

Users Executive Committee (UEC): *Welcome & Report*

Sowjanya Gollapinni
University of Tennessee, Knoxville

Chair, UEC

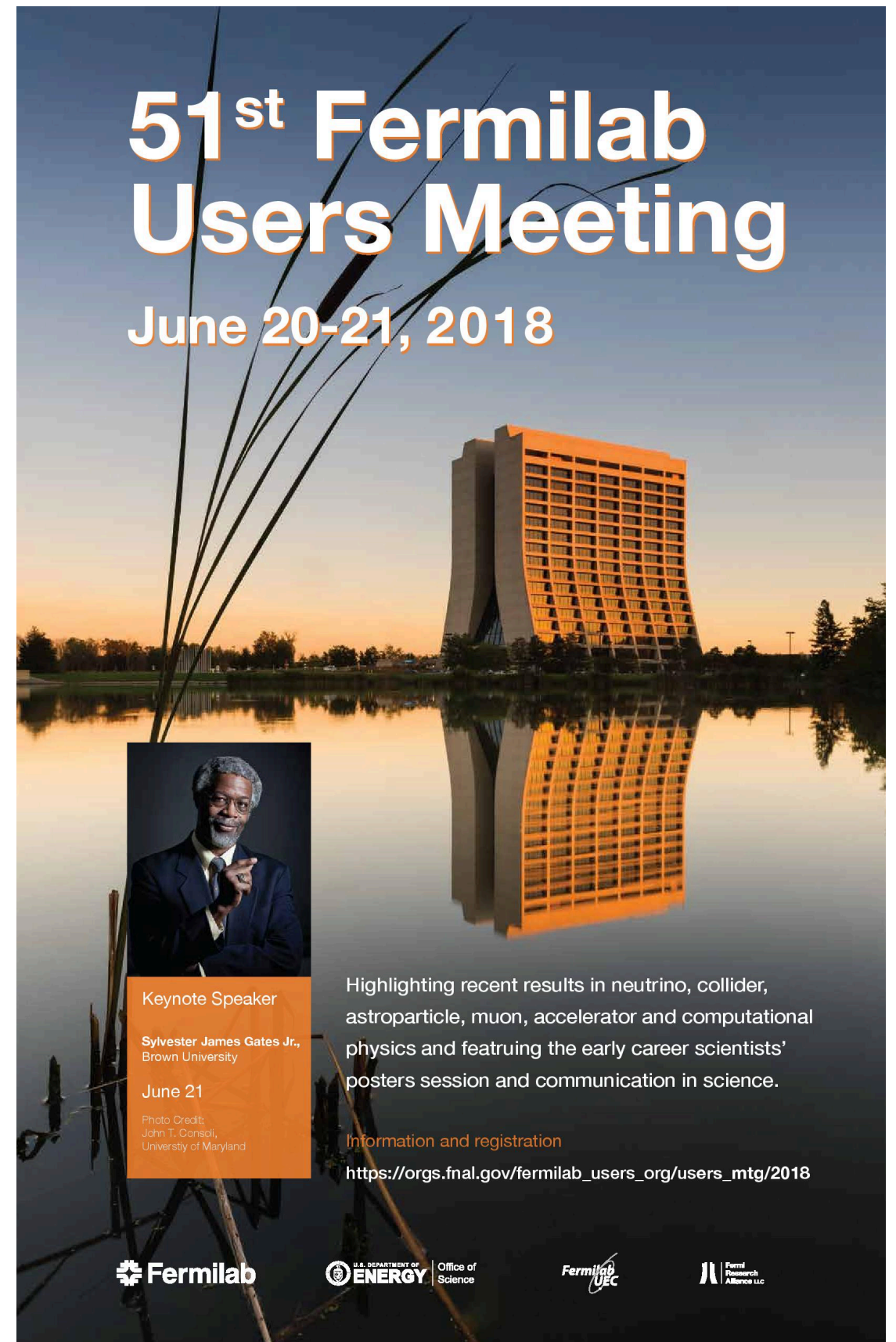
51st Annual Users Meeting
June 20 - 21, 2018
Fermilab

Welcome to the 51st Annual Users Meeting!

“A Vision for Science & Culture”

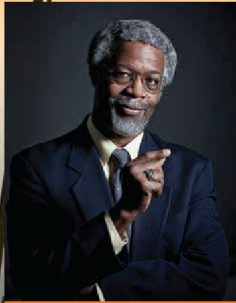
Meeting is live streamed at
<http://vms.fnal.gov/asset/livevideo>

>500 registrants

The poster features a large, modern building with a unique, curved facade, illuminated at dusk, with its reflection in a body of water. In the foreground, there are some reeds or grasses. The text is overlaid on the image.

51st Fermilab Users Meeting

June 20-21, 2018



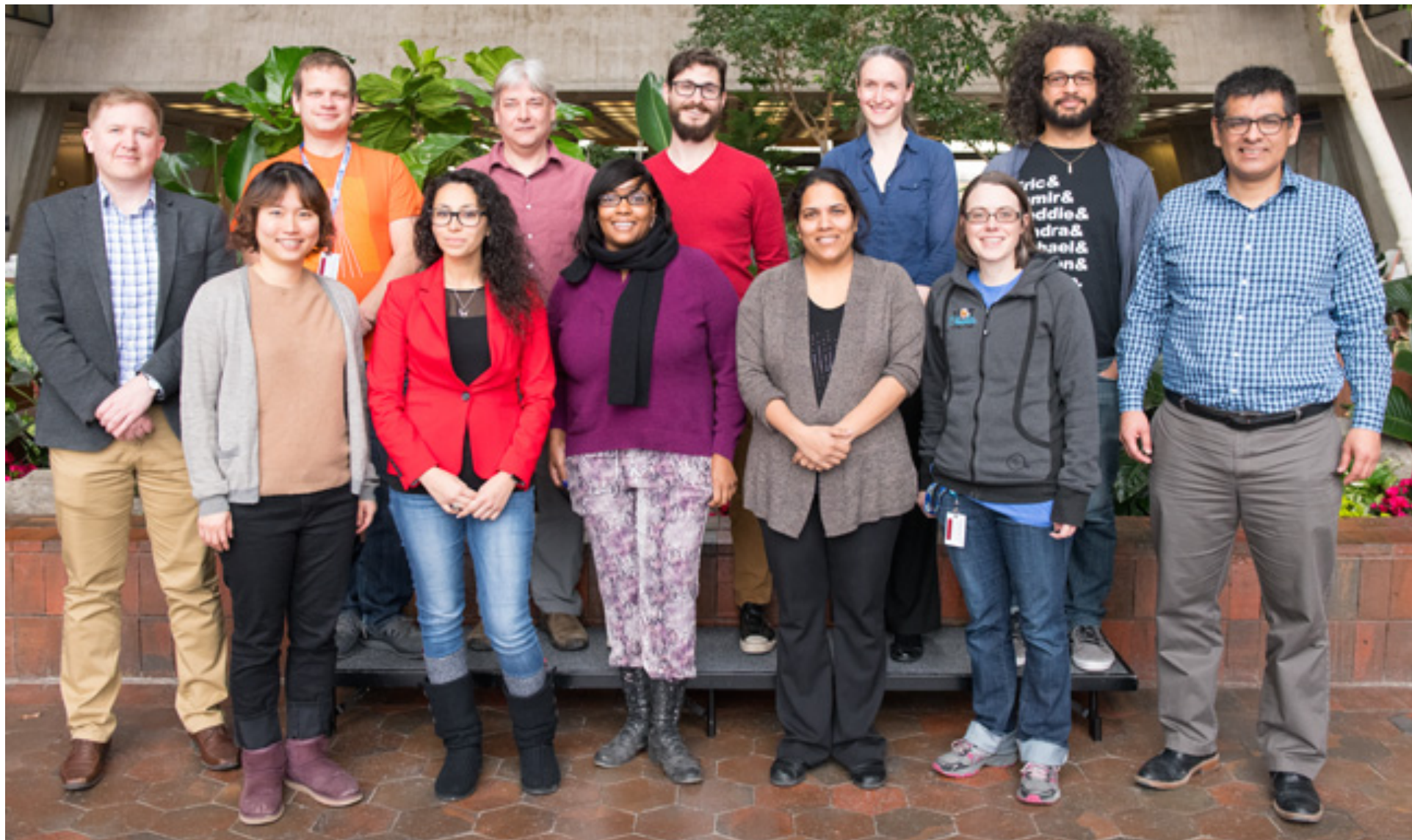
Keynote Speaker
Sylvester James Gates Jr.,
Brown University
June 21
Photo Credit:
John T. Condit,
University of Maryland

Highlighting recent results in neutrino, collider, astroparticle, muon, accelerator and computational physics and featuring the early career scientists' posters session and communication in science.

