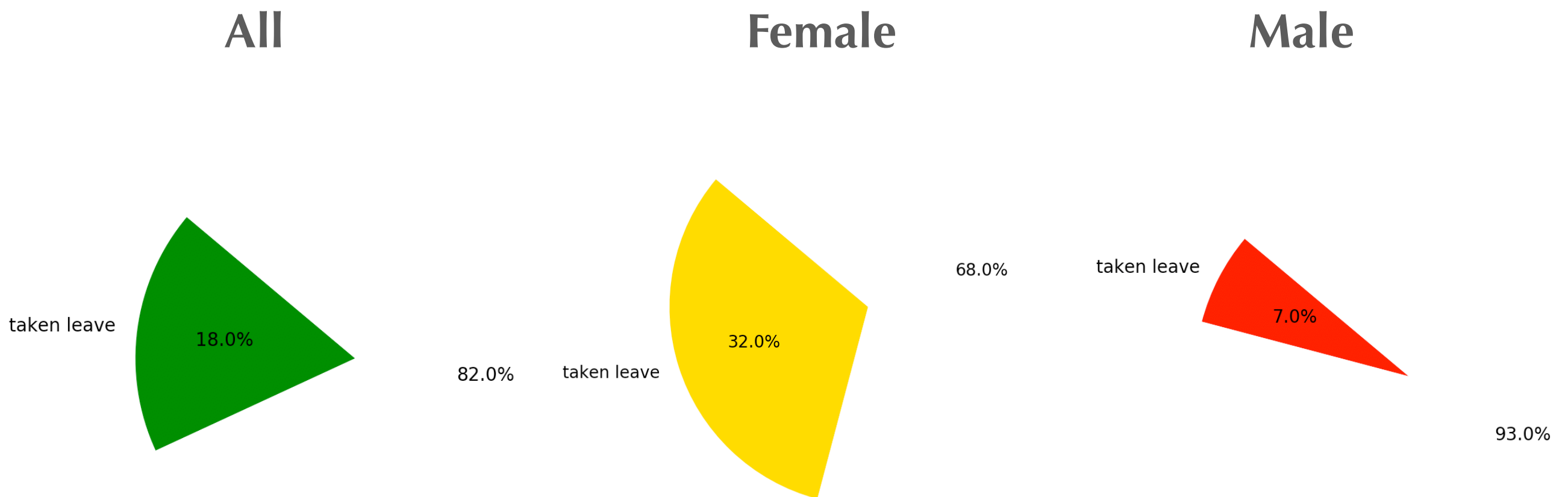
Family impact: stepping back from positions

- 35% of people at LHCb have caring responsibilities or dependents
- Percentage of this subset that have either resigned from or declined to accept a position of responsibility because of this (stepped back)



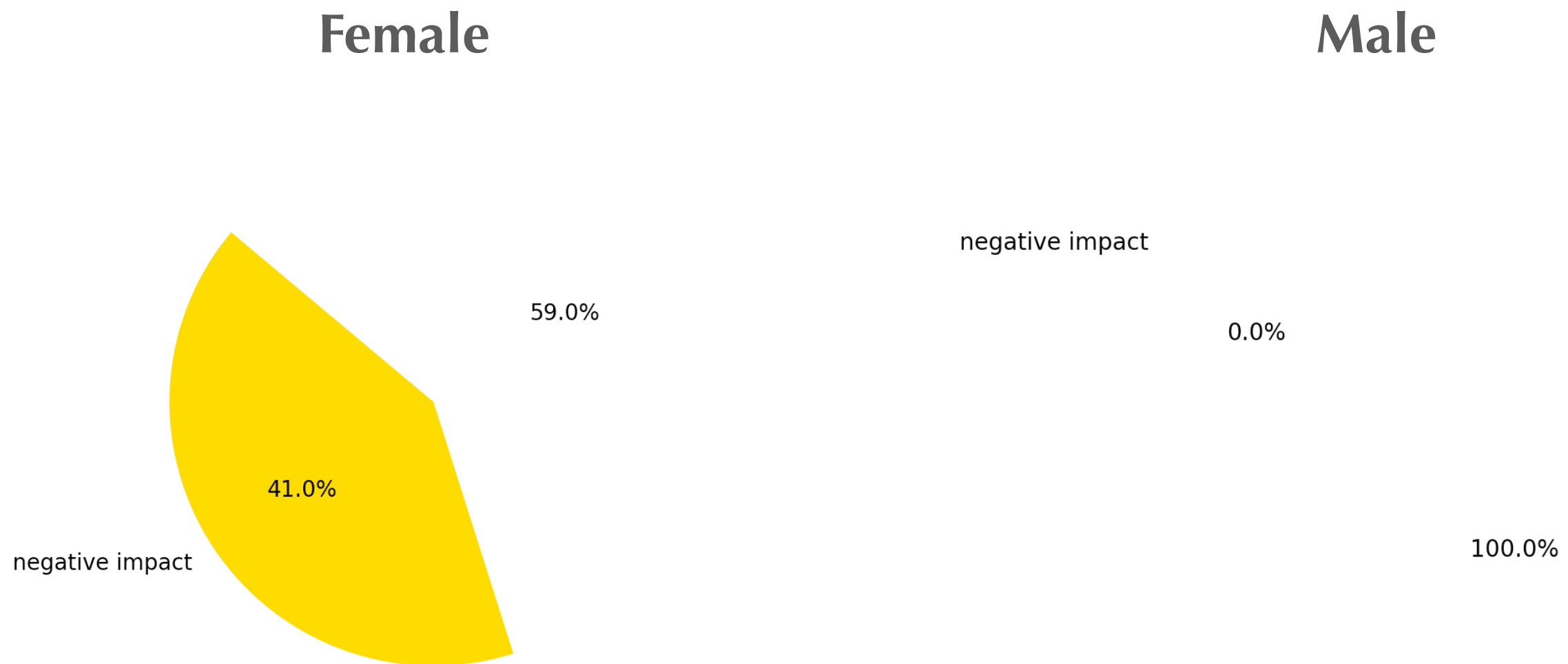
Family impact: Maternity/Paternity leave

