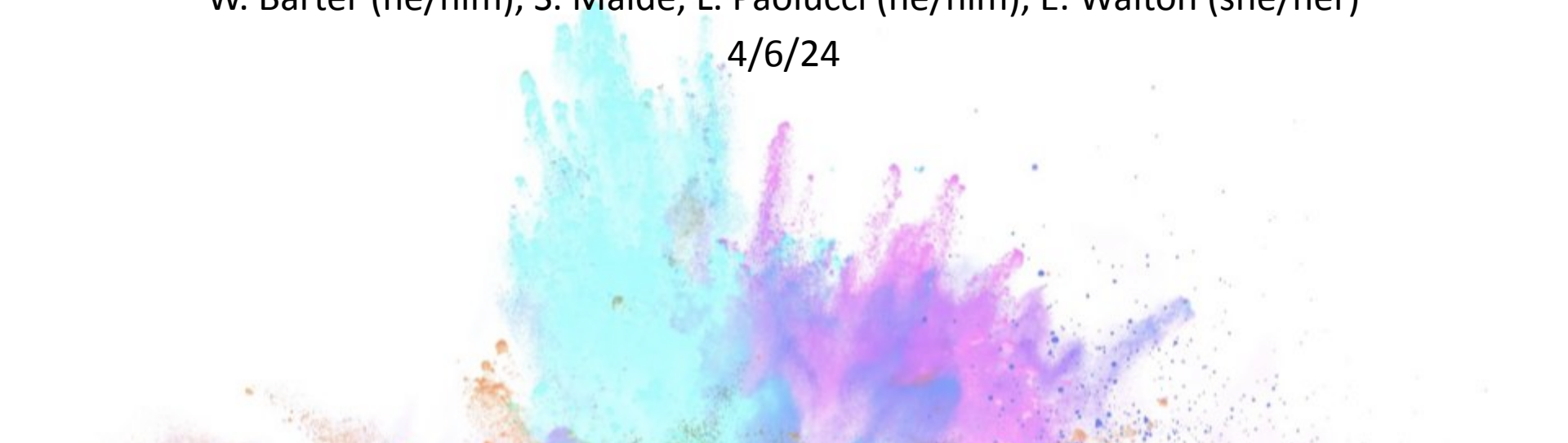
ECGD: Practical Diversity

W. Barter (he/him), S. Malde, L. Paolucci (he/him), E. Walton (she/her)

4/6/24



Context

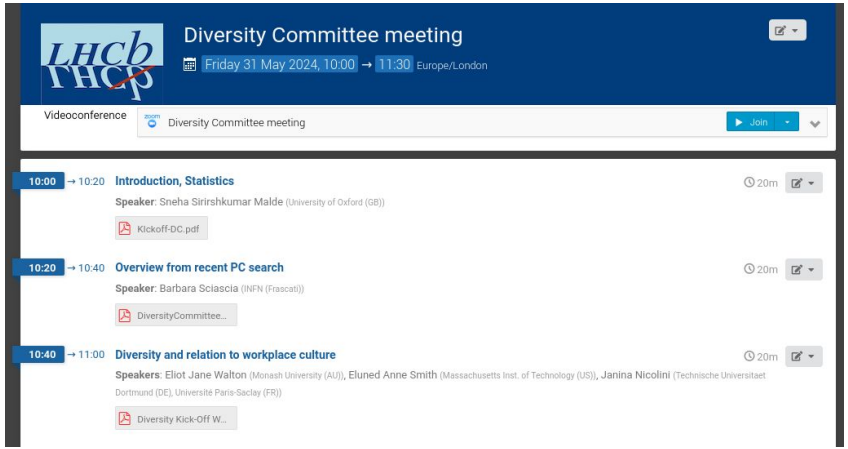
Recently appointed Diversity Committee has a particular focus on senior positions [1,2].

While involved with the Committee the ECGD office also wants to focus on diversity in the Early Career (EC) community.

