



NuFACT 2022

WG7: IDEEO summary

Inclusion, Diversity, Equity, Education & Outreach

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WG7 talks:

7 talks, 1 facilitated discussion, 1 career workshop

- Kate Shaw “Widening the talent pool for physics worldwide”
- Anders Knospe “LGBTQ+ Inclusivity in Physics and Beyond”
- Simona Kriva “Mentoring program initiative by Women in Technology at CERN (WIT)”
- Xinhua Bai “Stimulate IDEEO in Neutrino Education through the IceCube Masterclass”
- Tino Nyawelo “Investigating the Development of STEM-Positive Identities of Refugee Teens in a Physics Out-of-School Time Experience (INSPIRE)”
- Simone Donati et al. “INVOLVING THE NEW GENERATIONS IN FERMILAB ENDEAVOURS”
- Gilles Ferrand “3D visualization of astronomy data using virtual reality”

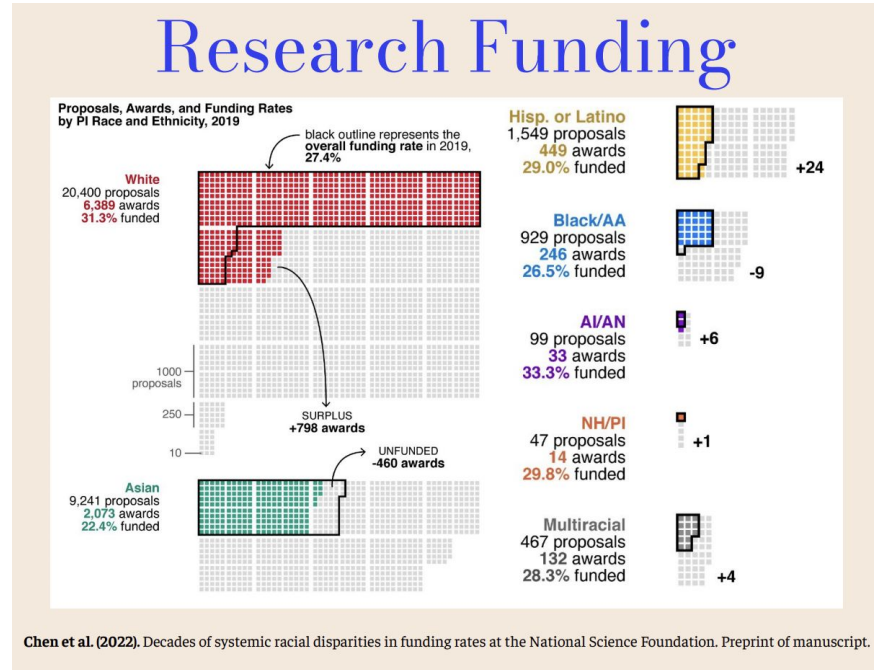
Thank you very much for your contribution and attention!

WG7 activity: Facilitated discussion

Justin Andrew Gutzwa

“Centering Identity & Equity in Physics & STEM Education”

- Be cautious about the systemic inequity.
- Then, how can we center equity?