- People who have taken some form of paternity, maternity or long term leave to care for a relative



Family impact: Maternity/Paternity leave

- Did your career take a step back after said leave?



Family impact: Partners

- Most people have them **81.5 % YES 18.5 % NO**
- Females are more likely to move to follow their partners job
- From previous survey it is clear that **females are much more likely to have a partner who is in particle physics**

Among those who have a partner: does the partner works in particle physics?

YES

<i>Everyone</i>	<i>Female</i>	<i>Male</i>
27±4 %	51±7%	16±4%

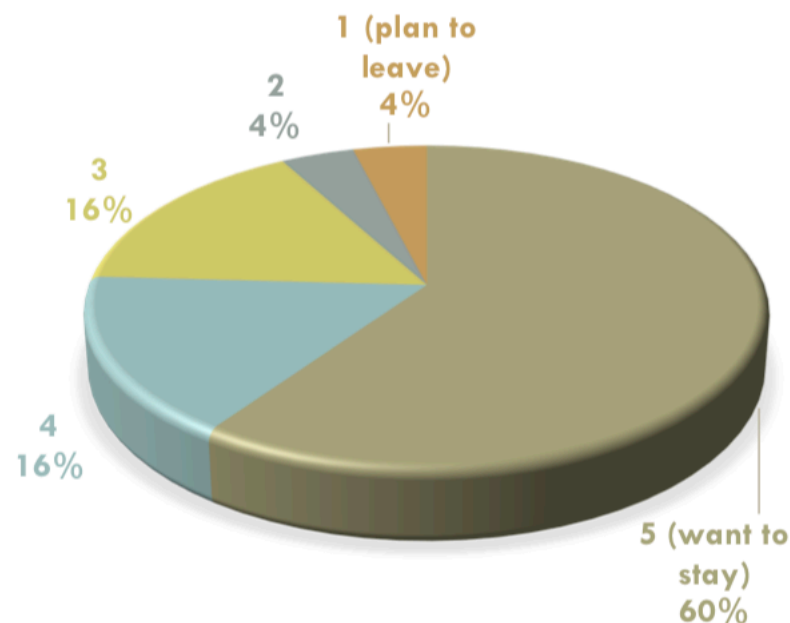
Comments on family impact

- Restrict meetings at 10-3pm CERN time
- Allow babies at CERN foyer (although concerns about noise)
- Meet provision of childcare at external meetings e.g. at CERN
- **More possibility for part-time work**
- **Equal paternity and maternity leave**

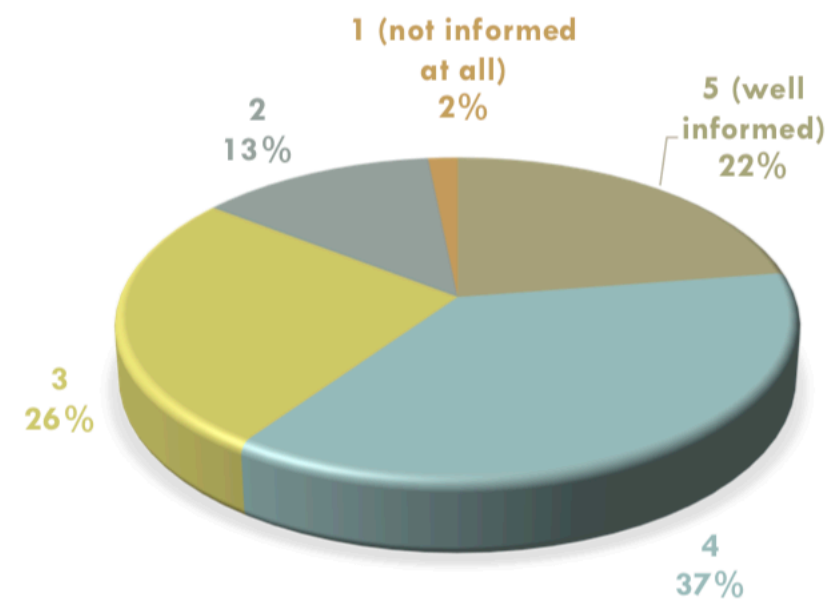
Career in academia

- Most people asked want to stay in academia
- Those that plan to leave cite lack of long-term jobs, the two-body problem, high levels of stress and poor remuneration

Do you plan to stay in academia?