Information and registration
https://orgs.fnal.gov/fermilab_users_org/users_mtg/2018

Fermilab U.S. DEPARTMENT OF ENERGY Office of Science Fermilab UEC Fermilab Research Alliance LLC

2017-2018 Users Executive Committee



Top: Thomas Strauss, Frank Chlebana, Joseph Zennamo, Sarah Demers (Secretary), Brian Nord
Bottom: Gavin Davies, Jiyeon Han, Fernanda Psihas, Tammy Walton, Sowjanya Gollapinni (Chair),
Carrie McGivern, Leo Aliaga

uec.fnal.gov

uec-membersonly@fnal.gov

2017-2018 Users Executive Committee

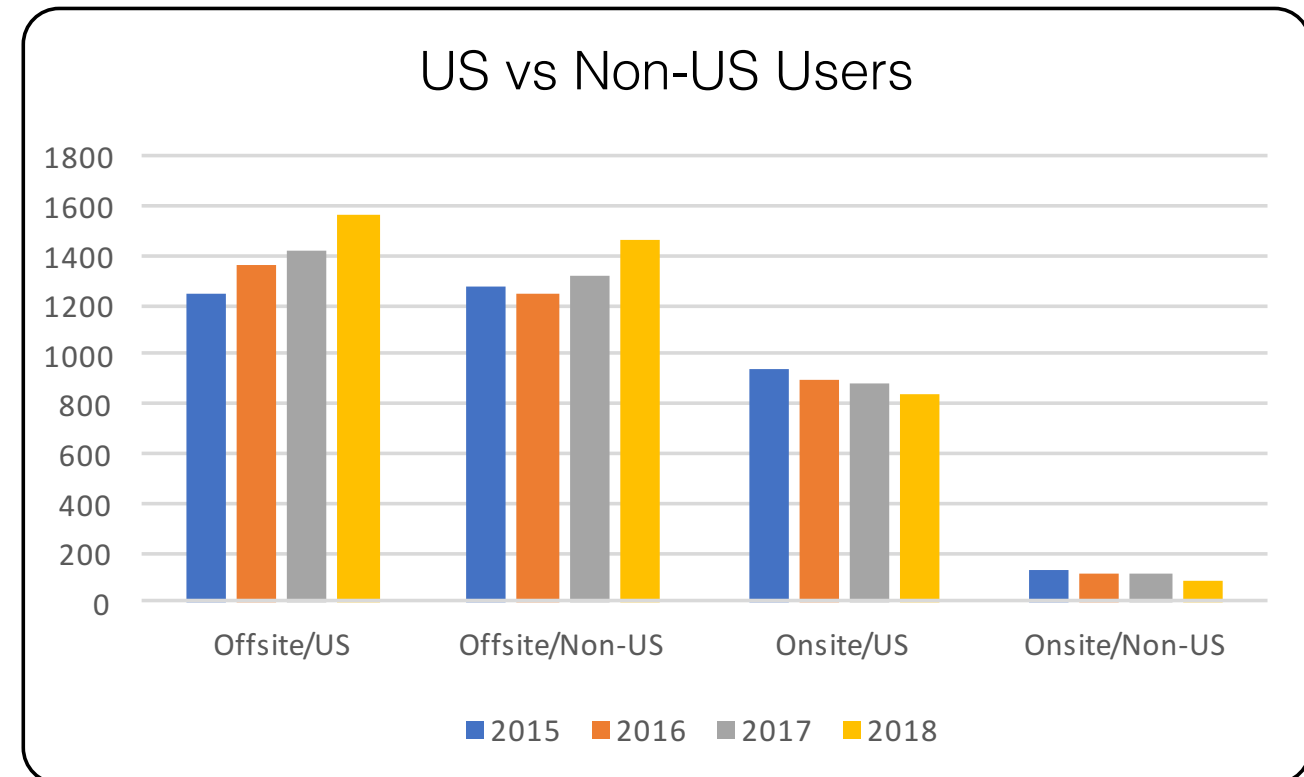
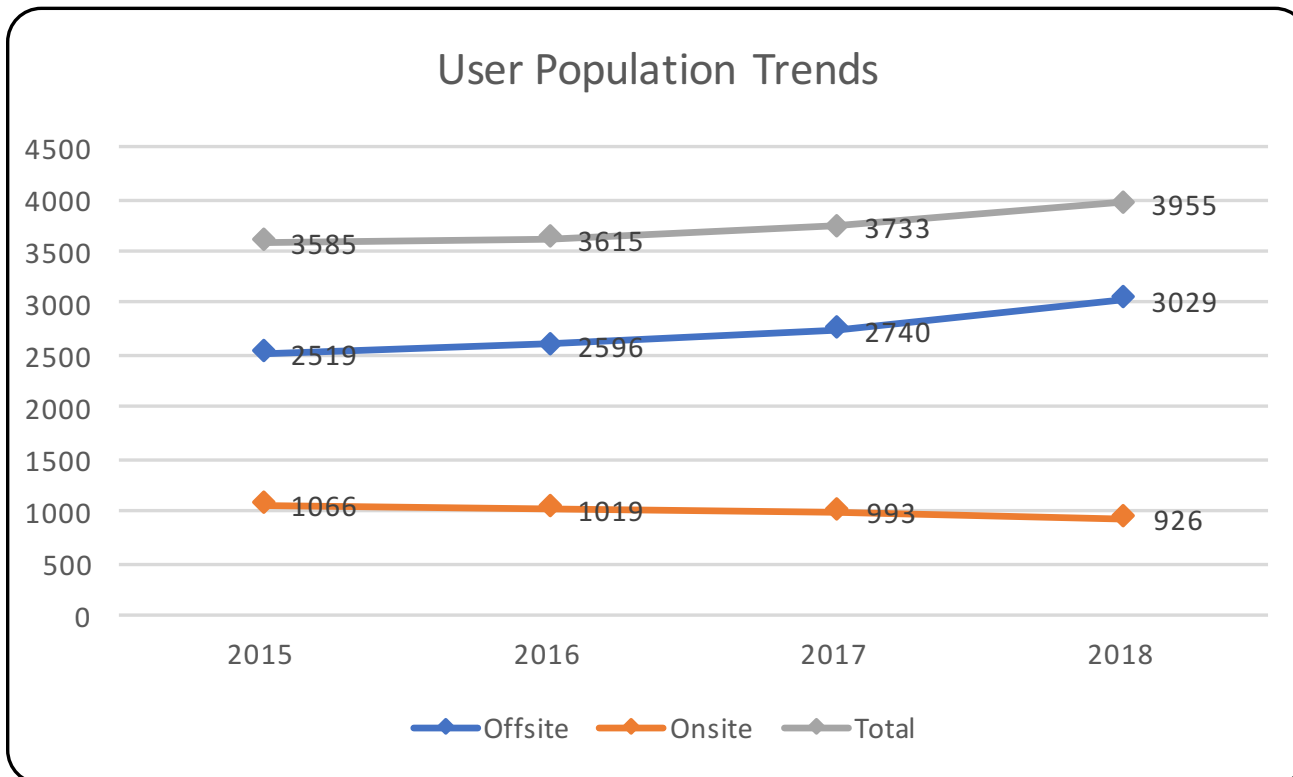


- Provide a forum for discussion of scientific/administrative matters relevant to the Users' organization and functions of the Lab.
- Plays an important advisory role in determining the relationship of outside Users to the Lab and the support they will have in implementing their experimental programs.

