



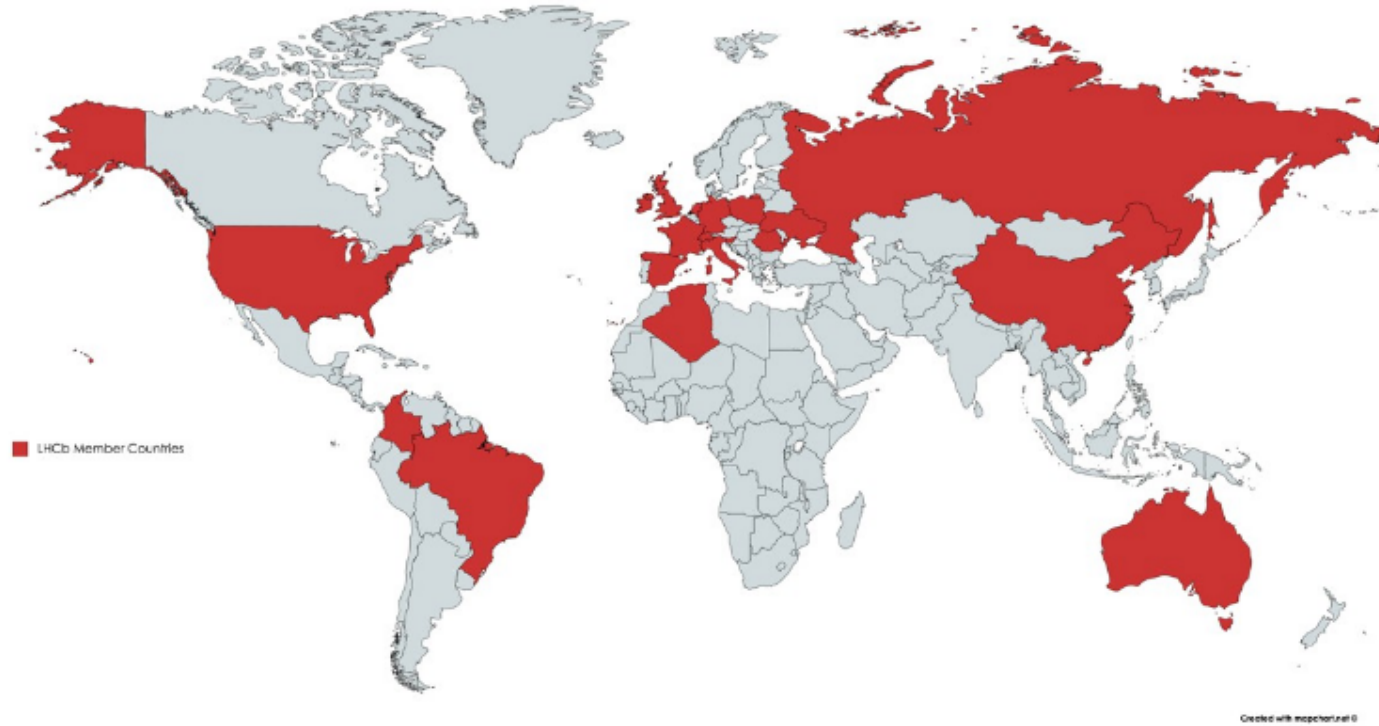
THE ECGD OFFICE: Early Career, Gender & Diversity

Francesca Dordei [francesca.dordei@cern.ch]

Eli Ben Haim [benhaim@in2p3.fr]

LHCb Starterkit, November 4, 2020





Setting the scene

- 1400 members from 85 institutes in 18 countries
- 341 authors in 1998, 690 signing the upgrade proposal in 2012
- http://lhcb.web.cern.ch/lhcb/lhcb_page/collaboration/organization/list_of_members/members_default.pdf



LHCb-INT-2013-031

August 13, 2013

A study of the gender of LHCb scientists in the period 1999-2013

V.V. Gligorov¹.