How informed are you about the academic career path?

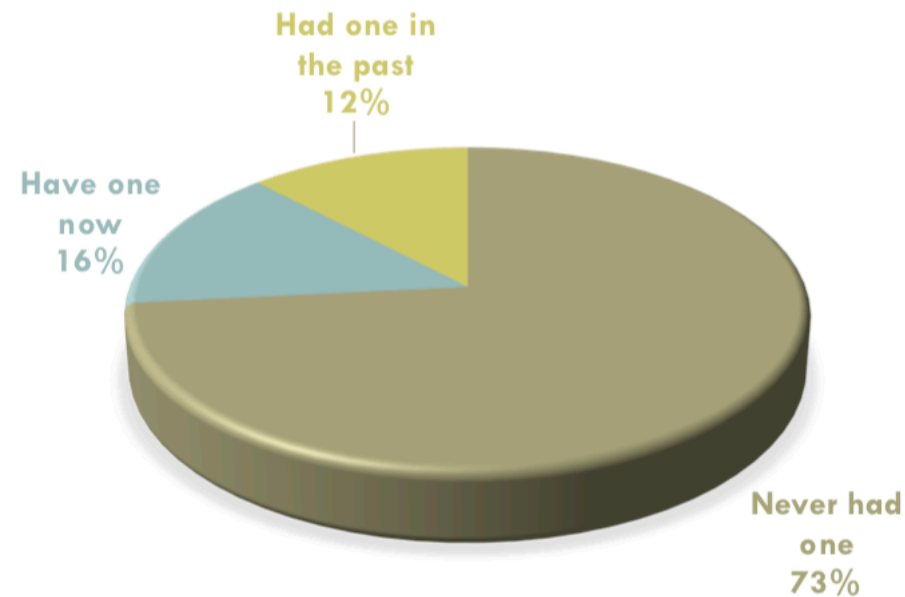


Comments on what the ECGD could do to help careers

- Workshops on **leadership, CV and grant writing**, perhaps also collect info on a page
- Keep track and publish statistics on the number of people that leave the field, and how many years this was after starting
- **Collate a list of funding options in countries for different career levels**
- Help for people planning to leave academia to better prepare for industry
- **Already some response to these comments, see Marthas talk**

Mentoring

Q: *Have you ever had a mentor?*



- Of those that have had a mentor the vast majority found it useful
- The ECGD has looked into ways of having a successful mentoring scheme within LHCb, by looking at successful external schemes
- See again Martha's talk for more details

Gender & diversity at institutes

- Only 33.6% of respondents had attended gender and diversity related training
- Of those that did, 85.7% said it was compulsory
- **38% said their actions and attitudes changed after training**
 - Useful things learnt in training included procedures to avoid unconscious bias in hiring
 - More awareness of language used
 - More awareness of own unconscious bias
- ECGD currently organising diversity and leadership training for management and convenors

Gender & diversity at institutes

- **Good experiences**

- Female representations on all selection panels
- Mandatory training on biases
- Clear support of LGBTQ+ rights

- **Bad experiences**

- Requiring token women and minorities on committees is a time burden
- Organising meetings and events around alcohol, where both gender and cultural differences can exclude people
- Assuming people's gender pronouns
- Sexists comments

