

August 17 SECDEI Agenda

1.) Introduction and Resources

- A website exist: <https://usyoungparticlephysicists.github.io>
 - i.) Any volunteers?
 - ii.) Contact Fernanda Psihas for editing access
- CERNbox Link: <https://cernbox.cern.ch/index.php/s/6p3jYOYIjOjbMjm>
 - i.) Password: SECDEI
 - ii.) Please add resources to it as you see fit
- SECDEI Leadership [Google Spreadsheet](#)
- Change-Now Physics website ([link](#))

2.) Candidates for Ethics Task Committee

- Candidate not specifically from this group but if anyone would like SECDEI support, this is where to ask for it.
- We should organize to back a couple of candidates (grad student + postdoc)
 - i.) Amber Roepe (grad student)
- Deadline: September 15th

3.) CommF03 Lol Document

- [LOIs listed in the CommF03 Lol document:](#)
 - i.) Building the Pipeline
 - (1) There are problems with recruitment, retention, and hiring of URM.
 - (2) Inequity of mentorship and support for URM, which in turn affects their transition into the next career stage.
 - (3) Propose to study what exactly those issues are, as well as propose possible solutions to them.
 - ii.) Recruitment, Evaluation, and Recognition
 - (1) Problem of not recognizing “good science”, but rather selecting speakers/leaders on the basis of network is inequitable.
 - (2) Cultural problem of DEI being a “service” rather than necessary and valuable.
 - (3) Propose to study how we reward work across institutes/collaborations, as well as how to recognize and value DEI work.
 - iii.) Resource Issues and Recs for Funding Agencies
 - (1) What we as a field find to be deserving in terms of (DEI-focused) programs and initiatives, may not be what the funding agencies find necessary to support. What can be argued to convince the reviewers to support DEI initiatives?
 - (2) Large financial barriers exist for smaller institutes to participate in HEP.

- (3) Aim is to provide suggestions to HEPAP and funding agencies prioritizing DEI-focused programs.
- iv.) Under-represented/Marginalized Communities
- (1) We would like to understand what our field 'thinks' vs what the field 'is' in terms of cultural, ethnic, gender, etc. diversity.
 - (2) It is also important to include cross-discipline collaborators (engineers, technicians, etc.) into the particle physics culture.
 - (3) It is necessary to understand the experiences of non-Americans working in the US.
 - (4) Propose documenting the groups/demographics. (Survey?)
 - (5) Facilitate networking between cultural minorities.
- v.) Climate of the Field
- (1) Individual institutes, as well as physics as a whole, is not a safe, equitable environment for all.
 - (2) We attempt to remedy this and representation issues by creating Codes of Conduct and DEI committees. The former tends to be purely symbolic, and due to the cross-institute work of HEP, tends to have vague enforceability. The latter tends to not carry with it practical power.
 - (3) Proposed to evaluate the climate of the field across institutes and collaborations, including CoCs, and suggest best practices to combat the issues.
- vi.) Lifestyle and Personal Wellness
- (1) Physics breeds a culture that does not allow for boundaries between work/life, and if anything it encourages choosing work over life. This disproportionately affects parents, especially women, and researchers with dependants.
 - (2) Differences in maternity/paternity leave between countries and institutes needs to be homogenized.
 - (3) Vacations need to be encouraged and respected.
 - (4) Need to respect time zones and refrain from decision-making when meeting times prevent participants from attending.
 - (5) Avoid pressure of releasing a result prematurely to compete against peers (ambulance chasing).
 - (6) Reduce after-hours/weekend work pressure.
 - (7) Provide mental health resources for all, especially those away from home institutes.
- vii.) Educational resources for DEI
- (1) Provide a living resource to help people understand what DEI-related questions to ask themselves when organizing meetings or conferences.
 - (2) Create a glossary of terms used and a list of commonly used demographic groups, as well as the nuances of their use.