¹*CERN, Geneva, Switzerland*

Abstract

A study of the gender of LHCb scientists from 1999 to 2013 is presented. Women are found to account for $10.7 \pm 2.2\%$ of LHCb scientists in 1999 (26 out of 244 scientists), and $13.0 \pm 1.3\%$ in 2013 (107 out of 824 scientists), where the number of women is treated as a binomial efficiency and the uncertainty is computed accordingly. A small

The beginnings

Response of LHCb management to recommendations

1. Appoint two ECGD Officers, one man and one woman, with the following mandate:
 - to advise management on ECGD matters;
 - to be available for listening to and advising colleagues who feel that they are the victims of harassment, discrimination, or other inappropriate behaviour;
 - to collate annual statistics;
 - to assist the management in scheduling regular open meetings where ECGD matters can be discussed.

Early Career, Gender and Diversity (ECGD) was created!

The beginnings

ECGD Officers



ECGD officers are appointed for two years



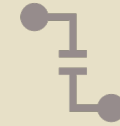
Same as most other coordination positions in LHCb



Are senior(-ish) members of the collaboration, ideally with longer-term work contracts



Less easily intimidated



Remain active in their detector / analysis / coordination tasks

ECGD Officers



ECGD officers are appointed for two years



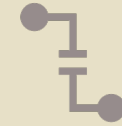
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Barbara Sciascia

(Oct 2014)



Jonas Rademacker



Mat Charles

(Oct 2016)



Silvia Borghi



Arantza Oyanguren Campos
(Oct 2017)



Olaf Steinkamp
(Oct 2018)

ECGD Officers



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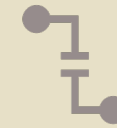
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Remain active in their detector / analysis / coordination tasks



Olaf Steinkamp
(Oct 2018)



Francesca Dordei
(Oct 2019)

NOW:



Eli Ben Haim
(Oct 2020)



Francesca Dordei
(Oct 2019)

ECGD Activities



Be available to colleagues, support individuals who experience specific problems



Support newcomers to LHCb



Organize regular meetings at collaboration weeks (focussing on a specific topic)



Maintain web page as public face



Monitor gender/diversity balance in the collaboration, also as a function of age (leadership positions, talks at conferences, etc.)



Advise management on related matters

- Members of the LHCb collaboration are expected to act in an ethical and collaborative manner at all times, and abide by the **CERN code of conduct**.
- LHCb members shall not engage in harassment or bullying, or discriminate against each other in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, sexual orientation, gender identity, career status, disability, or family situation.
- LHCb members are expected to work with the utmost scientific integrity, and respect the confidentiality of internal information as defined in the LHCb Publication Procedure document.



LHCb Code of conduct

[https://lhcb.web.cern.ch/lhcb_page/collaboration/organization/Code_of_Conduct.html]



LHCb Early Career, Gender and Diversity Office

[LHCb homepage](#) > [ECGD homepage](#)

COVID-19

Please join our [mattermost channel](#) to share advice, news and help - or just to stay in touch with your colleagues in these crazy times.

Also, do not hesitate to contact us at our emails, benhaim@in2p3.fr and francesca.dordei@cern.ch or lhc.ecgd@cern.ch, if you are in need of specific help. In particular, we have a list of volunteers who are willing to help in the Geneva area.

News & upcoming events

(last updated 6 April 2020)

1 September

Application deadline for CERN's [Fellowship](#) and [Post Career Break Fellowship](#) programmes.

15 April

"Soft-skills workshop" organized jointly with our Early-Career friends in ALICE, ATLAS and CMS. Topic: "Making the best out of working from home". Please register through the [Indico page](#).

7 April

Tuesday meeting with Eckhard Elsen, CERN Director for Research and Computing. Please send you questions for Eckhard to Giovanni and/or Chris - or to your ECGD officers.

Older news

ECGD newsletter

- [3 Apr 2020](#)
- [27 Mar 2020](#)
- [20 Mar 2020](#)
- [13 Mar 2020](#)

[All ECGD newsletters](#)

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.

We organize [plenary meetings](#) at every LHCb collaboration week and we advertise news and activities related to ECGD issues through this web page and through emails to the collaboration. Please help us help you by letting us know of your concerns and by pointing us to relevant news, events and resources.

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 Eli started in October 20. Please contact us at our personal email addresses, francesca.dordei@cern.ch (Francesca) and/or benhaim@in2p3.fr (Eli), 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 lhc.ecgd@cern.ch. Messages to the generic email address will be archived and accessible to our successors.

You can find a list of all ECGD officers and their terms of office [here](#).

Contact

For general messages:

You can reach the ECGD office by email to lhc.ecgd@cern.ch.