WG7 activity: Career workshop

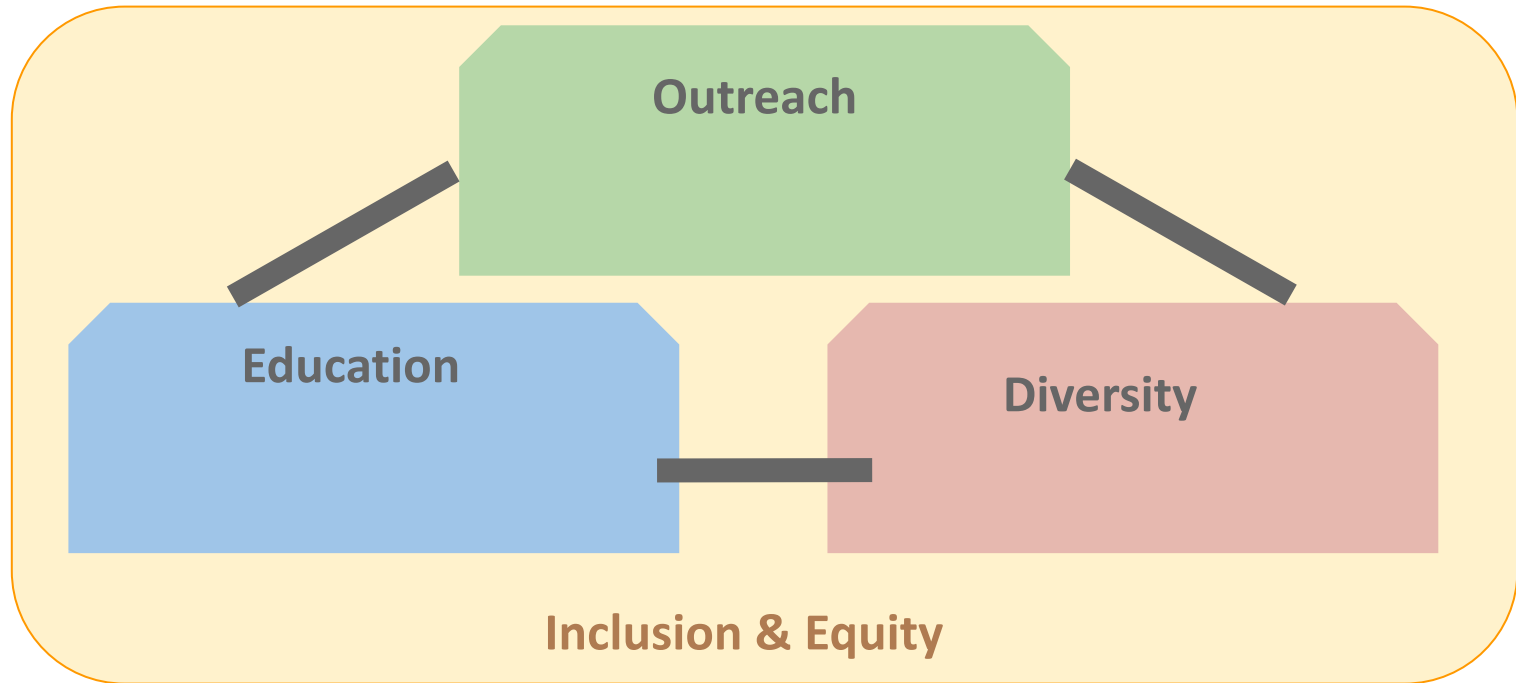
Pearl Sandik

“Negotiation and Communication Skills for Early Career Researchers”

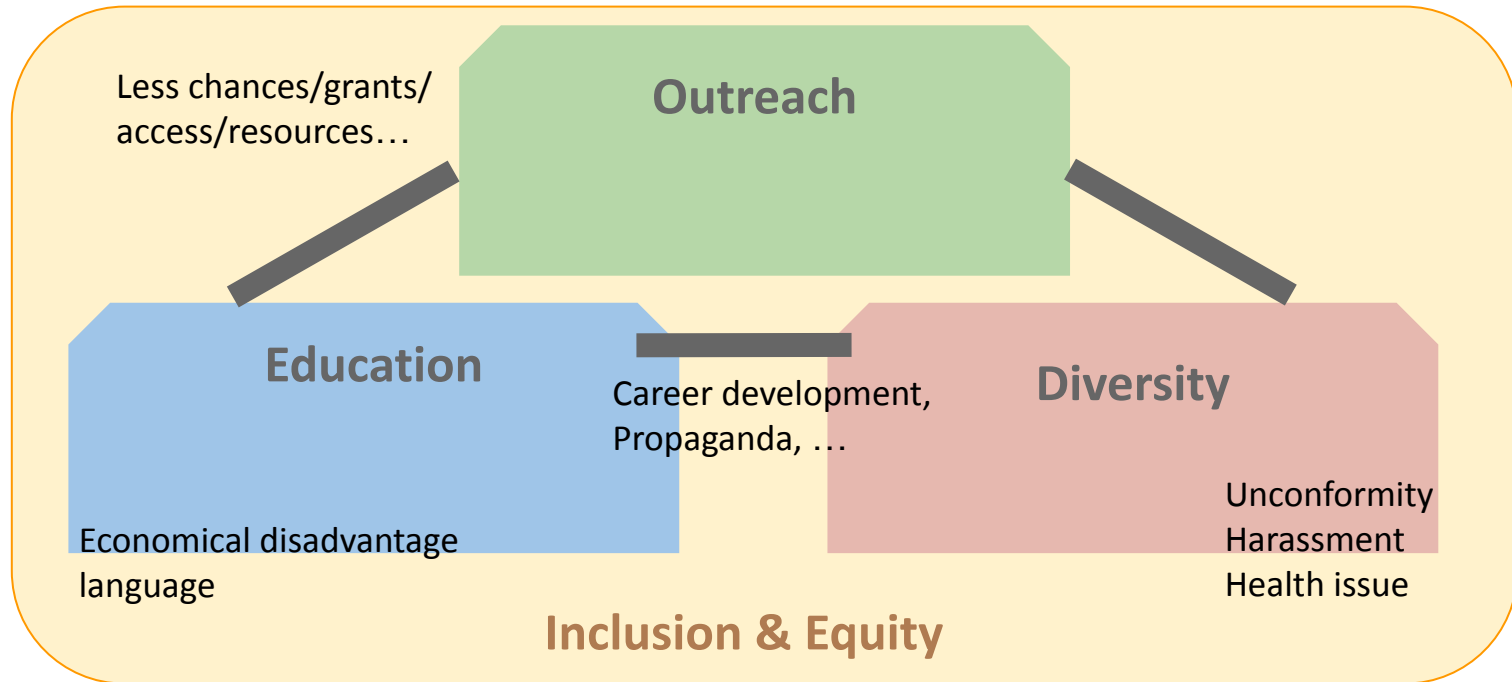
- Very participated informal workshop in front of a slice of pizza and online
- Many early career scientists but not only...
- Many activities done interactively with many questions raised!
- Something to be repeated in next workshops!