- viii.) Societal Impacts of Science Projects
 - (1) Everyone knows it's important to highlight the positive effects of physics research to the public.
 - (2) It is also important to assess the negative impacts, and attempt to mitigate them: environmental (harsh gases), medical (frequent/long-term travel), religious/economical (building on indigenous land), ethical (profiling algorithms)
- ix.) [Accessibility](#)
 - (1) Important to consider accessibility of meetings, decision-making forums, conferences. This includes physical barriers, but also language, cultural, and economic.
 - (2) Aim to provide guidelines to funding agencies to adopt better practices to improve accessibility.

4.) Other Letters of Interest

- o Lols in Progress:
 - i.) Vocabulary and DEI Terms
 - (1) Johan S Bonilla, Erin Hansen
 - (2) Can be part of CommF03 Lol #7
 - ii.) Science Outreach and low-income, minority ethnic groups
 - (1) Mateus F. Carneiro, Johan S Bonilla
 - iii.) Best Meeting Practices (incl. Code of Conducts)
 - (1) Can be part of CommF03 Lol #5
 - iv.) [Cultivating Math and Science in Africa](#)
 - (1) Sam Meehan
 - v.) [An Augmented REU to Increase Representation of URM's in Particle Physics](#)
 - (1) Sam Meehan, Johan S Bonilla, Sara Simon
 - vi.) [Making the Most of our \(Old\) Computing Resources](#)
 - (1) Sam Meehan
 - vii.) [Engineers/Technicians in Research](#)
 - (1) Vitaly Pronskikh
- o [SEC-CE Spreadsheet](#)

5.) Other Business

Meeting Notes

1. Resources

- a. CERNbox Link: <https://cernbox.cern.ch/index.php/s/6p3jYOYIjOjbMjm>
 - i. Password: SECDEI

- ii. Please add resources to it as you see fit
- b. <https://changenowphysics.com/>
- c. <https://cen.acs.org/education/undergraduate-education/Helping-students-rethink-themselves-scientists/98/i28>
- d. https://www.ted.com/talks/kandice_sumner_how_america_s_public_schools_keep_kids_in_poverty#t-814433
- e. <https://www.nytimes.com/2020/07/23/podcasts/nice-white-parents-serial.html>

2. LOIs

a. Pipeline

- i. Tiffany: Two mentors help women succeed vs just one. There are probably many reasons for this, but we should seriously consider this.
Johan: Another perspective is having both a mentor and an advisor. It helps mitigate power dynamics.
- ii. Erin: We should utilize the resources of our non-physics expert colleagues, i.e. sociologists, psychologists, educators
- iii. Reports like the AIP-Team UP were produced by people with the proper expertise and trying to implement solutions may be more important than proposing the research
 - 1. <https://www.aip.org/sites/default/files/aipcorp/files/teamup-full-report.pdf>
- iv. Erin: Are there resources on how collaborations create their Codes of Conduct? Tiffany: There are some useful models (like the AAS one)
Johan: this can be part of CommF03 Lol #5
- v. Bryan: How to deal with accountability in all of the CoC that we produce?
Erin: there's an LOI being written on it Johan: CommF03 Lol #5 mentions it Johan: Collaborations should use authorship as leverage Jeremy: The usual struggle is the fact that Collaborations are not a legal entity, so the actual consequences need to be applied by a different entity Erin: it's a very complex subject, because there's no "investigative" process, so the accused can sue for deprivation of access/funds without due process.
Johan: the roadblocks to deal with accountability are exactly the problems we need to address. We can find loopholes in the current structure, or we can put down some of the structure Bryan: What is the problem with handing the investigative and generally legal side to an institution and then have the collaborations also applying the consequences agreed to.
Jeremy: Institutions like Fermilab do not want someone responsible for the legal side of it. We should push through those problems, but the institutional roadblocks are quite high Erin: Do we want something beyond the collaboration?

b. Recruitment, Evaluation, and Recognition

- i. Bryan: This is specifically addressed at <https://changenowphysics.com/> the model for rewarding that work already exist, we just do not apply it in the field

c. Resource Issues and Recs for Funding Agencies

- i. Erin: Do the LOIs need the solutions? Johan: No, they are subjects that need and will be discussed in the process of Snowmass