Reducing bias

- **Solutions?**

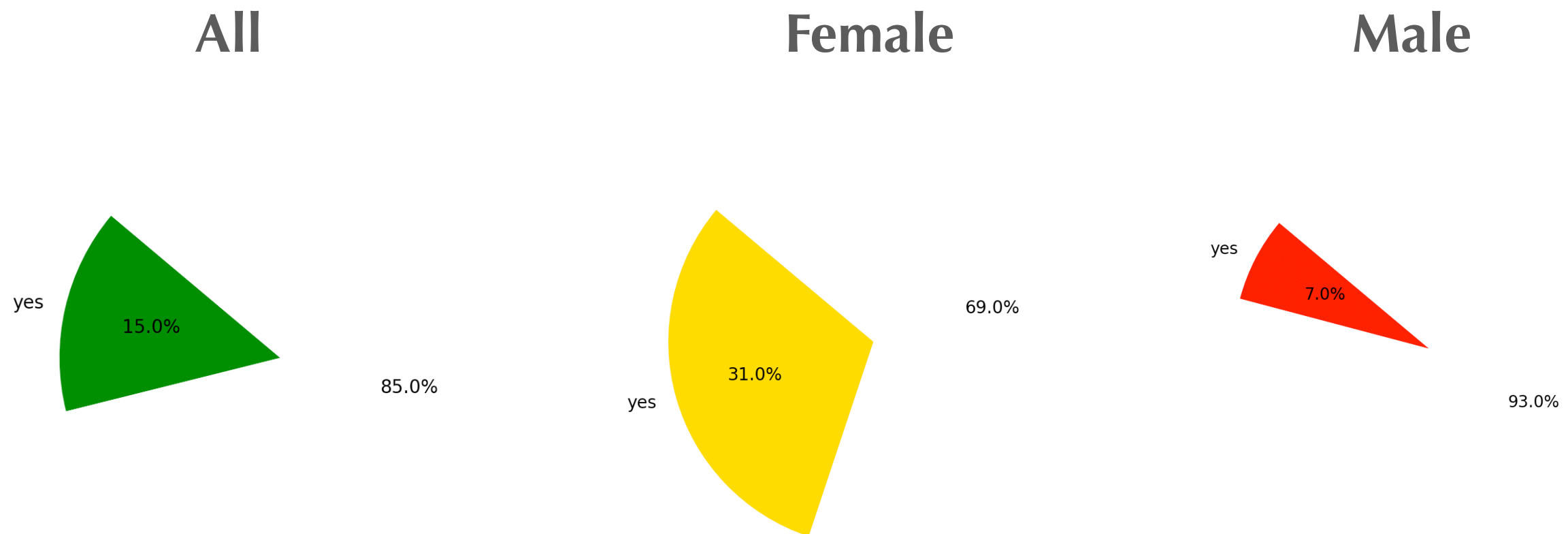
- Education, perhaps more widespread compulsory training?
- State clearly what policy is when hiring from institutes

- **What can the ECGD do? Suggestions from survey:**

- Provide training to everyone in management about biases
- Provide guidelines on how to write unbiased references letters
- More more towards gender neutrality in a way that is inclusive of people beyond the binary

Harassment and discrimination

- Have you ever experienced any kind of **discrimination** in your work environment, based on your **gender, ethnic origin, sexual identity, sexual orientation, disability, body shape, health (including mental health), age, or any other reason?**