IDEEO



IDEEO : problems we have



Diversity: Examples and hints of actions

Activities at CERN

- Women in Technology (WIT) mentoring program
- LGBTQ+ network for welcoming environment for everyone
- Physics Without Frontiers network :
providing annual school, online lectures, supports, role model images,...

S. Kriva

A. Knospe

K. Shaw

Diversity = Power, push forward to more diversity in physics community

Diversity: Let us start with...

- Be cautious about the problem
- Listen to the concerns of our colleagues
- Educate ourselves
- Advocate for code of conduct
- Respect people's pronouns
- Use non-discriminating terminology
- Share information
- Start networking
- Participate in activities to obtain better environment for everyone
- Find/Join the mentoring programs
- ...

Take chances to be the best version of yourself at NuFACT 2022

Outreach: various possibilities

- 3D visualization and gaming activity using astrophysical research data at open lab. [G. Ferrand](#)

Communicating with society and younger generations

- **INSPIRE program** (U. Utah & Utah-State U.): STEM experience at out-of-school [T. Nyawelo](#)
 - 28 students
 - Building cosmic-ray detector and documentary film

Addressing underrepresentation with STEM-related identity development

- **IceCube Master Class:** [X. Bai](#)
 - Starts from 2018, ~50 participants/year
 - One-day course

Achieving engaged, inclusive, diverse environment in the field

- K. Shaw

S. Donati+

-
- ```
graph TD; A[January - March
Receive Students' Applications] --> B[March - April
Students Interviews]; B --> C[April - May
Students Selection
TP Assignment]; C --> D[Last weekend of July
Fly to Chicago
Fermilab Hiring]; D --> E[+5 weeks (August)
MidTerm Review]; E --> F[+9 weeks (September)
Final Review]; F --> G[October
Final Exam at UNIFI]; H[January - April
Receive Supervisors' Training Programs] --> C; I[S. Donati+] --- E;
```
- The flowchart illustrates the recruitment process for the 2006-2007 academic year. It begins with two parallel paths: one for students (January-March applications, March-April interviews, April-May selection) and one for supervisors (January-April training). Both paths converge at the April-May selection stage. The process then continues through a July hiring event, an August mid-term review, a September final review, and concludes with a final exam in October. A blue arrow points from the August mid-term review to the name S. Donati+.

