Diversity/Equity/Inclusion: getting from here to there

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My DEI path

- Being (female/Asian)
  - AB, AM (7/≈40, class of 1976)
  - PhD (2/≈50, 1982)
  - Postdoc 1982-4
  - Assistant/Associate Professor, Harvard (2nd)
  - Professor 1993–8 Virginia Tech, 1998– U Cincinnati)
  - Department Head, U Cincinnati 2009-16
- Doing
  - 2013 – U. Cincinnati Physics Dept joins [APS Bridge Program](#)
    - Increase number of underrepresented minorities (URM) earning physics PhD's
  - 2016 – Belle II Diversity Committee
  - 2020 – U. Cincinnati Physics joins [APS-IDEA](#) network (climate of inclusion)
  - 2021 – APS [Forum on Diversity & Inclusion](#): vice-chair

Why DEI?

- Social Justice/Fairness
  - Access should not depend on race/gender/ethnicity

Physics is science, not social justice – why should we put in extra effort to be fair?

- Vitality
  - Science is driven by ideas: diverse groups result in more/better advances

- National interest
  - If the science community does not reflect the diversity of society at large, the talent pool is being underutilized

DEI action: considerations

- type(s) of effort depends on type of institution
  - department/research collaboration/
  - different institutions have different infrastructure, tools

- target population(s)
  - who is under-represented
    - e.g., women, racial/ethnic/cultural minoritized, LGBTQ, differently-abled

- types of change desired/realistic
  - 1st order: increase diversity
    - e.g. bridge programs
  - 2nd order: increase inclusion (change culture/climate)
    - equalize environment, access for target population
    - benefits of diversity cannot be fully realized without inclusion
  - "0th order": statements of commitment to diversity, programs with no outcomes

DEI action: considerations

- sustainable change requires
    - more than a single individual: a committed team
    - buy-in from a majority (>50%)
    - change in mindset by the Majority

- DEI is NOT about
    - hiring and expecting "diverse" individual to take care of all diversity issues/everyone else conducting business as usual

Belle II (KEK, Tsukuba, Japan)

- 2016 International Conf. on HEP
  - First Diversity session at an international HEP conference
  - Driven primarily by LHC experiments

- 2017 – Belle II
  - Diversity Committee, proposed to Institutional Board (& accepted) (consultations with LHCb)
    - Point of contact for harassment reporting
    - Attention to career support (distribution of talks, management positions)
      - Nomination committees: spokesperson, speakers committee chair, ..
      - Management appointments: analysis coordinator, subgroup conveners
  - Collaboration Survey 2018
    - Demographics, experiences of discrimination/harassment, career barriers
  - 2019 Committee → "Office," 2 Diversity Officers (2-yr terms)
    - D&I parallel sessions at collaboration meetings

- Belle II is an <u>international</u> collaboration
    - ≈ 1000 members, >100 institutions
    - HUGE diversity of cultures, racial/ethnic minority issues + levels of awareness re DEI
        - → primary focus has been on women
        - More recently LGBTQ

Belle II outcomes so far

- Survey
  - >50% of women have experienced some form of harassment at some point in their careers – reported across multiple HEP experiments
  - work/life issues prevalent among women

- Management changes
  - nomination committees for management positions explicitly consider diversity
  - statistics tracking: membership, speaker assignments, management positions

- Life at the Lab
  - gender-neutral restroom in control room area
  - colorblind-friendly control room displays

- publicity: web page, social media, conferences

Belle II Diversity - Belle II - DES ✕ +

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Belle II Diversity

Matthew Barrett posted on 10. Jan. 2019 22:19h - last edited by Elisabetta Prencipe on 17. May. 2021 22:33h

𝓑 Belle II Diversity
Belle II

- The Belle II Code of Conduct
- Belle II Diversity Meetings
- Belle II Diversity Committee
- Belle II diversity public webpage
- Diversity Issues in the news
- Articles on Diversity and Inclusion
- Important dates
- Diversity and Inclusion resources
- Diversity and Inclusion Talks and Sessions at major conferences
- Other Resources

The Belle II Code of Conduct

"The Belle II collaboration is committed to fostering an open, diverse, and inclusive working environment that nurtures growth and development of all, and believes that an array of values, interests, experiences, and cultural viewpoints enriches our learning and our workplace. Thus, members shall not engage in violent, harassing, sexist, racist, or discriminatory behaviour."

Extract from the *Belle II Code of Conduct*

The Belle II Bylaws include a code of conduct that all members of the collaboration are expected to have read and to abide by. If any member of the collaboration feels that they have been discriminated against or one of the Belle II diversity officers (contact details below), all conversations about such matters will be strictly confidential.

Belle II Diversity Meetings

Indico page for Diversity and Inclusion: https://indico.belle2.org/category/106/

1st Belle II diversity and inclusion group meeting: held during 31st B2GM (16 October 2018): https://kds.kek.jp/indico/event/28981/session/60

2nd Belle II diversity and inclusion group meeting: held during the 32nd B2GM (6 February 2019): https://kds.kek.jp/indico/event/29835/session/61

3rd Belle II diversity and inclusion group meeting: held during the 33rd B2GM (19 June 2019): https://indico.belle2.org/event/96/sessions/185/

DEI efforts: reflections

- Impact
  - What is/are the aim(s)
    - Align with institutional mission, available resources
  - "deliverables"
    - Time scale
    - Sustainability

- Consider: representative diversity cannot be achieved without inclusion
  - Climate in physics departments, experiments is rarely inclusive
    - Need fundamental change to mindset by majority community
    - Need mechanisms to mitigate power dynamics
  - APS-IDEA: network to share best practices, transform climate

Thanks for your attention