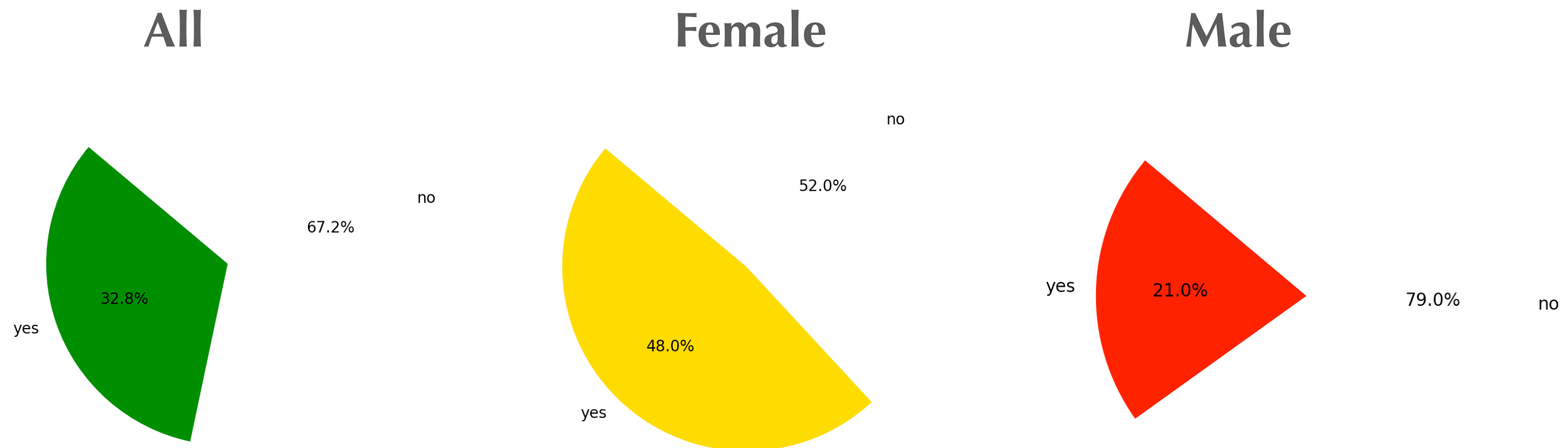


Generally the level of harassment has remained the same over the last 3 years

Harassment and discrimination

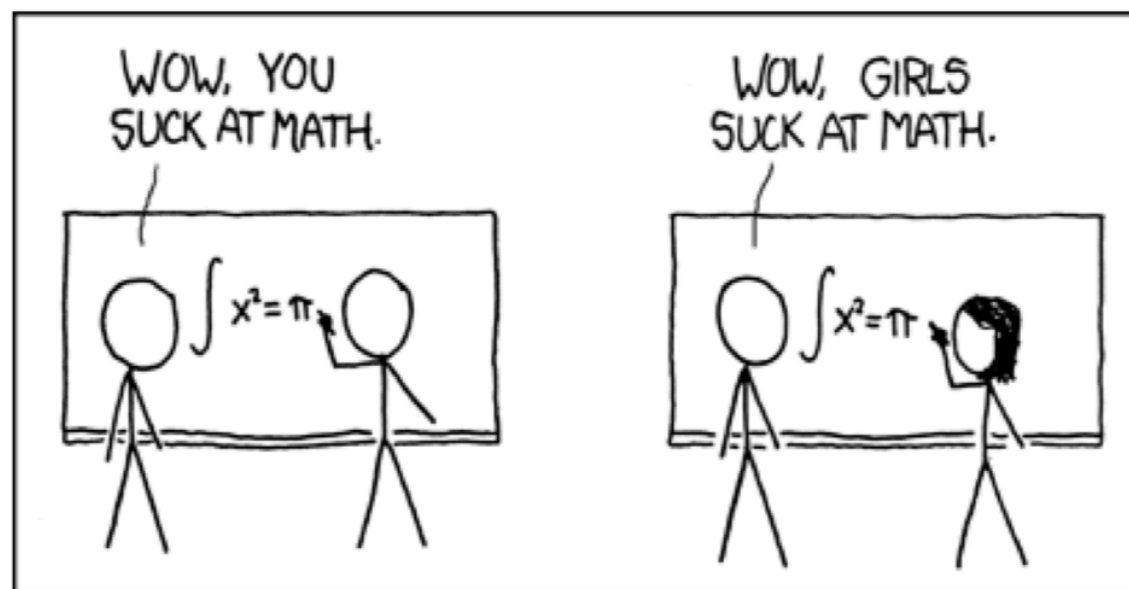
- Have there been situations where you felt uncomfortable or excluded because of inappropriate language/behaviour by colleagues?

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Harassment and discrimination

- Recurrent themes for people feeling excluded/uncomfortable
 - Discussion in languages one cannot understand (including native English speakers)
 - “Jokes” which are homophobic, sexist or about religious persuasion
 - Tokenised as women/representative of whole gender



Disclosure at work

- Sexual orientation
 - 8 respondents (6.4%) stated that they were uncomfortable disclosing their sexual orientation at work
- Physical or mental health problems
 - 30 respondents (24%) of respondents uncomfortable disclosing physical or mental conditions

Geographical discrimination

- Working at institutions far from CERN is also an issues
- 33.6% of people who are in a institute far from CERN feel disadvantaged due to time zones and travel impracticality
 - Specifics include impressions that some things are discussed and decided after meetings in private chats
- Better connection to management and thus visibility when at CERN

Themes of many comments and suggestions

- ECGD could raise awareness that mental health of students and employees is responsibility also of group leaders, who should check in regularly with employees
- ECGD could invite in professionals to talk about solutions and good practices
- Organise more sessions relating to mental health at work and try to reduce to stigma

Discussion of mental health seems to be key topic

Conclusions

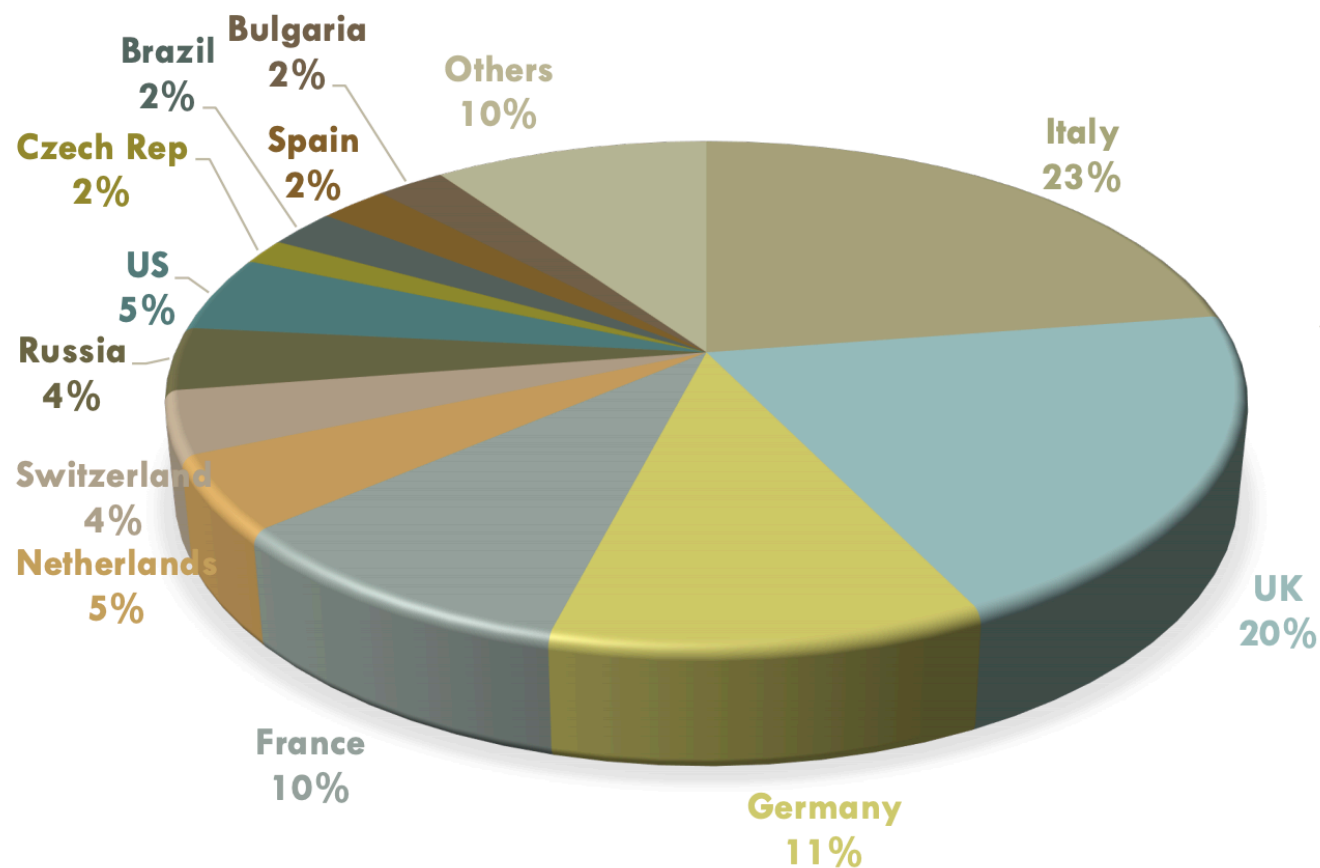
- The ECGD office at LHCb deals with all issues to do with gender, diversity or early career factors.
- It has existed since 2014
- It is an evolving office and always striving to look for ways to better tackle gender diversity and early career issues with LHCb and HEP more generally
- A survey was carried out on LHCb members in 2019, some of the results of which were presented today