UEC is here to serve you, make best use of us!

Users' Population Trends — past 4 years

(Thanks to G. Lopez for the data)



As of now, we have about 4000 active users (both onside & offsite)

UEC Organization

UEC Web Admin
(G. Davies)

UEC Admin
(K. Pearce)

UEC Chair
(S. Gollapinni)

UEC Secretary
(S. Demers)

Housing Allocation Committee
(J. Zennamo)

Campus & Facility Board
(T. Strauss)

Host Lab Working Group
(S. Gollapinni)

Dining Services Advisory Committee
(C. McGivern)

Government Relations

Co-chairs: C. McGivern,
J. Zennamo
Deputy: F. Psihas



Quality of Life

Chair: F. Chlebana
Deputy: S. Demers



Outreach & Education

Chair: B. Nord
Deputy: L. Aliaga



Users Meeting

Chair: T. Walton
Co-deputies: G. Davies,
J. Han



UEC Interaction with other groups

- Members of the UEC are asked to participate on *lab committees*
 - *Housing allocation committee*
 - *Food advisory committee*
 - *Campus & Facility Board*
 - *Host lab working group*
 - ...
- UEC is also asked to participate in *external* activities
 - *usparticlephysics.org redesign effort with DOE/NSF*
 - *SSURF (Society of Science at User Research Facilities)*
 - *APS-DPF*
 - ...
- Fermilab Student and Postdoc Association (**FSPA**) works closely with UEC
 - New Perspectives done in conjunction with Users' Meeting;
 - Organizing joint events
- Efforts to Interface with *Lab HR partners, Global Services*, etc. — dedicated talks at UEC meetings

UEC Meet & Greet Event — A new tradition

01/19/2018



Diversity & Inclusion

We acknowledge that inclusion and diversity are necessarily pervasive considerations of all our interactions, and UEC is committed to promote these elements of our discussion and practices.

*Please talk to us about these issues.
It's important to us and we are committed to do what is needed!*

Diversity & Inclusion

We acknowledge that inclusion and diversity are necessarily pervasive considerations of all our interactions, and UEC is committed to promote these elements of our discussion and practices.

*Please talk to us about these issues.
It's important to us and we are committed to do what is needed!*

*Some D&I activities initiated by users
at the lab, you can too!*

- EDI-101 Monthly Seminar Series
- Fermilab Inclusivity Journal Club (<http://news.fnal.gov/events/event/fermilab-inclusivity-journal-club/>)

Fri. June 15th 12 pm
EDI 101: An Introduction to Equity, Diversity and Inclusion
Speaker: Dr. Charee Mosby-Holloway
Location: Ramsey Auditorium
.....
July, 2018
Topic TBD
.....
August, 2018
Topic TBD

FSPA and Fermilab TADI present

Equity, Diversity, and Inclusion Seminar Series

FSPA Fermilab Student & Postdoc Association
Fermilab TADI Talent Acquisition, Diversity and Inclusion

Abstract:
Recruiting from a maximally broad pool is consistent with Fermilab's mission and helps us identify the talent necessary for the lab's success. The laboratory hosts people with a wide range of backgrounds, ages, and nationalities. However, a lot of work needs to be done to recruit and retain groups that are traditionally underrepresented in science. The Equity, Diversity, and Inclusion (EDI) seminar series addresses this goal through a series of introductory talks, open to everyone at the lab. The seminar series will help us to better understand issues related to EDI, and will equip us with tools that can be incorporated in our daily lives. We can utilize these tools to become better allies to our coworkers, to recognize and correct for our own biases, and to help create an inclusive workplace.

Government Relations

UEC Web Admin
(G. Davies)

UEC Admin
(K. Pearce)

UEC Chair
(S. Gollapinni)

UEC Secretary
(S. Demers)

Housing Allocation Committee
(J. Zennamo)

Campus & Facility Board
(T. Strauss)

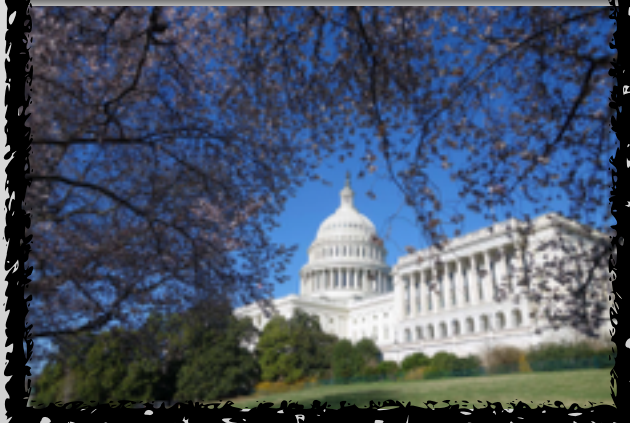
Host Lab Working Group
(S. Gollapinni)

Dining Services Advisory
Committee
(C. McGivern)

Government Relations

Co-chairs: C. McGivern ,
J. Zennamo

Deputy: F. Psihas



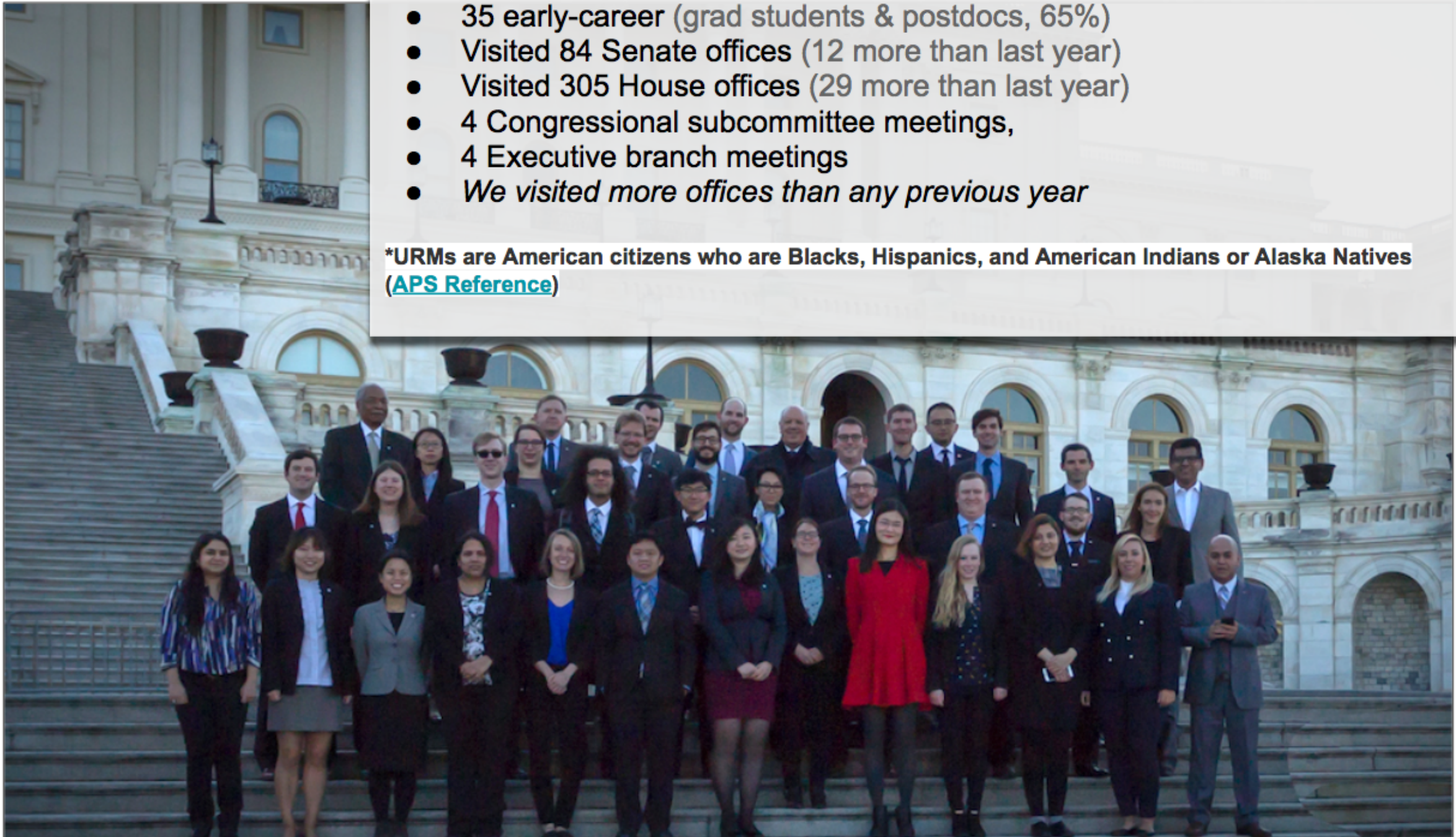
- Organizes the annual spring trip to Washington, D.C. to promote science and HEP to members of the legislation
- P5 report an *essential tool* to promote community plans
- Two major innovations this year: 1). Improved infrastructure to maximize coverage 2). Science communication training and best practices for effective communication
- *2 trips in the past year: Oct. 2017 & Mar. 2018 (main trip)*