Terms of reference

The committee is tasked to:

- Liaise with the ECGD office to understand the context of the exercise and obtain relevant measures of collaboration diversity.
- Liaise with recent high-level position search committees to understand their perspectives, experience, and how and why the diversity of candidates may change at each stage of an election or appointment.
- Consult and interact with the collaboration, ensuring that its views are canvassed and that there is an appropriate route for communication with the committee.
- Identify barriers to achieving better diversity in high-level positions and provide recommendations to address them.



[1] Sneha Malde, William Barter and Vincenzo Vagnoni. 2024. The "Committee on Diversity in LHCb Senior Positions". Online. Available: https://indico.cern.ch/event/1378461/contributions/5793736/subcontributions/469748/attachments/2809055/4914988/Proposed_terms_of_reference_amended_07mar2024.pdf.

[2] Diversity Committee. May 2024. Kick-off Meeting. Available: https://indico.cern.ch/event/1421739/.

LHC ECSF

Made from member of the four LHC experiments:

- ALICE Junior Representatives
- ATLAS Early Career Scientist Board
- CMS Young Scientist Committee
- The ECGD Early Career Representatives.

Forum to discuss EC related matters, compare experiences across experiments, and to organise LHC wide activities.

Activities include: Job Matching Event, Soft Skills Workshop, LHC Mentoring Scheme (now Mentoring@CERN).

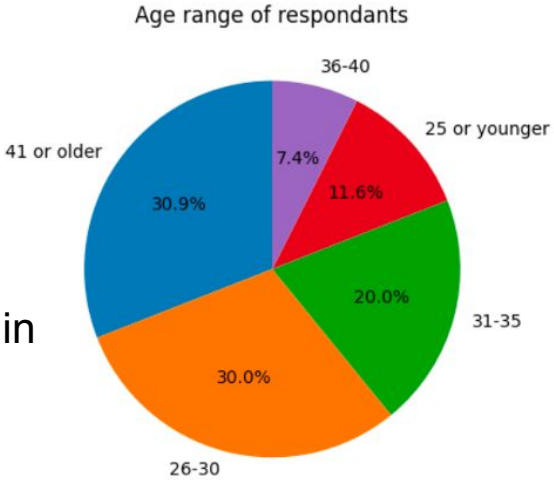
LHC ECSF: Mental Health Survey

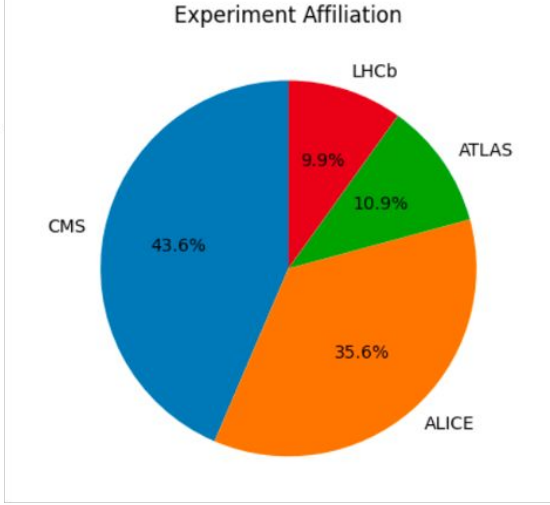
Put forward by the ALICE Junior Representatives.

Survey created in 2023, in collaboration with life coach and psychologist Sarah Speziali.

408 responses from ALICE, ATLAS, CMS, LHCb.

Preliminary results presented at LHCP in 2023 [3].



