



Report from Identity-based Conference Team

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10/01/2020

Fermilab Muon Department

Concept, charge, committee

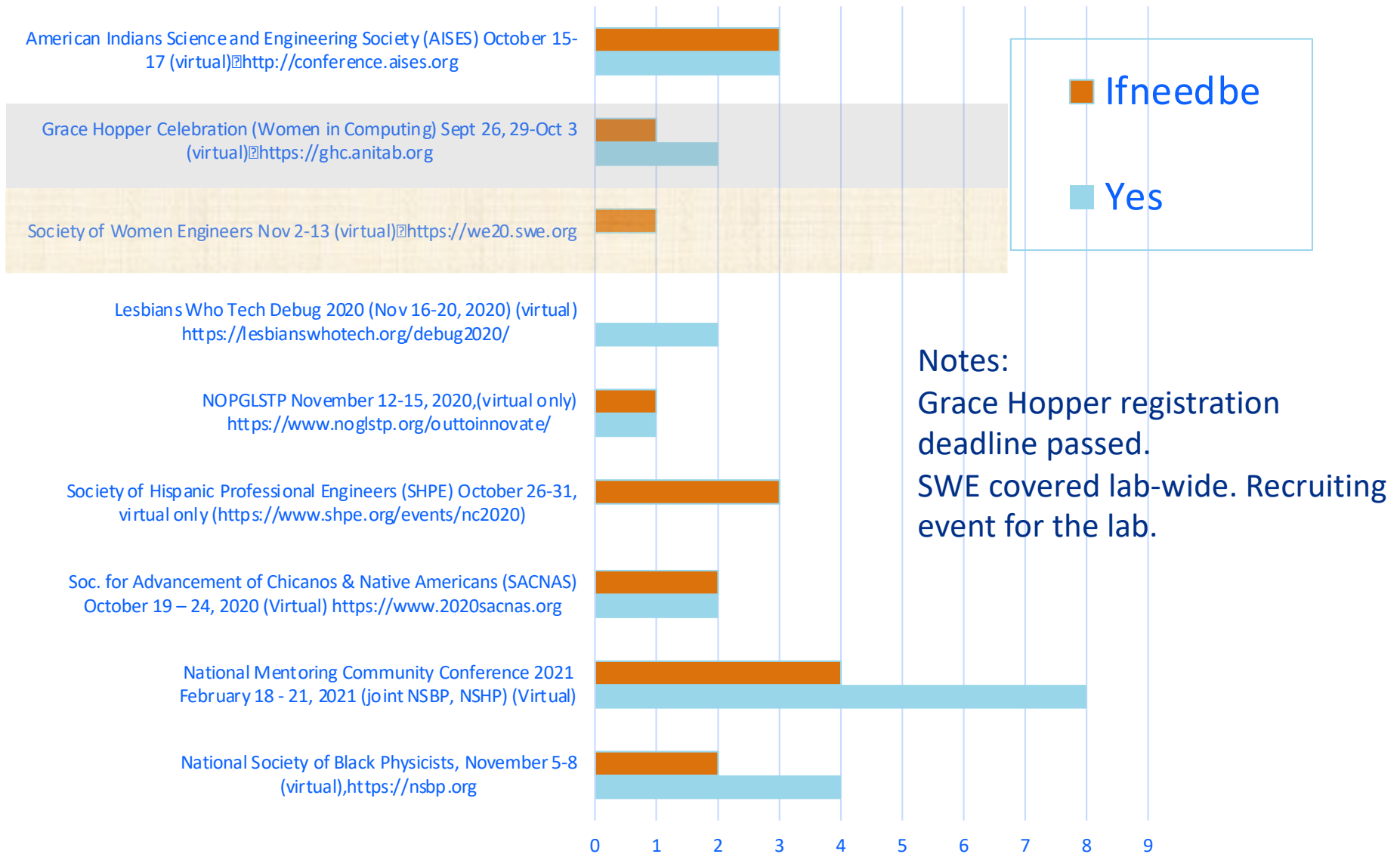
Reminder from last time:

- **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.**

List of Conferences and Survey

- We made a list of upcoming conferences here:
 - https://docs.google.com/spreadsheets/d/1_PBkjBnTfREYSOk4VmptYRdCPy9-QkDniMwenUAWPqo/edit?usp=sharing
- We then did a survey of the muon department interest in these conferences with a doodle poll:
 - <https://doodle.com/poll/tzevsvf82c2ryexp>
- Of the 53 people formally in the muon department (either full time or in ()'s), 27 responded (~ 51%)
- Of the 27 respondents, 15 would like to attend one or more of the listed conferences (~56% of respondents, or ~28% of the full muon department)

Distribution of interest for upcoming conferences



Attendance at upcoming identity-based conferences

- There is a clear peak of people who would like to attend the APS National Mentoring Community Conference which is in partnership with the National Society of Black Physicists and National Society of Hispanic Physicists
 - Note that Jessica Esquivel is on the organizing committee for this
 - She highly recommends the workshops that dig in on how and what it means to be a mentor
 - She also says that we are not too late for a booth, if we want, and that she has seen booths for particular experiments at other conferences (i.e. SACNAS) – so we could have a mu2e booth, or a g-2 booth for example
- Other conferences are also well covered
 - For SWE there is a lab-wide effort, and we didn't really have a lot of enthusiasm in the muon dept. here – I think that's ok
 - For Grace Hopper, we are past the registration date (sorry about that). I believe SCD folks are going to that.
- Since upcoming conferences are all virtual, they are much cheaper
 - For everyone to go to **all** the upcoming conferences they are interested in would cost between \$10-20k. Brenden seems happy with this number.

Contact with lab-wide plans

- We are still trying to understand lab-wide plans.
- Have contacted Jeomar Montelon* (Fermilab's Diversity and Inclusion Specialist), and he is reaching out to HR recruiters about lab-wide plans
 - Also, he has set up a meeting next week with me, Cara Brown (HR – Inclusion and Diversity Talent Acquisition), Sandra Charles, and himself about lab plans for upcoming conferences
 - I think it's clear that the muon department can't shoulder all the coordination, but would be eager to coordinate with other departments / divisions throughout the lab to ensure Fermilab puts its best foot forward...
- There are many "LRG"s (Lab Resource Groups) at the lab
 - See <https://diversity.fnal.gov> for diversity resources
 - See <https://diversity.fnal.gov/resource-groups/> for list of Lab Resource Groups

(* <https://news.fnal.gov/2020/09/equity-diversity-and-inclusion-at-fermilab-a-conversation-with-sandra-charles-jimmy-mcleod-and-jeomar-montelon/>)

Summer Internship Programs

- I'm repeating this from last time but I think it bears repeating
- 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

- I believe you have the go-ahead to register for any of these conferences you have expressed interest in
 - I note that for the Society of Hispanic Engineers, there were three “if-need-be” votes, and no yeses – I want to find out if there is any lab-wide plan here, like there is for SWE.
 - When you sign up for an ID-based conference, please let me (the committee) know so that we can track how many people actually sign up and attend each of the conferences
 - A debrief after the conference will help us in answering the first part of the charge question for next year, and will help us better prepare for next year’s round of conferences.
- I will update everyone after the meeting next week about any lab-wide plans

Backup

Attendance at identity-based conferences

- From last time, we had the following observations:
 - Anyone who shares an identity with an identity-based conference should be supported in attending (~ 1 x 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.

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, 1year), national (1year)	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	October 19 – 24, 2020 (Virtual)	
	regional	southeast/new england/midwest/midatlantic	https://www.sacnas.org/
Society of Hispanic Professional Engineers (SHPE)	national	October 26-31, virtual only	
	regional	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/
LBGT 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