March 2018 Trip Overview

54 trip attendees (same as last year):

- 22 women (41%)
- 2 under-represented minorities* (6% of U.S. Citizens / 4% of All attendees)
- 35 early-career (grad students & postdocs, 65%)
- Visited 84 Senate offices (12 more than last year)
- Visited 305 House offices (29 more than last year)
- 4 Congressional subcommittee meetings,
- 4 Executive branch meetings
- *We visited more offices than any previous year*

*URMs are American citizens who are Blacks, Hispanics, and American Indians or Alaska Natives
([APS Reference](#))



March 7–9
54 Attendees

slide credit: B. Nord, J. Vasel

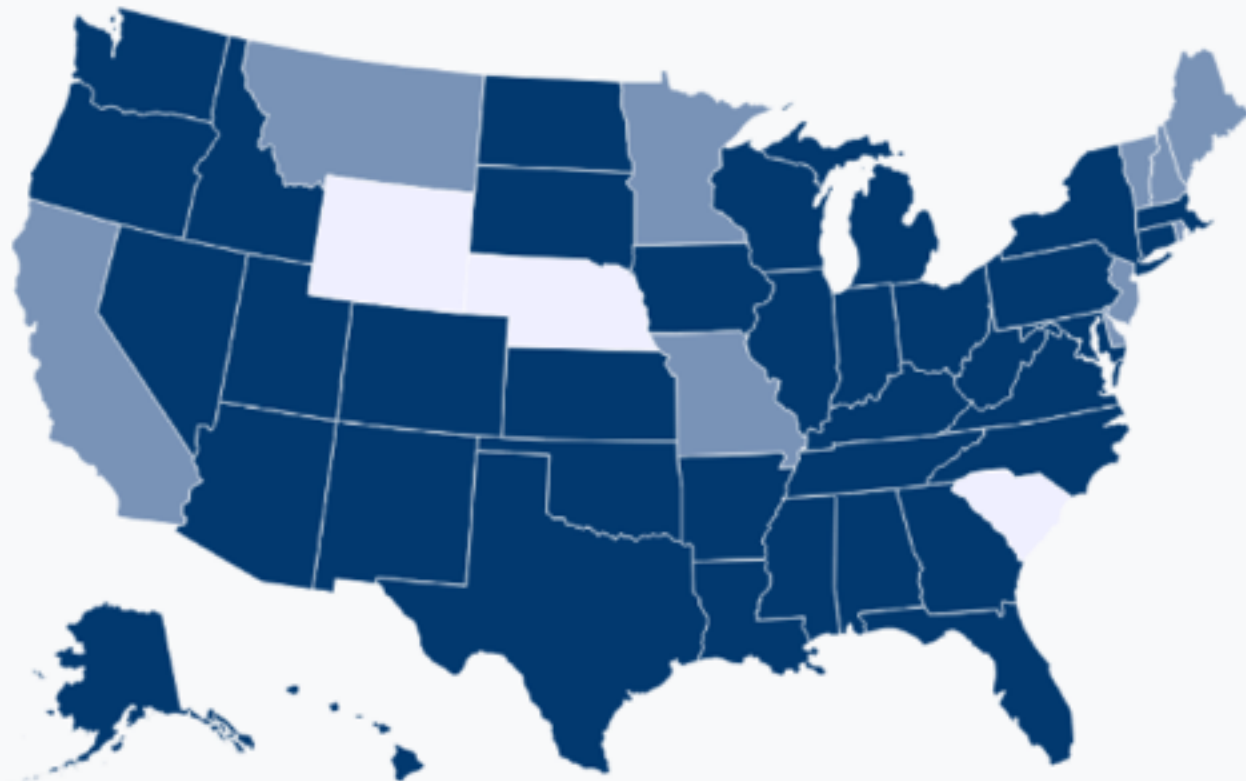
Continuing over 20 years
of visits to Capitol Hill!