## Supporting professional career achievements

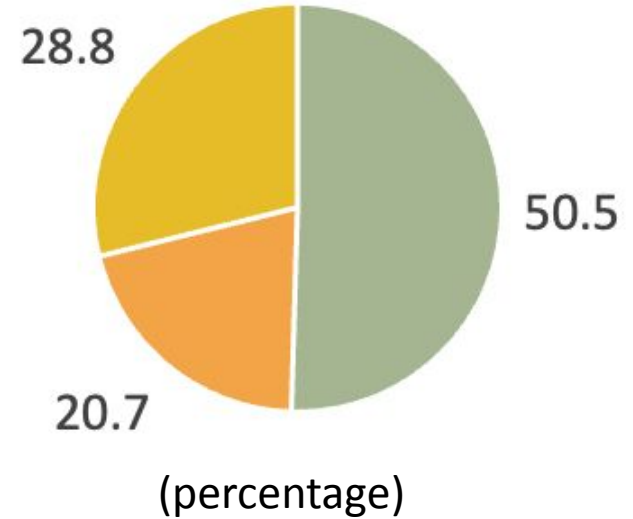
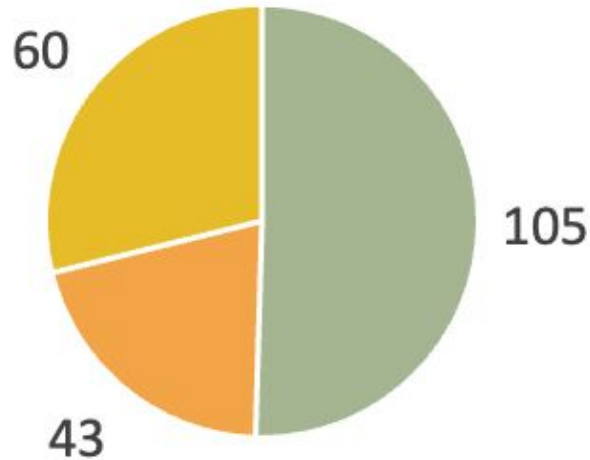
# Remember our Homeworks

- (1) What are the steps being taken that are shared here this week in the IDEEO sessions?
- (2) How can you learn from others and apply a similar program, approach, or method in your experiment, collaboration, institution, and/or community?
- (3) How can we take the principles in IDEEO and apply them through all aspects of NuFACT?

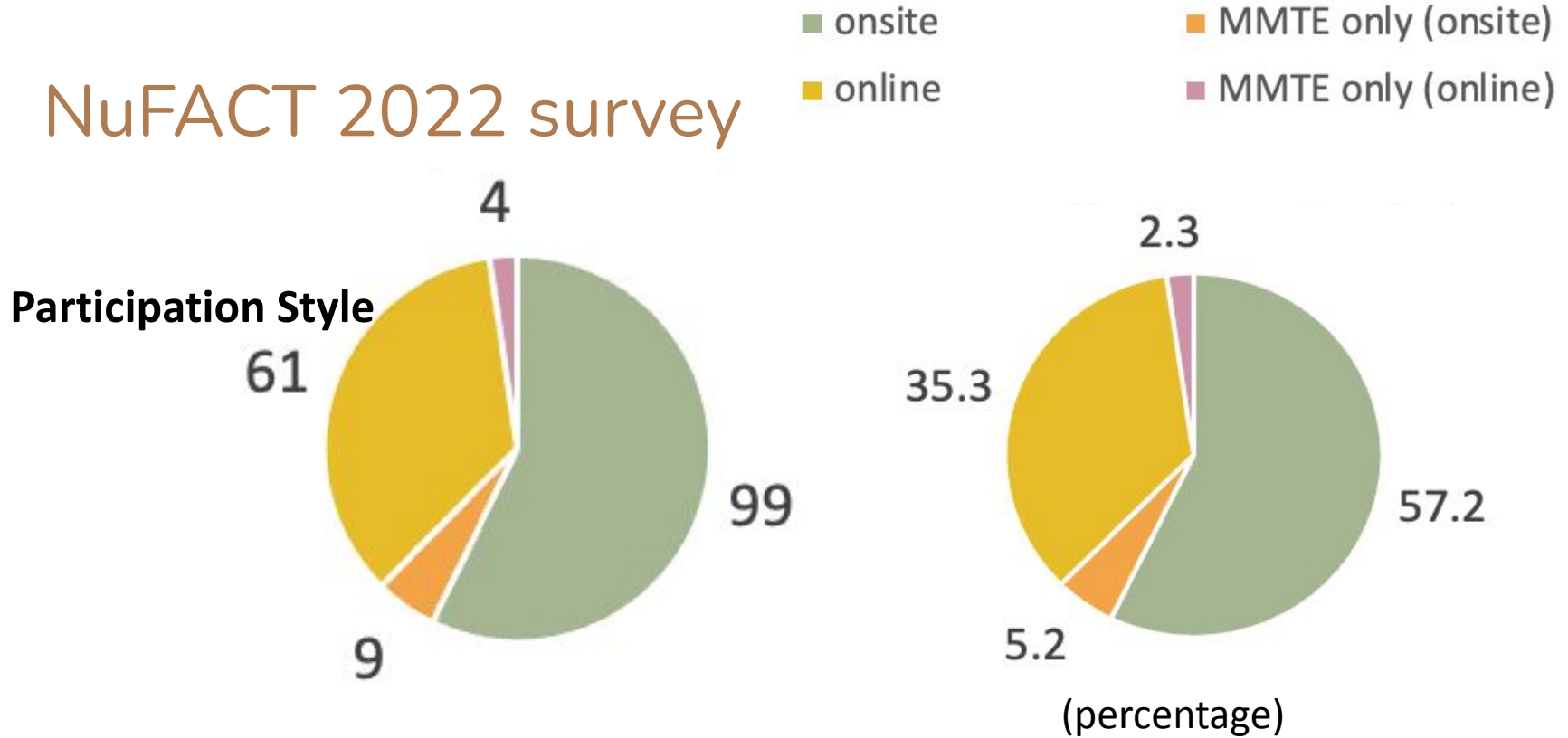
■ America ■ Asia Pacific ■ Europe/Africa