For all confidential matters:

Please contact us at our [personal emails](#).

Links

ECGD:

- [Discrimination, harassment](#)
- [LHCb mentoring programme](#)
- [ECGD meetings](#)
- [ECGD presentations](#)

LHCb and beyond:

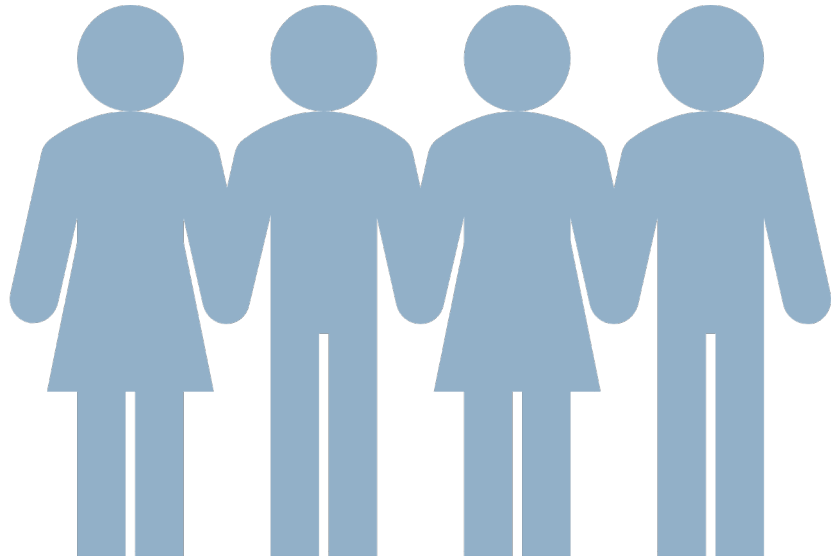
- [StarterKit initiative](#)
- [More on \(Early\) Career](#)
- [Laura Bassi initiative](#)
- [More on Gender & Diversity](#)
- [Other readings](#)

The screenshot shows the LHCb website's 'The LHCb collaboration' page. It features a navigation menu with 'COLLABORATION' and 'OPERATIONS' sections. Under 'COLLABORATION', there are links for 'Organisation', 'Useful information', 'Guidelines for Team Leaders', 'Early Career, Gender and Diversity Office', and 'Collaboration prizes'. An orange arrow points to the 'Early Career, Gender and Diversity Office' link.

ECGD Webpage

- Contact information
- Mission statement
- News
- Useful/interesting links

ECGD meetings



- **Plenary Session at every LHCb week** (20+ meetings so far)
- **Variety of topics, e.g.**
 - ❖ Mentoring
 - ❖ Paternity/maternity leave
 - ❖ Career options outside HEP
 - ❖ Sexual harrassment
 - ❖ Gender imbalance
 - ❖ Representation of “young” people in the collaboration
 - ❖ Working from home during a pandemic
 - ❖ Online conferences
 - ❖ Ethnic discrimination
 - ❖ Work/Life balance, Mental health, Climate, ...
- **Involve small groups of volunteers in the preparation**
- **Ideally follow up with tangible actions**

NEWS FROM THE EARLY CAREER GENDER AND DIVERSITY OFFICE

We hope that all of you and your family and friends are safe.

The 28th of July, after the Tuesday meeting, we will have the first “Welcome event” for LHCb newcomers, invitations were sent out last week. This is an opportunity for newcomers to understand the LHCb structure and introduce themselves, so if you received the invitation write it down in your calendar! As well, if one of the newcomer in your group received the invitation, don’t miss the opportunity to encourage them to participate!

As usual, find below some interesting news.

→ Here (<https://ifthencollection.org/>) you can find an impressive collection of authentic and relatable images of women in STEM. On a similar topic, last week we reported that the WIT group would like to request to name more CERN streets after great STEM examples. If you have a perfect candidate for a street name at CERN in mind just let us know and we will share it to the WIT group.

→ **NEOWISE comet:** everything (<https://www.youtube.com/watch?v=FFn4-kQPjzk>) you want to know from NASA, and a website map (<https://www.timeanddate.com/astromony/night/switzerland/geneva>) to know the position in the sky

→ Free webinar (<https://indico.cern.ch/event/928024/>) organised by the CERN Knowledge Transfer Group on a novel ventilator for the covid-19 organised for Thursday, 30 July at 4pm.