Offices Visited

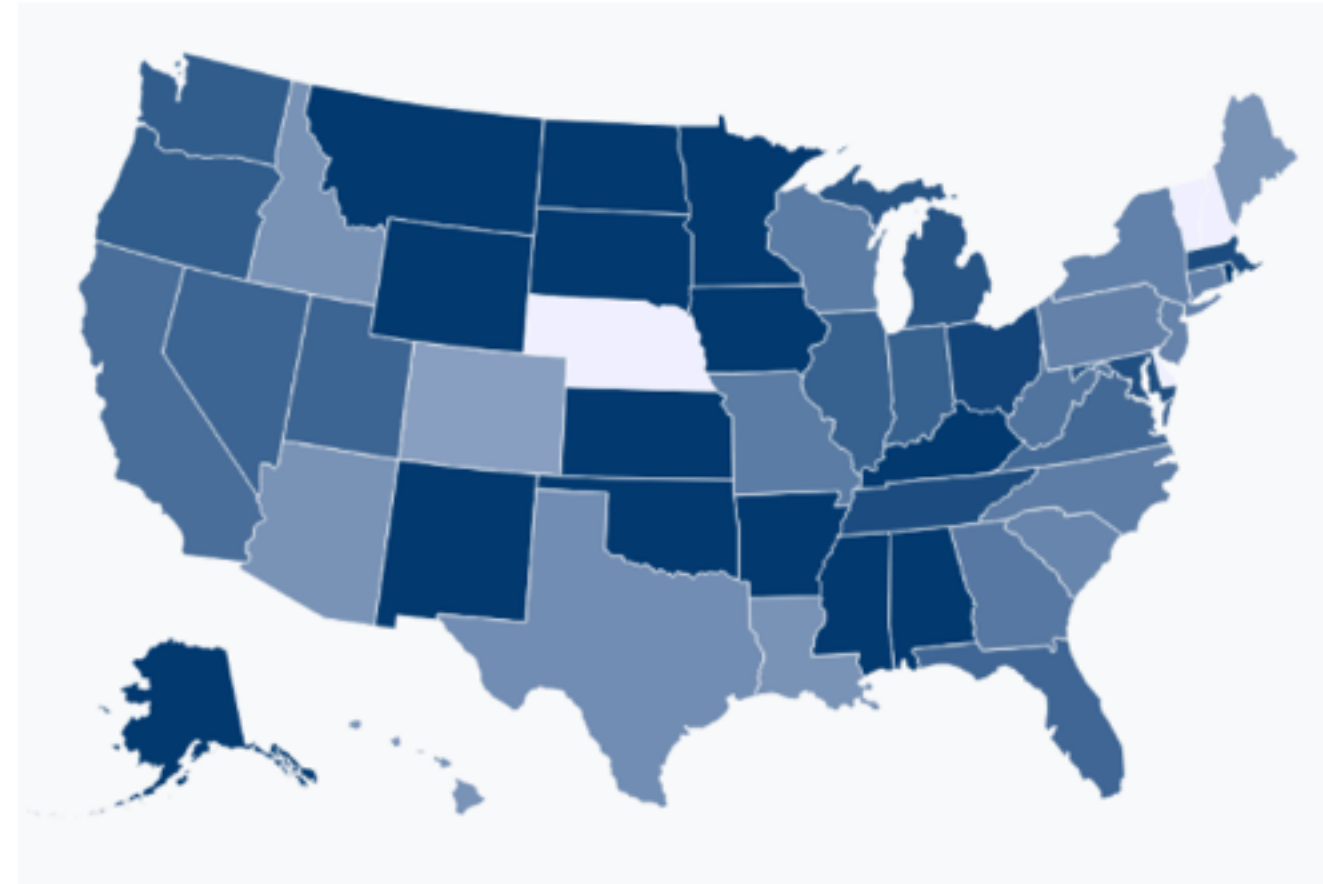
CONGRESSIONAL OFFICES

slide credit: B. Nord, J. Vasel

Total coverage: 389/537 (72.4%)



Senate: 84/100 (84%)



House: 305/437 (69.8%)

EXECUTIVE BRANCH

Office of Management and Budget
DOE Office of Science
DOE Germantown
National Science Foundation

CONGRESSIONAL SUBCOMMITTEES

House Energy
House Research & Technology
Senate Energy
Senate Space, Science, & Competitiveness

Offices Visited

CONGRESSIONAL OFFICES

slide credit: B. Nord, J. Vasel

Total coverage: 389/537 (72.4%)



A total of 397 meetings over three days — more offices than any previous year!

Senate: 84/100 (84%)

House: 305/437 (69.8%)

EXECUTIVE BRANCH

Office of Management and Budget
DOE Office of Science
DOE Germantown
National Science Foundation

CONGRESSIONAL SUBCOMMITTEES

House Energy
House Research & Technology
Senate Energy
Senate Space, Science, & Competitiveness

Materials

Brochures/Infographics

- P5 Report overview & update
- “Particle physics is discovery science”
- “Particle physics makes a difference in your life”
- “Particle physics builds STEM leaders”
- Map/list of US HEP institutions
- Fermilab Procurements

Fact Sheets

- US LHC
- US LUA
- Fermilab
- LBNF/DUNE

Symmetry Magazine articles

- US-CERN partnership
- LBNF groundbreaking
- Muon g-2 magnet arrival

Fun Toys

- Fermilab-360 VR headset
- Particle Zoo pins

usparticlephysics.org

- Mike Cooke and Andrea Peterson (DOE) Coordinated creation of materials with community support.

Particle Physics Propels U.S. Progress

The quest to better understand our world inspires and educates tens of thousands of students across the country every year and creates a globally competitive, highly trained workforce in the United States. Advanced research and development (R&D) in particle physics drives innovation that benefits other sciences and improves the nation's health, wealth, and security.

Students engage with physics concepts

usparticlephysics.org

Building for Discovery

The P5 Report provides the strategy and priorities for U.S. investments in particle physics for the coming decade.

The top four priorities in 2018

Advance the High-Luminosity LHC (HL-LHC) accelerator and ATLAS and CMS detector upgrade projects on schedule, continuing the successful bilateral partnership with European countries for a priority near-term large project.

Support the existing construction projects enabling the next major discoveries in particle physics, including LSST, DESI, Mu2e, LHCb, LZ, and

Advance the Long-Baseline (LBNF), Deep Underground (DUNE), and Proton Improvement (PIP-II) projects working with international partners on prototypes, initial site construction, and procurements. This is P5's project in its time frame.

These carefully chosen for many years to come

Fermi National Accelerator Laboratory January 2018

Fermilab Procurements

In fiscal year 2017, Fermilab spent \$170.9 million in the United States to purchase goods and services in 48 states and the District of Columbia. Procurements in Illinois accounted for approximately \$72 million, and about \$99 million was spent in other states.

\$1,000 - \$100,000	\$100,000 - \$500,000	\$500,000 - \$1 million
Delaware, Hawaii, Idaho, Kentucky, Louisiana, Maine, Mississippi, Montana, North Dakota, Oklahoma, South Carolina, Vermont, West Virginia, Wyoming	Arizona, Connecticut, Georgia, Kansas, Missouri, Nebraska, Nevada, New Hampshire, Oregon, Utah	Indiana, Iowa, Michigan, New Mexico, North Carolina, Tennessee
\$1 million - \$2 million	\$2 million - \$5 million	More than \$5 million
Alabama, Colorado, Maryland, Rhode Island, Washington	District of Columbia, Florida, Massachusetts, Minnesota, New Jersey, New York, Ohio, Pennsylvania, Texas, Wisconsin	California, Illinois, South Dakota, Virginia

A national laboratory funded by the Office of Science of the Department of Energy www.fnal.gov Fermilab ENERGY

slide credit:
B. Nord, J. Vassel

Trip Tools & Training

WHIPS - **W**ashington-**H**EP **I**ntegrate **P**lanning **S**ystem tool for logistical planning
(*F. Psihas & J. Vasel*)

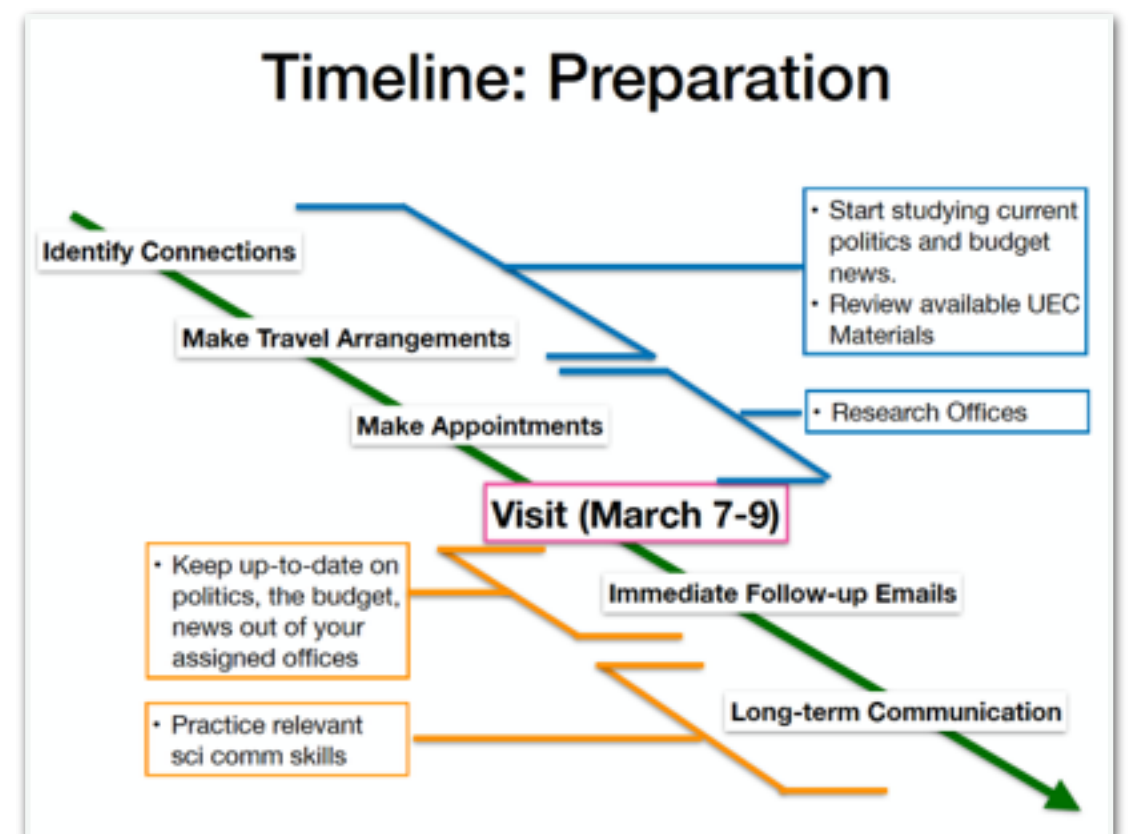
A new tool to organize trip attendee connection info, members/committees of congress, and meeting schedules