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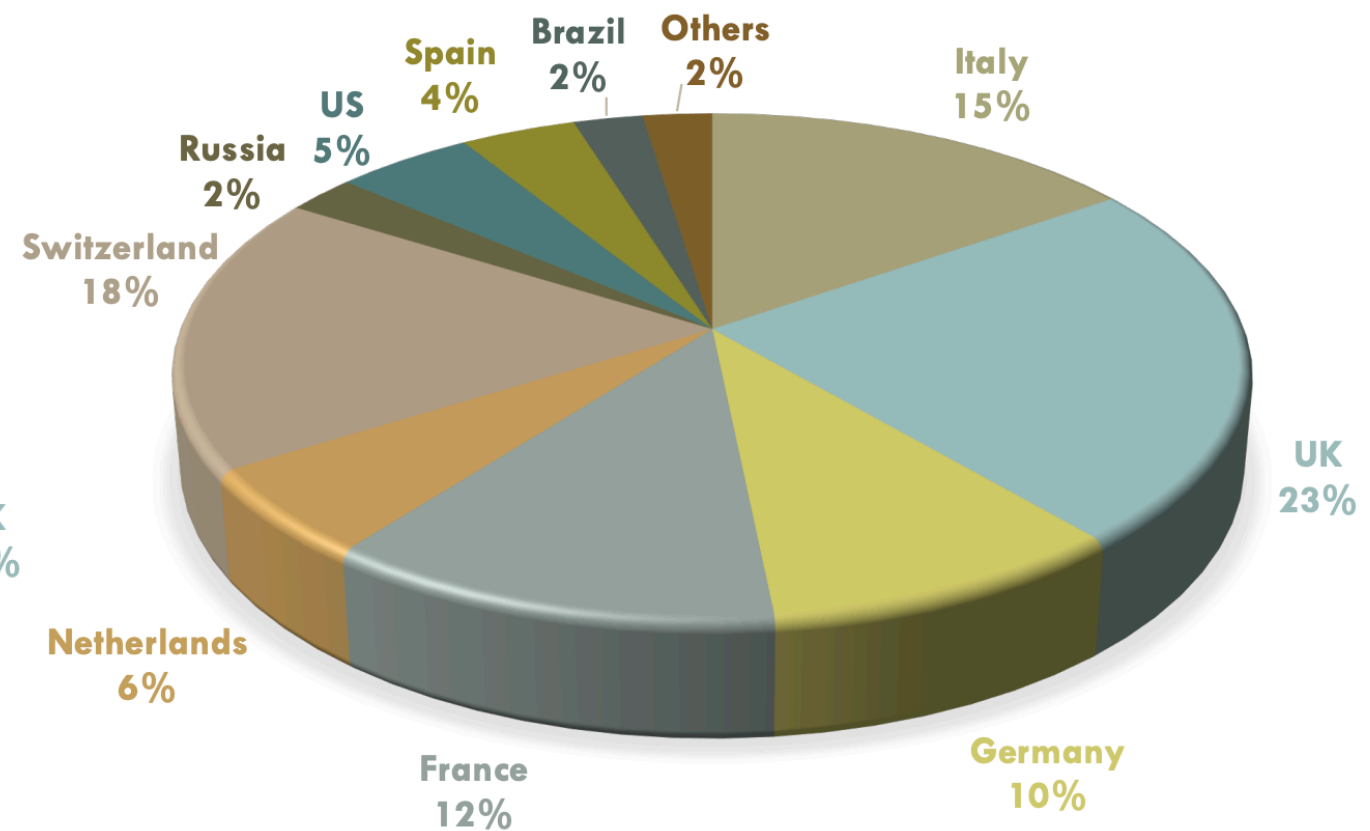
Back ups

