



Report from Identity-based Conference Team

Fermilab Muon Department

Concept, charge, committee

- **Our committee is: Bob Bernstein, Saskia Charity, Brendan Kiburg, Vivian O'Dell, Julie Whitmore**
- **Our charge:**
- Charge: recommend level of participation in identity-based conferences by department members. Compile a list of identity-based conferences.
- **An identity based conference in this sense is a physics/engineering/computer science conference aimed towards the empowerment of an under-represented minority in STEM.**
- Being scientists, we worked on the second part of the charge first.

Compile a list of identity-based conferences

- All four of us researched the list of identity-based conferences and compiled them in a google spreadsheet.
- You can find the spreadsheet here:
 - https://docs.google.com/spreadsheets/d/1_PBkjBnTfREYSOk4VmptYRdCPy9-QkDniMwenUAWPqo/edit?usp=sharing
- We collected conferences for scientists, engineers, and computing
- Summary of groups with at least annual conferences: National Society of Black Physicists, National Society of Black Engineers, National Society of Hispanic Physicists, Society for Advancement of Chicanos and Native Americans, Society of Hispanic Professional Engineers, National Organization of Gay and Lesbian Scientists and Technical Professionals, Out in STEM, Lesbians Who Tech (mostly computing), International Conference for Women in Physics, Leadership Academy for Women in Science and Engineering, American Indians in Science and Engineering Society
- Additional groups we found with good resources, but not tied to conferences: Mexican Americans in Engineering and Science, LBGT Physicists
- Full set of conferences from the google sheet in backup
- If you have others, or good ideas, please let us know!

Attendance at identity-based conferences

- We have had some preliminary discussions about this, but are not yet ready to make recommendations
- Our observations
 - Anyone who shares an identity with an identity-based conference should be supported in attending ($\sim 1 \times$ year) in addition to conferences they would normally attend
 - Fermilab in general, and the muon department in particular, should do a much better job of supporting identity-based conferences
 - We need to be supportive, show we value underrepresented communities and do what we can to enable them to do their science
 - Would also be a good learning experience into issues affecting underrepresented minorities
 - Shows that we actively want to make the Lab a more welcoming place.
 - Expand our networks, develops relationships, grows our community
 - We want to be sensitive to not overwhelming a conference with “non-identity” sharing participants *however* we don’t believe this has yet been a problem
 - We are more in the situation of not supporting these conferences at all, and not supporting the few people from Fermilab in attending/representing the Lab
 - We note that almost all of the annual conferences we have compiled will be virtual this fall. This could be an opportunity for more people to attend and represent the Lab/muon department.

Summer Internship Programs

- We have a couple of good internship programs for underrepresented communities
 - SIST (Summer Internship in Science and Technology -- <https://diversity.fnal.gov/sist/>)
 - GEM (Graduate Fellowship for underrepresented communities <https://www.gemfellowship.org>)
- We should support these programs (SIST is always looking for good projects / mentors), and possibly support a student to send to a conference.
 - This builds our networking and good relationships

Next steps

- Check that we've captured all relevant conferences
 - If you see any that are missing, please let us know!
- Gauge department interest in attending conferences
 - Setting up a doodle poll, for example
- Prioritize conferences for muon department
 - Depending on interest, also in what we want to achieve
- Network with PPD in supporting conferences
 - We shouldn't attempt to cover all conferences ourselves, but should work with PPD to determine where and how to focus our efforts
- If you have any ideas/suggestions/input for this committee, please contact us!

Backup

List of Identity based conferences / groups

Name of group	conference frequency	upcoming conference	url
National Society of Black Physicists (NSBP)	yearly	November 5-8 (virtual)	https://nsbp.org
National Society of Black Engineers	yearly	August 19-23 (virtual)	https://www.nsbe.org/home.aspx
Society for Advancement of Chicanos & Native Americans (SACNAS)	regional (4 regions, 1xyear), national (1xyear)	see below	http://www.hispanicphysicists.org/index.html
National Society of Hispanic Physicists (NSHP)/ Society for Advancement of Chicanos & Native Americans (SACNAS) (joint conferences)	yearly regional	October 19 – 24, 2020 (Virtual) southeast/new england/midwest/ midatlantic	https://www.sacnas.org/
Society of Hispanic Professional Engineers (SHPE)	national regional	October 26-31, virtual only For 2021, Naperville, Las Angeles, Atlanta	https://www.shpe.org/events
Mexican Americans in Engineering and Science (MAES)			
NOPGLSTP	~yearly	November 12-15, 2020, Anaheim, California.	https://www.noglstp.org/outtoinnovate/
LGBT Physicists			http://lgbtphysicists.org/index.html
oSTEM	closely tied to NOPGLSTP		https://www.ostem.org/Stories/announcement-of-virtual-conference
Lesbians Who Tech	~yearly	Debug 2020 (Nov 16-20, 2020)	https://lesbianswhotech.org/debug2020/
International Conference for Women in Physics (organized by IUPAP) (*)	~yearly	2021 (2020 cancelled due to Covid. Location not set for 2021).	http://www.uswip.org/index.php https://wp.csiro.au/icwip2020/
Leadership Academy for Women in Science and Engineering (LAWISE)		Aug 20 2020 (FNAL hosted, remote)	https://indico.fnal.gov/event/44635/
Society of Women Engineers	~yearly	Nov 2-13 (virtual)	https://we20.swe.org
Grace Hopper Celebration (Women in Computing)	yearly	Sept 26, 29-Oct 3 (virtual)	https://ghc.anitab.org
American Indians Science and Engineering Society (AISES)	yearly	October 15-17 (virtual)	http://conference.aises.org/?_zs=O9axe1&_zl=aLt27