The screenshot displays the WHIPS web application. At the top, it says 'WASHINGTON-HEP INTEGRATED PLANNING SYSTEM (WHIPS)'. The user is logged in as Justin Vasel. The main section is 'Your Profile', which includes a placeholder for a profile picture and a 'Your Full Schedule' table. The table lists various meetings with details like meeting name, time, location, and primary/secondary attendees. Below the schedule, there are sections for 'Meeting Assignments' and 'Your Connections (SS)'.

Training Curriculum for Logistics and Communication training (*B. Nord*)

Two main parts:

- **Logistics:** critical for first time users (locations, timelines, offices, federal budget process etc.)
- **Communication strategies, tools & best practices** for effective science communication (narrative for the pitch, role playing, elevator speeches, communicating value of science and connection to society,..)



Phenomenal group effort, Successful trip, and many people to thank!

slide credit:
B. Nord, J. Vasel

*Thanks to Kim Pearce
(Users Office)*

Leadership

Joseph Zennamo (UEC Govt. Rel. Co-Chair)
Carrie McGivern (UEC Govt. Rel. Co-Chair)
Fernanda Psihas (UEC Govt. Rel. Deputy Chair)

Trip Planning and Preparation

Brian Nord (Pre-trip training, UEC Outreach Chair)
Justin Vasel (WHIPS planning system, UEC Govt. Rel.)

Meeting Planning

Breese Quinn (Congressional committee scheduling)
Harvey Newman (Executive office scheduling)

Institutional Support

University Research Association (URA)

User's Organizations and Communities

Fermilab User's Executive Committee (UEC)
US LHC Users Association (US LUA)
Fermilab Student and Postdoc Association (FSPA)



Trip Attendees (54)

Sebastian Aderhold	Jane Nachtman
Andrea Albert	Harvey Newman
Leonidas Aliaga	Brian Nord
Daniel Antrim	Jesus Orduna
Leo Bellantoni	Michela Paganini
Saptaparna Bhattacharya	Jannicke Pearkes
Robin Bjorkquist	Mariel Pettee
Xuan Chen	Fernanda Psihas
Yangyang Cheng	Breese Quinn
Frank Chlebana	Aleena Rafique
Gavin Davies	Salvatore Rappoccio
Aaron Dominguez	Michael Sokoloff
Scott Ely	Kelly Stifter
Alden Fan	Louise Suter
Midhat Farooq	Savannah Thais
Rob Fine	Samuel Totorica
Sergei Gleyzer	Justin Vasel
Wes Gohn	Sean-Jiun Wang
Sowjanya Gollapinni	Thomas Warburton
Elena Gramellini	Herman White
Joseph Grange	Justin Williams
Joseph Haley	George Wojcik
Jiyeon Han	Katherine Woodruff
Lukas Heinrich	Joseph Zennamo
JoAnne Hewett	Jingyu Zhang
Cindy Joe	Yuanyuan Zhang
Ryan Linehan	
Kevin McDermott	

Many lessons learned, we will continue honing the process

Outreach and Education (O&E)

UEC Web Admin
(G. Davies)

UEC Admin
(K. Pearce)

UEC Chair
(S. Gollapinni)

UEC Secretary
(S. Demers)

Housing Allocation Committee
(J. Zennamo)

Campus & Facility Board
(T. Strauss)

Host Lab Working Group
(S. Gollapinni)

Dining Services Advisory Committee
(C. McGivern)

Government Relations

Quality of Life

Aims to advise, broaden and enhance the existing O&E efforts at the lab through user participation and with new initiatives.

Outreach & Education

Chair: B. Nord
Deputy: L. Aliaga



Users Meeting

Chair: T. Walton
Co-deputies: G. Davies,
J. Han



O&E initiatives: New committee, new goals

Primary Focus: Science Communication & Best Practices

- Providing training within the UEC and to events where Users may most benefit — *Spearheaded the training for the 2018 DC trip*
- Collaborated with the Communications office to develop training for the Users Meeting Session
- Continuously expand efforts based on user feedback
- Aiming to provide training to users at all levels of science communication experience



Other efforts include

- User Volunteer database (with EPO & Comm. office)
- Broadcasting EPO opportunities
- Interface and provide help with lab EPO efforts

Quality of Life (QoL)

UEC Web Admin
(G. Davies)

UEC Admin
(K. Pearce)

UEC Chair
(S. Gollapinni)

UEC Secretary
(S. Demers)

Housing Allocation Committee
(J. Zennamo)

Campus & Facility Board
(T. Strauss)

Host Lab Working Group
(S. Gollapinni)

Dining Services Advisory
Committee
(C. McGivern)

Government Relations

Co-chairs: C. McGivern,
J. Zennamo
Deputy: F. Psihas

Quality of Life

Chair: F. Chlebana
Deputy: S. Demers



Continuously working to improve the
living and work environment for all
Users; *Broad scope:*

- Cafeteria
- Users Center
- Housing
- Fermilab village
- WH building facilities
- International Users
- Office Space
- Conference Rooms
- Transportation
- ...and many other aspects

QoL Highlights & Plans

- Working to improve coordination with other lab groups
- Established a web-based user feedback form to identify focus areas (see next slide) — *actively addressing the concerns/questions received*

Several programs available to Users:

- Zipcar
- Bike Share Program
- Offsite housing options
- Extended hours at Frontier Pub
- Employee Assistance Program (EAP) now open to users
-and many others



User Services: <http://get-connected.fnal.gov/users/services/>
Guide to Life Page: <http://fspa.fnal.gov/guide-to-life/>

QoL Highlights & Plans

- Working to improve coordination with other lab groups
- Established a web-based user feedback form to identify focus areas (see next slide) — *actively addressing the concerns/questions received*

Check out the “UEC Booth” outside 1 WEST in the Atrium for handouts on all of these programs and much more!

- Onsite housing options
- Extended hours at Frontier Pub
- Employee Assistance Program (EAP) now open to users
-and many others



User Services: <http://get-connected.fnal.gov/users/services/>
Guide to Life Page: <http://fspa.fnal.gov/guide-to-life/>

UEC is here to help - please write to us



Submit your anonymous feedback or suggestions to the UEC via our new feedback form

<https://tinyurl.com/UEC-Feedback>

Click or scan today!