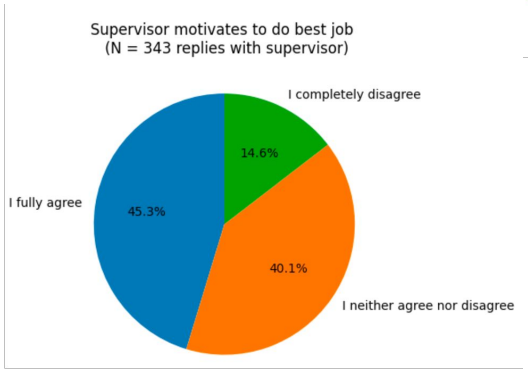


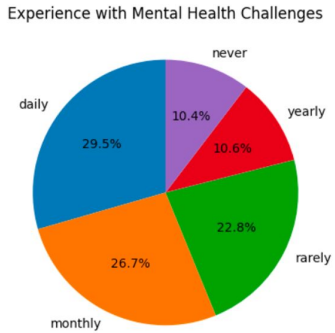
[3] Petra Loncar. 2024. Experiences from Mental Health Workshops for LHC Scientists. Proceedings of Science. Available: https://pos.sissa.it/450/059

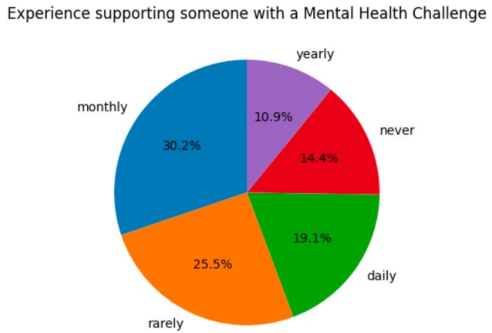
LHC ECSF: Mental Health Survey

The most common symptoms reported were **finding it hard to relax** and a **loss of motivation in doing things**.



