

Diversity and Inclusion

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DEI : Organization/Plans

- Foundational philosophy : “All topics surrounding DEI are cross-cutting”
 - It is impossible to neatly box up and factorize topics
- Goal : Produce a set of documents for the wider community
 - Written by peers and contextualized (where possible) in terms of HEP
- How : Focus groups around “Broad Topics”
 - Individuals/groups within focus groups may concentrate on specific aspect → Produce one or more “go to” Lol/WhitePapers that coherently fit together
 - Function autonomously (someone can take the lead if they would like)
- And always : we welcome individuals to innovate/think/produce on their own
 - This is trying to create a framework in which we can (hopefully) collaborate coherently

Broad Topics [1]

- Building the Pipeline
 - What it means to “be a physicist”. Combatting imposter syndrome.
 - How DEI activities should be folded into hiring/tenure process
 - Recruiting and retaining individuals from marginalized groups (e.g. group recruitment)
- Recruitment, Evaluation, and Recognition
 - Transparency of protocols and procedures
 - Best practices in student admission
 - Faculty hiring
 - With the *goal* of creating diversity (i.e. hiring committees, outreach, outcomes)
 - Two body ~~problem~~ → opportunity
 - Best practice in evaluating research proposals
 - Awards, speaker selections @ conferences, collaborations
 - Power dynamics between senior and junior scientists
 - How to reward people that have done good deeds for advancing the diversity in the field

Broad Topics [2]

- Resource Issues and Recs for Funding Agencies
 - Produce recommendations to be “sent to HEPAP” as the view of the community
 - Highlight and quantify the need for financial support of DEI issues
 - Provide specific guidelines/requirements (e.g. include things like guidance on codes of conduct, including minority serving institutions in collaborations, implementing mentorship programs within collaborations, etc.)
 - How to better take advantage of fellowships/grant opportunities for underrepresented groups
 - Comparative analysis of collaborations, labs, universities
 - Compare the diversity statements, committees/panels
 - How are statistics on diversity collected in various organizations
 - Financial Barriers to Entry - “How can HEP be done with no money?”
 - Guidance from astrophysics community ([1907.13202](#), [1907.13172](#))
- Under-represented/Marginalized Communities
 - Acquiring and synthesizing demographic statistics for our field
 - anti-Black, Latino/Hispanic, Women, LGBT+ sentiments and culture in particle physics
 - How engineers (are “they” “physicists”?) are involved in the community
 - How to deal with “crackpots”
 - Involvement of non-US citizens in US physics

Broad Topics [3]

- Climate of the Field
 - How to build inclusive communities in your institute/collaboration
 - Lack of developing DEI awareness throughout career → Need an educated pipeline
 - What is an effective “committee”?
 - Rectifying effects of power dynamics
 - Codifying climate in a code of conduct - what we need and why/how
 - What training should we provide/require in the community? For our leadership?
 - Microaggressions - “I didn’t know I am biased”
- Lifestyle and Personal Wellness
 - What is a “work week” anyhow?
 - Work life balance/respecting boundaries (i.e. weekends/vacation)
 - Families - maternity/paternity leave, working with children
 - Working in and respecting different timezones
 - Effects of COVID-19 and what we have learned from it
 - Mental health issues - What are the pathologies? How to address them?

Broad Topics [4]

- Educational resources for DEI
 - “How should I educate myself or my group?”
 - Go to curated list of resources for our fellow community members → imagined to be a living/changing resource (must live beyond Snowmass process)
 - Playbook on increasing DEI in my group
 - “I’m organizing a workshop, what am I missing?” ([Example here](#))
- Societal Impacts of Science Projects
 - Environmental impact of in-person conferences ([Nearly Carbon Neutral Conference Guide](#))
 - Harsh gases in experiments (e.g. ATLAS detector gas leaks)
 - Effects of large projects on indigenous lands
 - Ethical implications of algorithm development
 - Guidance from astrophysics : [1908.02822](#)
- Accessibility
 - Communication {deaf/hard of hearing, language barriers, internet connection}
 - Physical accessibility of venues
 - Financial barriers (“haves” and “have nots”)
 - Whether the collaborative tools/platforms we use cause for individuals to be marginalized