Who took part: nationalities

NATIONALITY



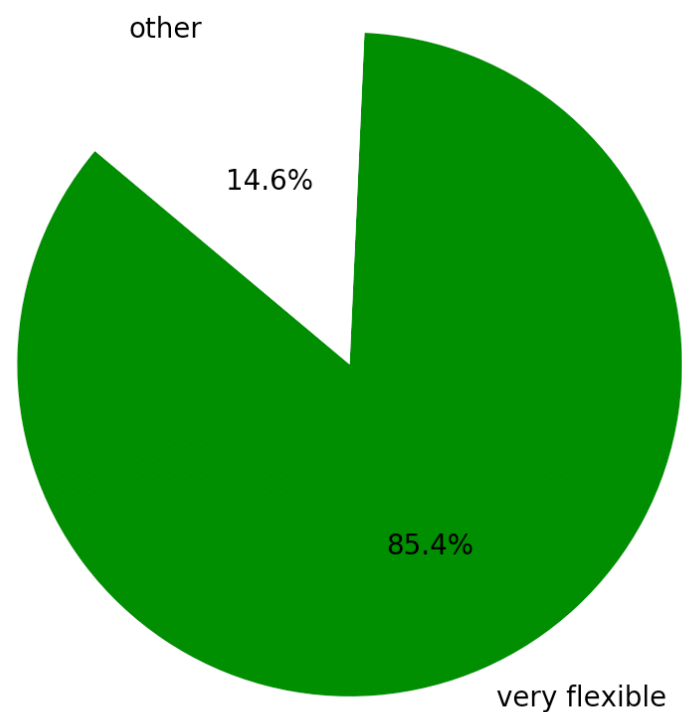
NATIONALITY OF INSTITUTE



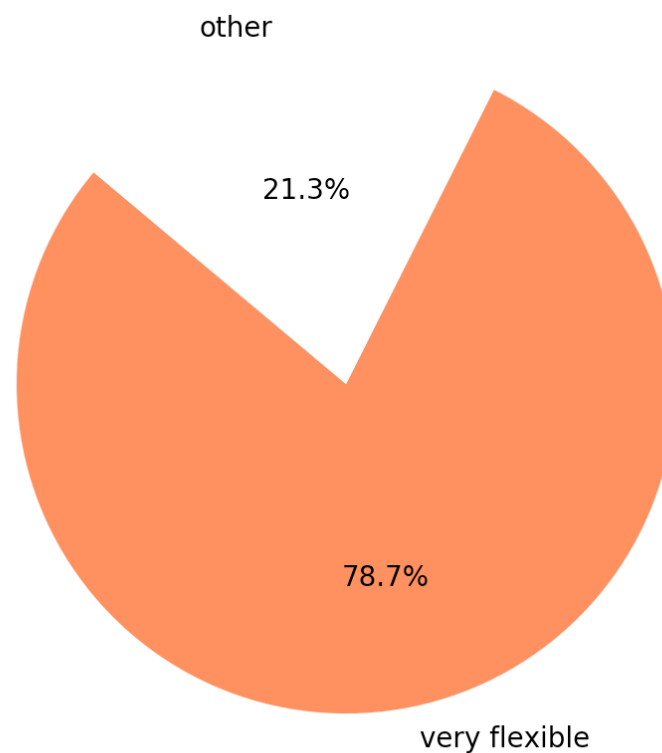
Flexibility at work

- Number of people who thought that current employer was very flexible (5 on scale of 1 to 5) wrt to working hours and working from home

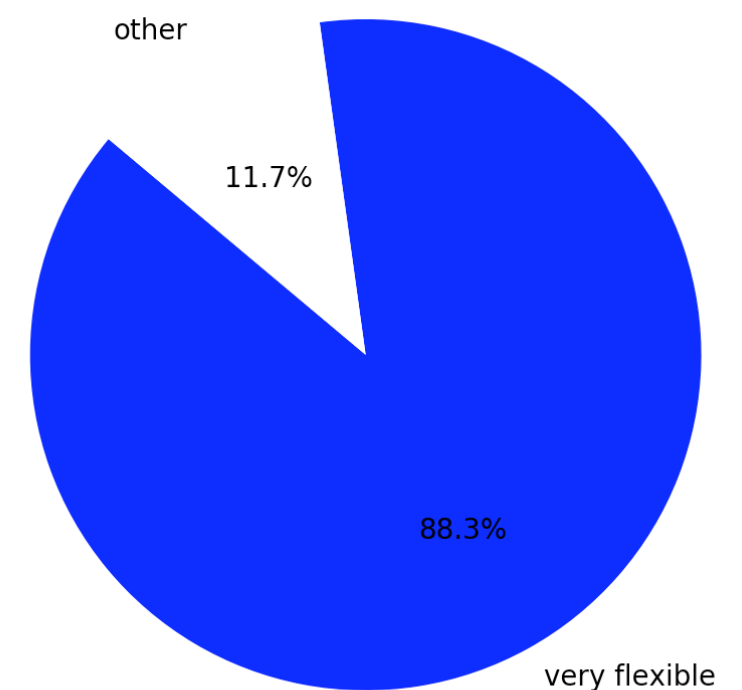
All



Fixed term (i.e. postdoc)