We welcome suggestions and ideas to

- Improve your working environment
- Make Fermilab a more welcoming place
- Or any other issue you wish to bring to the attention of the UEC

For information on the UEC goto: https://orgs.fnal.gov/fermilab_users_org/

- We would like to get your input and feedback on what issues matter the most to you and suggestions for improvements
- You can provide anonymous feedback using the form located at: https://orgs.fnal.gov/fermilab_users_org/Feedback.html
- *UEC also plans to send a more targeted survey soon to get user feedback on specific topics — user feedback is critical, that is how we have Zipcar and bike share program now!*

Users Meeting

UEC Web Admin
(G. Davies)

UEC Admin
(K. Pearce)

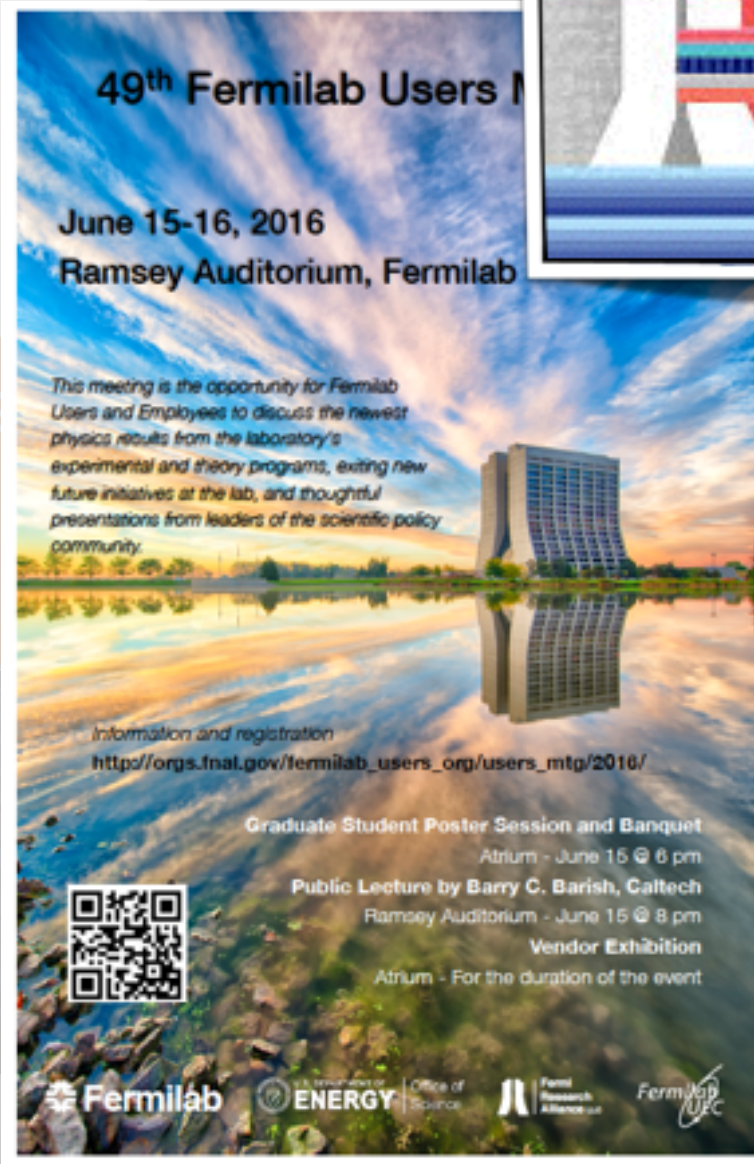


Housing Allocation Committee
(J. Zennaro)

Campus & Facility Board
(T. Strauss)

Host Lab Working Group
(S. Gollapinni)

Dining Services Advisory
Committee
(C. McGovern)



Users Meeting

Chair: *T. Walton*
Co-deputies: *G. Davies,*
J. Han



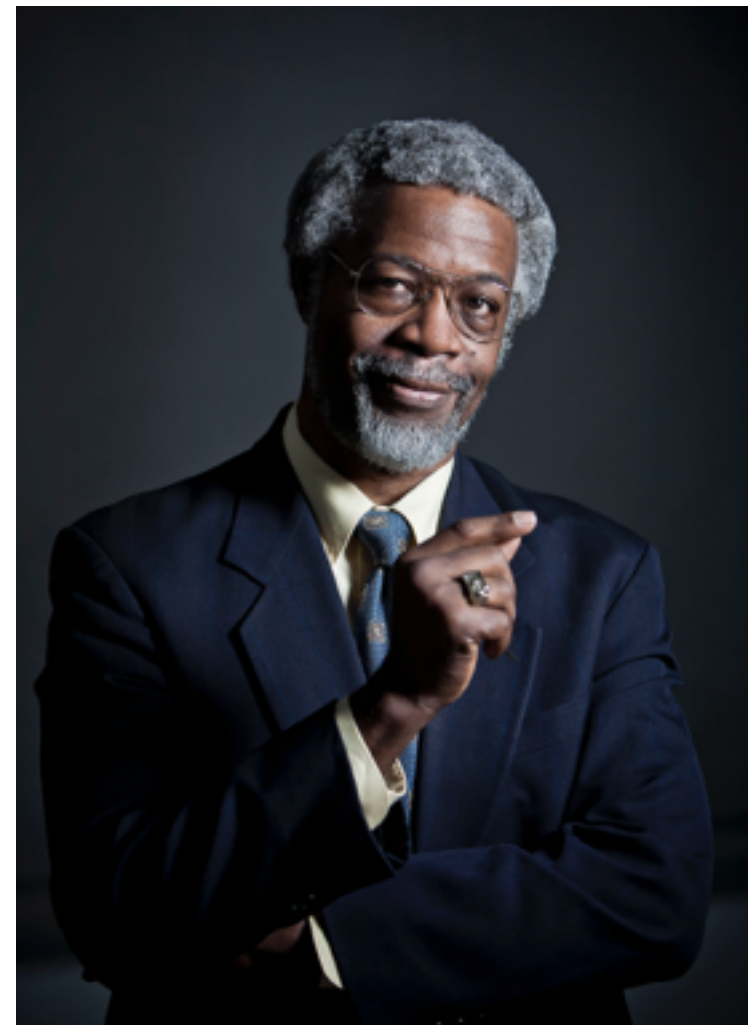
51st Annual Users Meeting Highlights - Day 1 (June 20)

- Plenary talk on Diversity & Inclusion by Dr. Sarah Tuttle (Auditorium)
“Equity & Inclusion: Ab ovo usque ad mala (Or, Soup to Nuts: How we create inclusive communities)” at 10 am (Auditorium)
- *URA Thesis Award Ceremony* at 12:15 pm (Auditorium)
- *UEC/Directorate Lunch Panel* at 1:00 pm (One West)
- *URA Tollestrup Award Ceremony* at 4:00 pm (Auditorium)
- *Conference Banquet* at 6:15 pm (Atrium)
- *Poster Session* at 6:00 pm (WH 2nd floor)
 - *36 posters total. Please attend and encourage the early career scientists in our community!*

51st Annual Users Meeting Highlights - Day 2 (June 21)

- *Science Communication Training Session* at 9 am (CURIA II)
 - Organized by UEC and Office of Communications (thank you!)
- Talk by the *DOE "P5: Four Years Later"* at 9:30 am (One West)

Keynote Speech
by Award-winning Theoretical Physicist
Prof. Sylvester James Gates
at 4:45 pm (Auditorium)



Science Highlights

- *This years meeting features the facility and technology side of the research*
- As usual, wide range of physics covered: Collider, muon, neutrino, accelerator, Astroparticle, theoretical,...
- *Some highlights include*
 - Future facilities & European Strategy
 - Quantum Computing
 - Theory prospects
 - Status & New results from experiments (NOvA, MiniBooNE, CMS, Muon g-2 etc.);
 - Tevatron Analyses Finale: CDF & DZero
 - Future Plans/opportunities; Cross-cutting research

Thanks to the Users Meeting Sub-committee!