→ Finally, in the view of CERN's upcoming 5-yearly review exercise, the WIT group at CERN have been working the past months into formulating concrete recommendations to the CERN Management and to the Staff Association.

The Personnel Statistics show that:

- The female representation in STEM-related positions is 14%.
- Only 16% of Staff members with grade above 6 are female.
- 25% of applicants to Staff job openings are female comparing to 75% male.
- Over the last 10 years, the percentage of female Staff members -in all categories- has remained stable at 20%.

With the Strategic Objective of attracting, recruiting and retaining female representation into STEM and in particular into leadership roles in the Organization, the wit-sc proposes the following policy recommendations:

1. Definition of a gender action plan.

This will support the implementation of gender-related decisions -which may include definition of priority areas, key activities and indicators, timelines for implementation.

2. Equal paternity and Maternity leave.

A step towards structurally embedding gender equality in CERN operations.

3. Consolidation of harassment reports and statistics.

With current statistics showing that female Ombud visitors are 2.5 times more than male, an environment where women feel safe needs to be sustained.

If you are interested on the topic, please join the WIT chat and give your feedback at: <https://wit-discuss.web.cern.ch/t/wit-analyses-and-recommends/105>

ECGD NEWSLETTER

ECGD newsletter attached to the
“Weekly news” sent out by our
secretariat every Friday afternoon.



Biases (not only gender!)

We cannot eradicate (un)conscious biases that are deeply inherent through our upbringing and society

(if you believe you are not biased, try the test(s) at
[<https://implicit.harvard.edu/implicit>])



But we can reduce obstacles and sources of inequality within the collaboration

Explicit discrimination is usually easy to spot, e.g.

Sexist comments and jokes

Different treatment of people

Biases (not only gender!)

We cannot eradicate (un)conscious biases that are deeply inherent through evolution

(if you believe you are not biased)
[<https://implicit.harvard.edu/>]

But we can
inevitably

Explicit discrimination

Sexism

and jokes

Different treatment of people

IMPORTANT role for ECGD:

- Raise awareness
- Propose «good practices» to alleviate ill effects or implicit discrimination

Concrete example:

LHCb now guarantees that people in leadership positions (e.g. working-group conveners) can return to these positions after paternity/maternity leave (or leave of absence for similar reasons)



ECGD-related ACTIVITIES (in a nutshell)

- **Soft skill workshop**
 - New initiative since April 2020, ~every 2 months
 - “**Working from home**”: <https://indico.cern.ch/event/906623/>
 - “**CV writing**”: <https://indico.cern.ch/event/914790/>
 - New event today: “**Science communication**”
<https://indico.cern.ch/e/LHCSoftSkillWS3>
- **LHC mentoring program**
 - New initiative since this year
 - Registration closed the 17th of October, see <https://lhc-mentoring.web.cern.ch/>
- **Leadership/diversity training for WG conveners (more details soon)**
- **Ice-cream events**
 - Annual, LHCb will organize next event
 - See this year event: <https://indico.cern.ch/event/914311/>
- **LHC career event**
 - Soon: 16th of November, 2020
 - See <https://indico.cern.ch/event/962798/> if you want to register
- **Coffee with...**
 - Invitation sent in proximity of an event
 - See here for an example <https://indico.cern.ch/event/936093/>