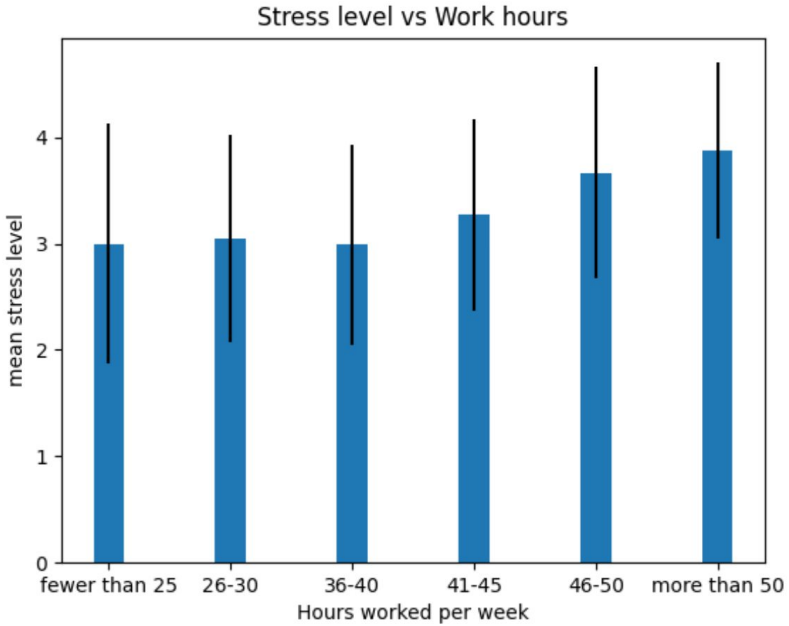


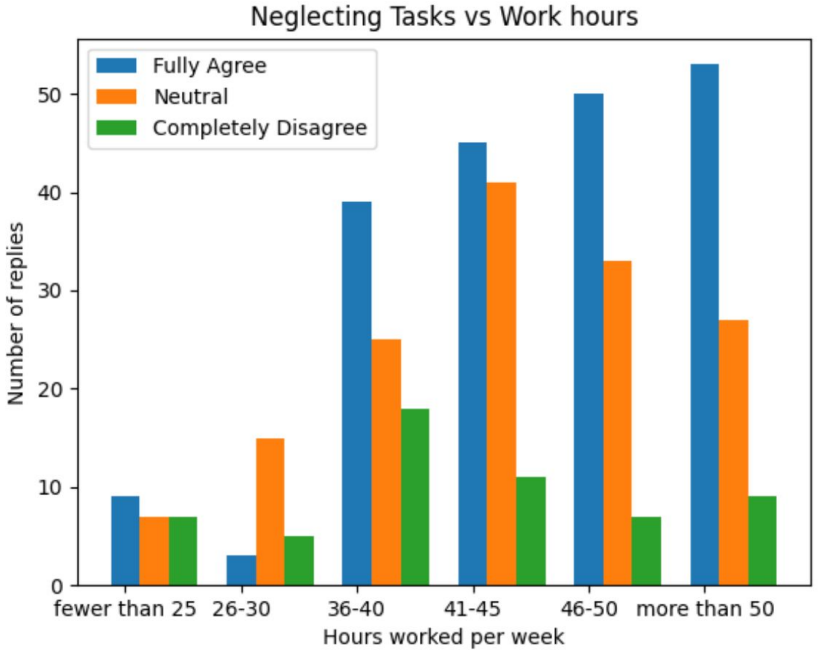




LHC ECSF: Mental Health Survey

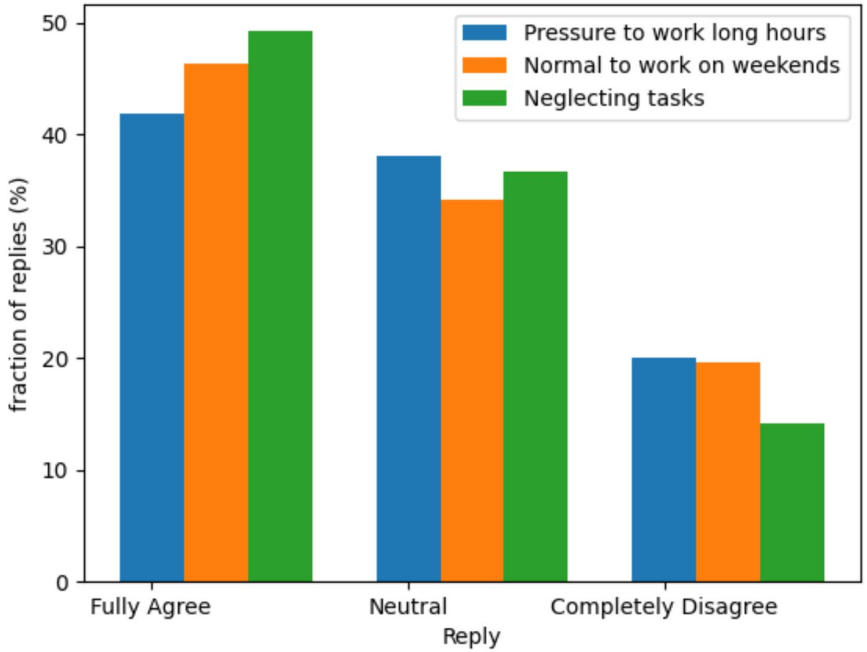
Respondents who worked **longer hours** reported **higher levels of stress and neglected tasks.**

