



All-Scientist Retreat Planning

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Retreat Overview : Reminder

- Two-day event
 - Sept 9th and 10th
 - 8:30 am - 12:30 pm
 - Plenary and parallel sessions
 - Parallel sessions moderate by two chairs
 - Expect a SAC member to serve as one of the co-chairs
- Indico page
 - <https://indico.fnal.gov/event/50056/overview>
 - More on registration later in the talk

Agenda : Day 1

- **Day 1 Overview**

- Focuses on work and environment topics at the laboratory
- Plenary session (1.5 hours)
- 5 parallel sessions (up to 2 hours)
 - Plan and organize by the chairs
- 15 minutes break between plenary and parallel sessions

Agenda : Day 1 - Plenary Session

- **Report from directorate**

- Speaker : Kevin Pitts
- Time : 20 minutes
- Suggested topics :
 - Reverting back to COVID Tier-1 level
 - Post-pandemic plans for changes in the work environment
 - Telework, office space, travel
 - Overview of results from the future work survey
 - Overview of feedback and plans about the reduced meeting time pilot program
 - Maximum telework environment affects on summer programs
 - How does the lab move forward for staff and users

We can propose additional topics...

Agenda : Day 1 - Plenary Session

- **Climate survey report**

- Speaker : Kate Gregory
- Time : 20 minutes
- Overview of the climate survey results, implemented recommendations, and future plans

- **Equity, diversity, and inclusion report**

- Speaker : Sandra Charles
- Time : 20 minutes
- Progression of the EDI efforts and accountability over the past year

Agenda : Day 1 - Plenary Session

- **Keynote speaker on Social Justice**

- Speaker: **To be determined**
 - Primary candidate: Michael Collins
 - Former chief of staff for Rep. John Lewis
 - Assistance from EDI office
 - Collected potential secondary candidates
 - Received assistance from Communication office
 - Suggested topics :
 - Barriers to mobility
 - Unconscious bias
 - Steps towards achieving social justice
 - Suggested theme :
 - Shows that science, data, and academic institutions are not exempt from social prejudice and movements
 - Potential concern with reserving a speaker

Agenda : Day 1 - Parallel Session

- **Future work environment**

- Co-chairs : Anne Schukraft and **SAC member TBD**
- Agenda :
 - Lab policy changes to support a hybrid work force (20 minutes)
 - Speaker : Jacquie Bucher - chair of the Future Work Task Force
 - Lab science programs with a hybrid work force (20 minutes)
 - Proposed speakers from Neutrino, LHC, and/or Cosmic Physics Centers
 - Focuses on how a hybrid work force will affect the various Fermilab programs and workshops
 - Breakout discussions (30 minutes)
 - A maximum of 5 participants
 - Suggested topics : Fairness, Culture, Team Building and Networking, Transparency of Communications, Tools, Office Space and Infrastructure, and Visitor Programs and Events
 - Summary of Breakout discussions (20 minutes)

Agenda : Day 1 - Parallel Session

- **Career progression**

- Co-chairs : Minerba Betancourt and Brendan Kiburg
- Proposed agenda is under development
 - Expect to have a postdoc-focused, followed by a general career progression for all session

- **Mental Wellness**

- Co-chairs : Mattia Checchin and **TBD**
- Agenda :
 - Training session on adapting to the new normality after COVID (45 - 60 minutes)
 - Expert from eMindful
 - <https://emindful.com/home/>
 - Q&A discussion

Agenda : Day 1 - Parallel Session

- **Social Justice**

- Co-chairs : Doug Berry and Tammy Walton
- Proposed Agenda :
 - Keynote speaker Q&A session (20 minutes)
 - Reports from EDI TF Working Groups (40 minutes)
 - Report from Senior Leadership EDI Working Group (20 minutes)
 - Discussion

Agenda : Day 1 - Parallel Session

- **Climate Survey**

- Co-chairs : **SAC members TBD**
- Session will be after the Social Justice session and before 2pm due to availability of participants (Kate Gregory, Anju Jain, Sandra Charles)
- Plan to over advertise the event in order to ensure sufficient participation
- Proposed agenda is still under development

Would like to have some representation from the SAC to help shape next survey and with the implementation of the recommendations from the first survey.

Agenda : Day 2

- **Day 2 Overview**

- Focuses on resuming Snowmass and P5 process
- Plenary session (1 hour)
 - Summary of day-1 focus groups (30 minutes)
 - 5 minutes summary from a co-chair of each parallel session
 - Introduction into the scientific working groups
 - Presented by SAC
- Parallel sessions (2 hours)
 - Organized by the scientific working groups leaders
 - SAC provided the charge and proposed questions
 - Back-to-back sessions
 - Frontier physics (1 hour)
 - Neutrino, Precession, Energy, and Cosmic
 - Technologies (1 hour)
 - Detector, Quantum, Accelerator, and Computing

Agenda : Day 2

- **Day 2 Overview - continue**
 - Closing session (30 minutes)
 - Summarizing the remainder of Snowmass and P5 process and timeline
 - Speaker : Joel Bulter
- **Reports from Scientific Working Groups Leaders**
 - Formal write up within a month of the retreat
 - Highlights presented at future all-scientist meetings

Summary

- Need volunteers to serve as co-chairs for some of Day 1 parallel sessions
- Accepting comments and suggestions for any part of agenda
- Please take a look at the indico page
 - Expect to go live with registration soon
 - Will test registration using SAC members
 - Accepting suggestions for registration questions
 - Such as :
 - Job and title information
 - Which day-1 parallel session do you intend to participate?
 - Which frontier physics session do you intend to participate?
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