## NuFACT 2022 survey

**Region**



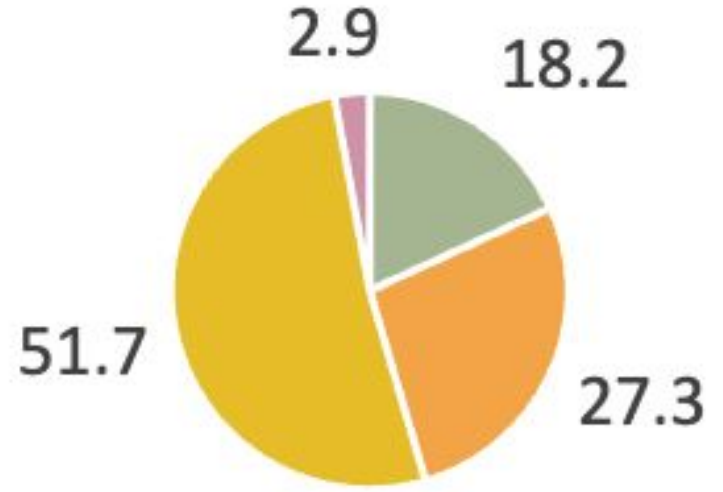
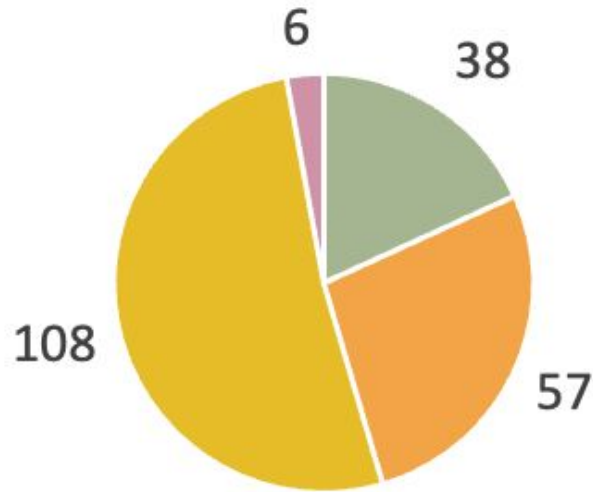
# NuFACT 2022 survey



# NuFACT 2022 survey

■ student ■ postdoc/fellow ■ staff ■ others

**position**



(percentage)

# What we learnt from NuFACT 2022

- WG7, Inclusion, Diversity, Equity, Education & Outreach, has completed its first year activity with many supports and contributions.
- We believe that our activity motivate the well-being of ourselves and our communities by providing a chance to think about it.
- Two special workshops, one about the EDI issues and the other about career developments, were successful with many participants.
- We better understand the current situation of the NuFACT community about this topic.
- [“Code of conduct”](#) violation was not found.

# Towards NuFACT 2023

- We hope to have plenary talks of WG7 in the next year, similarly to other WGs so that all of us can attend the session.
- Please take the things you have reasoned about during IDEEO in NuFACT 2022 to your institute, share with your colleagues, and improve towards the future.
- We are looking forward to having lots of contribution talks in NuFACT 2023 for IDEEO session, as well as planning interesting activities that participants can easily join.



# Homework for all of us

- (1) What are the steps being taken that are shared here this week in the IDEEO sessions?
- (2) How can you learn from others and apply a similar program, approach, or method in your experiment, collaboration, institution, and/or community?
- (3) How can we take the principles in IDEEO and apply them through all aspects of NuFACT?