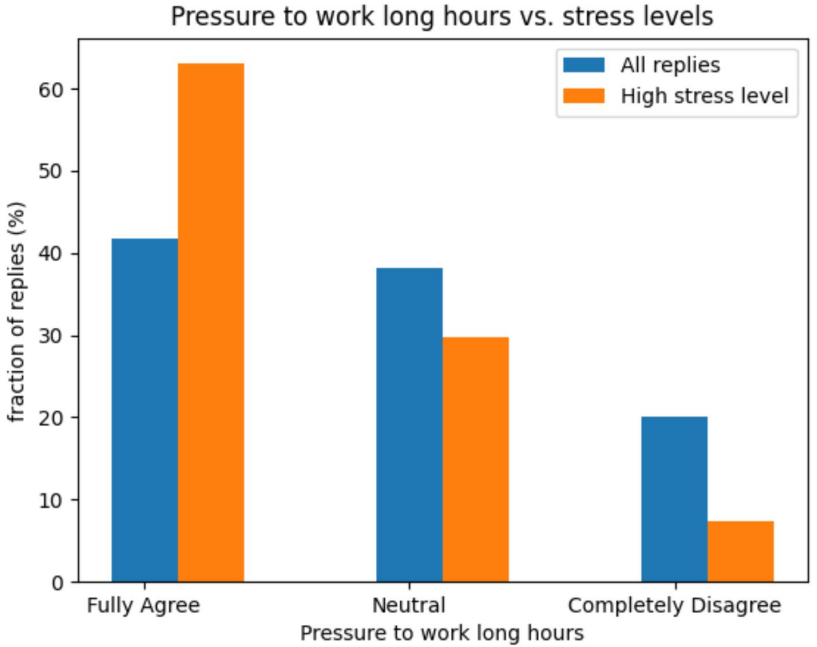




LHC ECSF: Mental Health Survey

Most respondents reported they **experience pressure to work long hours or on the weekends.**





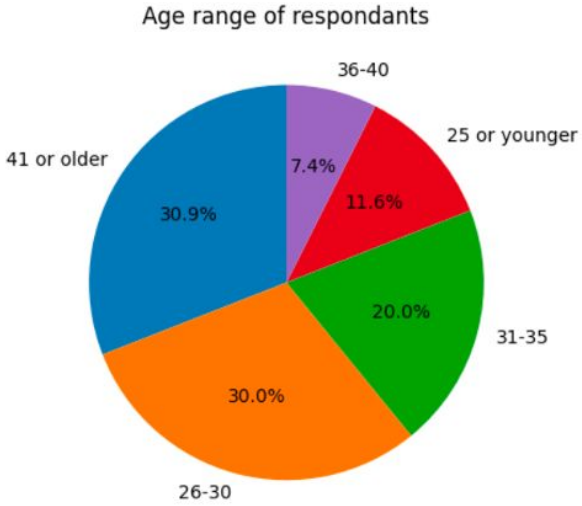
LHC ECSF: Mental Health Survey

More results will be forthcoming with the publication from these data.

Clear that LHC experiments have an **issue with managing our workloads at all ages** and that this contributes to the prevalence of **mental health challenges.**

While the LHC ECSF seeks to meet the professional needs of early career researchers, **this challenge is bigger than just us.**

We need you!



Feedback and Volunteers

Here's a form to sign up to volunteer

Volunteer form

Here's a form to leave feedback

Suggestion form

Here's a form to leave feedback

Feedback form



https://en.wikipedia.org/wiki/We_Can_Do_It!

Back-Up

Feedback and Volunteers

Here’s a form to sign up to volunteer

Volunteer form

Here’s a form to leave feedback

Suggestion form

Here’s a form to leave feedback

Feedback form



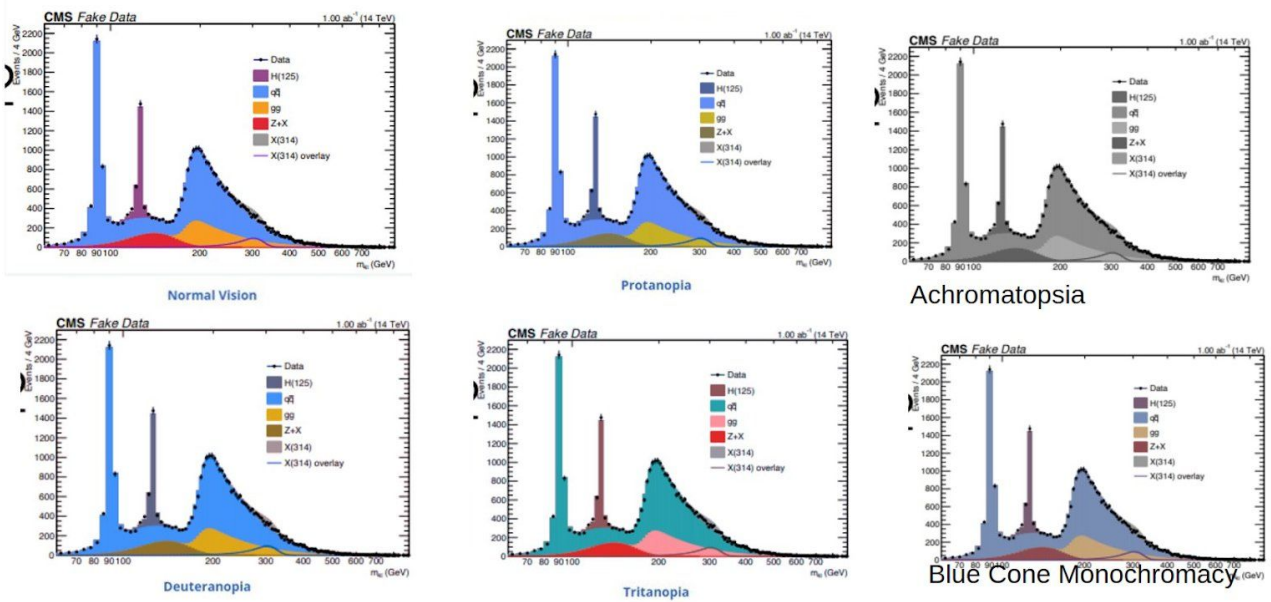
https://en.wikipedia.org/wiki/We_Can_Do_It!