Permanent

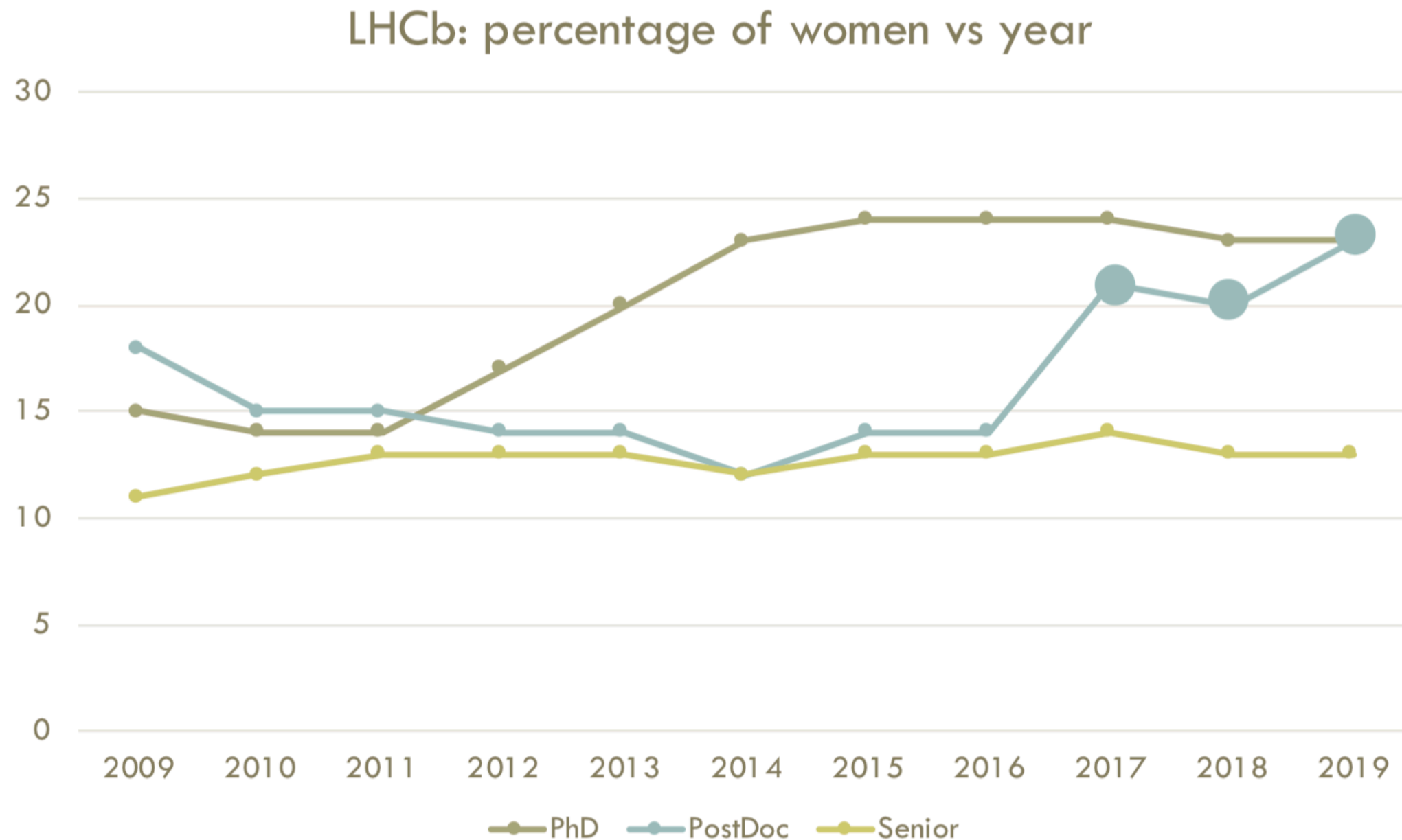


Students ~ 94% find work very flexible

Other initiatives run by the ECGD

- The ECGD has been involved in organising coffee meetings to maintain contact between colleagues during Covid-19
- Have also recently co-organised a soft-skills workshops in April with ATLAS, CMS and ALICE - topic “Making the best out of working from home”
- A mentoring programme was previously setup, but is looking to be improved
- Also support many of the Early Career initiatives as coming up in **Martha's next talk**

No. of women LHCb vs time



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