Early career community

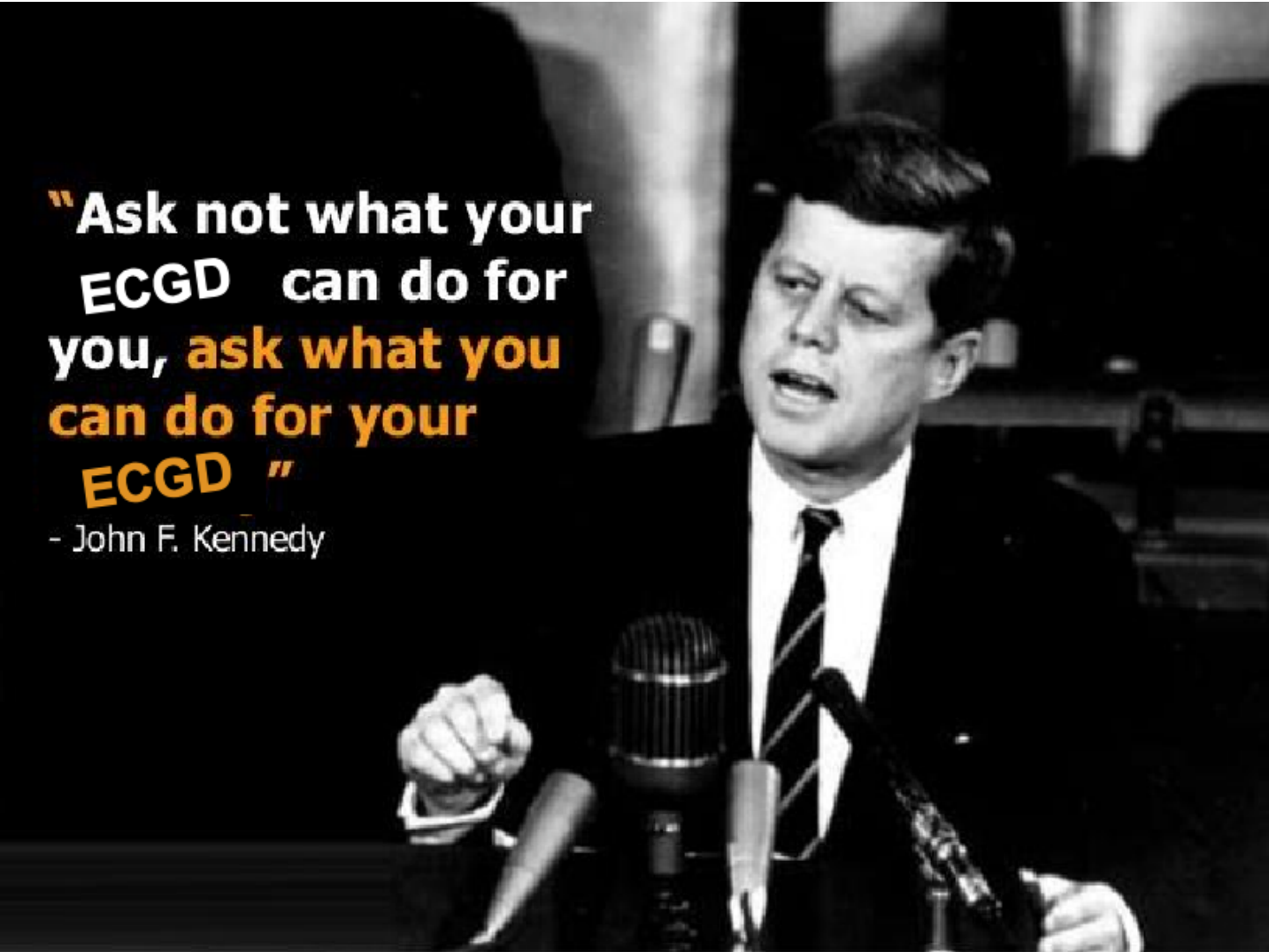
- **NEWS: creation of an Early Career group in LHCb and election of 2 EC representatives** to be added to the 2 ECGD senior officers.
- **One senior** (as it is already now) and **one junior** EC officer are **invited to the Collaboration Board as non-voting** member.
- **Benefits:** better representation for the EC community and possibility to follow/create more activities
- EC community definition: all PhDs and PostDocs automatically subscribed to lhcb-early-career@cern.ch. Individuals could then remove or request to add themselves in case of exceptions, thus allowing self-definition element, with oversight from senior ECGD officers.
- Election process of the 2 EC officers by the EC community to be defined in details by the EC community itself → If interested and not yet in the e-group, ask to us to be added! Do not miss the next meeting 😊

The ECGD is there for all of us

- **By addressing issues of gender and diversity, we strive at creating a better work environment for everyone ...**

... especially for those at an early career stage

Summary



**"Ask not what your
ECGD can do for
you, ask what you
can do for your
ECGD "**

- John F. Kennedy

ECGD

**We need you to
help us help
you:**

- → Let us know about incidents of sexual harassment, whether you were the victim or a witness (we guarantee absolute confidentiality)
- → Let us know about your concerns
- → Join the ECGD meetings and participate in the discussions
- → Advertise the ECGD with your colleagues
- → Let us know if you have ideas for possible topics for the next meetings (or even better: if you might be interested in helping prepare a meeting)

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