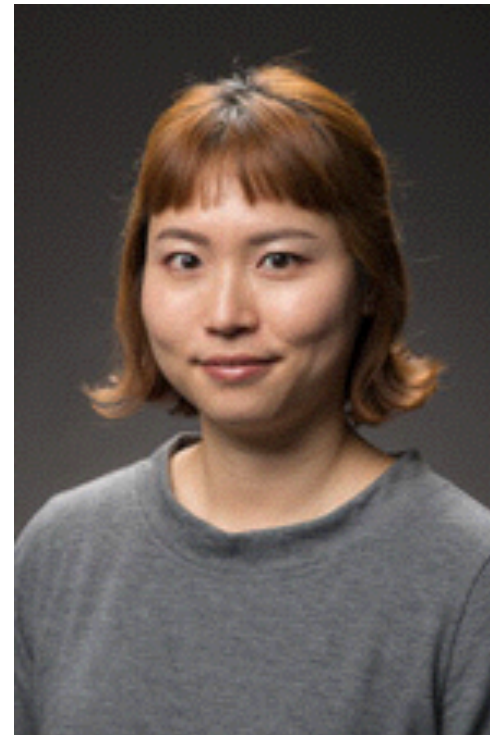
T. Walton (Chair)



G. Davies (Co-deputy)



J. Han (Co-deputy)



L. Aliaga



T. Strauss (liaison)

Special Thanks!

J. Pomillo



- *Conference Office:* J. Pomillo, M. Saperston, M. Ament
- *Fermilab Directorate:* T. Meyer, H. Ramamoorthi, E. Vega, S. Unruh
- *URA:* Visiting Scholars Program, L. Garcia-Ruiz and M. Cehelsky
- *Users Office:* K. Pearce, L. Granbur
- *D. Brandonisio, A. Salles, A. Johnson, R. Hahn, J. Shultz...*and many others who helped with the organization of the Users Meeting
- Thanks to *Speakers and Attendees* for making this meeting happen!

M. Saperston



Thanks to our Corporate Exhibitors!

- Vendor exhibits are an important addition to Users Meeting since 2016 — they make everything better for the meeting.
 - *Aerotech*
 - *CAEN Technologies*
 - *Digilant*
 - *Kurt J Lesker Company*
 - *Midwest Vacuum*
 - *Newark*
 - *Pfeiffer*
 - *Photek Limited*
 - *TDK Lambda*
 - *W-IE-N-ER, Plein & Baus Corp*

We received more support from our Corporate Exhibitors than any previous years!

Important Meeting Reminders

- Registration is open in-person on the first of the meeting
- *Please wear your registration badge all the time*
- View the Users Meeting Agenda on the “*Fermilab App*” (<https://indico.fnal.gov/event/16332/page/4>)
- Use the Fermilab Users Slack workspace (fermilab-users.slack.com) with Users Meeting Slack Channel “*#usersmeeting2018*” to interact with organizers and ask questions/concerns
- A “*UEC Booth*” is setup outside 1 West (Atrium). Many useful materials for users available, check them out!

Important Reminder to Users:

Fermilab Access Policy

“Please remember as of last May Fermilab has implemented a site access policy. Fermilab is and will continue to foster an open and welcoming atmosphere, however, the policy is meant to better understand who has access to the lab and its resources. There is an approval process which addresses requirements for export control, foreign-visits, as well as other DOE requirements, so please submit your requests for new and renewed access in a timely manner.”

Read the full policy here: <http://directorate-docdb.fnal.gov/cgi-bin/RetrieveFile?docid=108>

Become a UEC member!

FERMILAB USERS EXECUTIVE COMMITTEE NOMINATION FORM

The undersigned members of the Fermilab Users Organization

NAME:

SIGNATURE:

EMAIL:

INSTITUTION/PROJECT:

For membership on the Users Executive Committee. He / She has indicated a willingness to serve as indicated by signature. This form should be received to the Users Office, MS 103 Batavia, IL 60510.

NAME:

SIGNATURE:

- | | | |
|------|-------|-------|
| 1.) | _____ | _____ |
| 2.) | _____ | _____ |
| 3.) | _____ | _____ |
| 4.) | _____ | _____ |
| 5.) | _____ | _____ |
| 6.) | _____ | _____ |
| 7.) | _____ | _____ |
| 8.) | _____ | _____ |
| 9.) | _____ | _____ |
| 10.) | _____ | _____ |

- Voting period is open for ~3 weeks in August
- Members are elected to serve a 2-year term with monthly meetings
- Nomination period opens in June/July — *an announcement will go out soon*
- *Nominations (includes self-nominations) will require 10 signatures from your colleagues.*

Become a UEC member!

FERMILAB USERS EXECUTIVE COMMITTEE

NOMINATION FORM

The undersigned members of the Fermilab Users Organization

NAME:

SIGNATURE:

EMAIL:

INSTITUTION:

For members
willing to
Users Of

N

1.)

2.)

3.)

4.)

5.)

6.)

7.)

8.)

9.)

10.)

- Voting period is open for ~3 weeks in August

We would like to get a fair representation of the user community and encourage people to run for election.

Please consider nominating yourself.

- Nominations (includes self-nominations) will require 10 signatures from your colleagues.

Ground rules for interaction

(applies to all of our interactions at the Users Meeting)

- *Raise Hands* if you want to say something
- *Share the air.* If you have been dominating the discussion or participating disproportionately, let others participate. Alternatively, if you haven't said much, you are encouraged to participate more.
- *Be aware of power dynamics in the room.* A frequent occurrence in discussions is that members of historically overrepresented groups often dominate the discussion. We should ask ourselves the questions: Who is talking the most? Who is asking the most questions?
- *Recognize that intent \neq impact.* We can generally assume that nearly all of us are coming into this meeting with good intentions. However, sometimes we end up saying or doing something that is hurtful even when we have good intentions.
- *Discuss the message, not the messenger.* Focus discussion and commentary on what is being spoken, not who is speaking.


Ground rules for interaction

(applies to all our interactions at the Users Meeting)

- *Speak to your own experience.* Using “I” or “We” statements often helps with avoiding generalization
- *Use “both/and” rather than “either/or” thinking.* When confronting complex issues, the use of “either/or” thinking often oversimplifies situations and makes it more difficult to resolve conflicts. In contrast, “both/and” thinking allows us to recognize that truths are multifaceted and to come up with more options.
- Respect the *preferred pronouns* of others.
- *Lean into discomfort.* Discussions about racism, sexism, heterosexism, cissexism, and ableism often require us to examine issues that we do not want to talk about. However, the most progress is often made by leaning into our own discomfort so that we are able to address what needs to be addressed.
- *Oops, ouch.* Part of having conversations is messing up. If you say something that is hurtful or problematic and you realize it, you can say “oops” to acknowledge it and then try again. Alternatively, if someone else said something hurtful or problematic, then you can say “ouch” which serves as a marker that there is something that needs to be discussed further.

Ground rules for interaction

- *Speak to your own experience.* Using “I” or “We” statements often helps with avoiding generalization



Fermilab has a *Statement of Community Standards* which you are expected to follow:

<http://directorate-docdb.fnal.gov/cgi-bin/RetrieveFile?docid=174>

(see the UEC Booth to pick up a handout)

**Code of Conduct violations can be reported at
Fermilab Action Line at +1-630-840-4000.**

- *Oops, ouch.* Part of having conversations is messing up. If you say something that is hurtful or problematic and you realize it, you can say “oops” to acknowledge it and then try again. Alternatively, if someone else said something hurtful or problematic, then you can say “ouch” which serves as a marker that there is something that needs to be discussed further.

*We have an exciting
meeting planned, Let's
get started!*



Extras