List of Possible Activities

- Organise a response to these results on collaborator mental health
  - No good having these data if we do nothing in response to them
  - Need many ideas and many approaches.
- Have a dedicated social media team
  - Current approach is decentralised but requires central approval and therefore is inefficient.
- Create starterkit-like documentation for the organisation of the Collaboration
  - Proposed in response to a communicated frustration about opaque organisational structure
  - Existing newcomers meeting is great if you can attend
  - Such documentation would also be a reference if newcomers event is not recent.
- Suggest your own!
  - https://docs.google.com/forms/d/1wI8BVtqtc5qkBuJCA0q16U1DpZkPvmSTSJ7Iv6E92S8/
  - (anonymous suggestions box - but must use cern account).

Examples of Other Collaboration Activities

CMS's Diversity and Inclusion Office and the new colour vision deficiency inclusive palettes [4].



[4] CMS Diversity and Inclusion Office. 2024. CMS Collaboration sets a standard for inclusivity with colour vision deficiency-friendly palettes. Online. Available: https://cms.cern/news/cms-collaboration-sets-standard-inclusivity-colour-vision-deficiency-friendly-palettes

Examples of Other Collaboration Activities

CMS's Diversity and Inclusion Office and the new colour vision deficiency inclusive palettes.

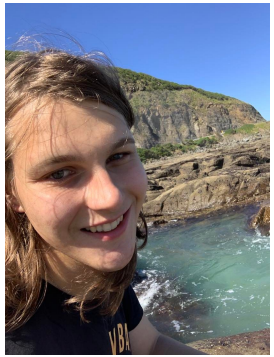
Anonymous Message Box

The Anonymous Message Box can be used to report any instances of inappropriate behavior - e.g. harassment, bullying, or deviation from CMS or CERN Code of Conduct. You can use it to communicate confidentially with the CMS Diversity & Inclusion Office Co-Chairs. The incidents could also relate to meetings or interactions beyond CMS at workshops or conferences when presenting on behalf of CMS. This Anonymous Message Box can also be used to suggest any future action items for the Diversity & Inclusion Office. All information you provide will be treated in confidence. Please provide contact details if you would like us to reply and follow up on the incident. We will also use the messages to gauge the collaboration environment and identify any persistent common issues.

Link: https://cms-do-anonymous-msg.web.cern.ch

Share the QR code with your networks: https://cernbox.cern.ch/s/lWrtwQawbkZhTXv









Elected by members of the Early Career (EC) Community

One year term, can be automatically extended to two.

Listen to needs and concerns of the EC Community and may represent these to the Collaboration Board (CB).

Coordinate with their counterparts in other experiments to organise LHC wide activities.

Full Constitution here [LINK].

Support newcomers to LHCb.

Advice Management on related matters.

Be available to colleagues, support individuals who experience specific problems.

Organise specific regular meetings at Collaboration weeks.

Maintain gender/diversity balance in the Collaboration and through career stages.