

# ***Goals of the workshop***

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Mark Messier  
Indiana University

Workshop on Collaboration Codes of Conduct  
November 17th 2022  
Fermilab

# ***Welcome!***

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- Some background about this workshop
  - Alexx Perloff (outgoing chair of UEC) and Sandra Charles (Fermilab EDI Office) initiated a series of quarterly meetings among collaboration representatives
  - ...discussions continued at SNOWMASS
  - Common themes were that we need to do better as a community to protect our workspaces from harassment and discrimination; the patchwork of approaches we have in place now needs improvement in many ways; we have many things to learn from each other.
- *Thank you!* Erica Snider, organizing committee, and all of you

# Introductions

|                       |                                  |                     |              |
|-----------------------|----------------------------------|---------------------|--------------|
| Mark Messier          | he/him                           | V Hewes             | they         |
| Jacob Zettlemyer      | he/him/his                       | Mandeep Gill        | he/him       |
| Elizabeth Worcester   | She/her                          | Bryce Littlejohn    | He/Him/His   |
| Sergio Bertolucci     |                                  | Jonathan Paley      | He/Him/His   |
| Paul Martini          | he/him                           | Bo Jayatilaka       | He/Him/His   |
| Vincent Basque        | He/Him/His                       | Nicola McConkey     | She/her      |
| Erin V. Hansen        | she/her/hers                     | Sophie Middleton    |              |
| Zepyoor Khechadoorian |                                  | Alex Himmel         | He/Him       |
| Rachel Mannino        |                                  | Erica Snider        | she/her      |
| Mark Convery          |                                  | Bonnie Fleming      | she/her/hers |
| Lauren Yates          | they/them/theirs or she/her/hers | Maria Elena Monzani | She/Her/Hers |
| Matthew Touns         |                                  | Mayly Sanchez       | She/Her/Hers |
| Kendall Mahn          | she/her/hers                     | Steve Brice         | He/Him       |
| Ruth Van de Water     | She/Her                          | Hugh Lippincott     |              |
| Erica Smith           | she/her                          | Crystal Bedley      |              |
| Delia Salmieri        |                                  | Cecilia Levy        |              |
| Brynn MacCoy          | She/Her/Hers                     | On Kim              |              |
| Meghna Bhattacharya   | She/Her/Hers                     | Donald Petravick    |              |

# Proposed goals of this workshop

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- Codes of conduct (community agreements) are one tool to help improve the safety of our workspaces and protect a culture that promotes equity, diversity, and inclusion in our workspaces.
- They are not the only tool to promote an EDI culture,
- However, I propose we make them the focus of our discussions today and tomorrow.

# Proposed goals of this workshop

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1. Survey collaboration and community approaches to codes of conduct
2. Identify and clarify Fermilab resources that support collaboration codes of conduct
3. Share experiences and develop an understanding of:
  1. What is working well; what best practices can we learn from each other? (“good”)
  2. What pitfalls and challenges have collaborations encountered? (“bad”)
  3. Where are there gaps in our codes or in our supporting structures? (“gaps”)
4. Clarify the roles and responsibilities of Fermilab standards, tools, and policies and collaboration codes and structures. Identify how collaborations and the lab can interface and partner to best protect our workspaces.
5. Identify where more information, expertise, work, and discussion is needed.
6. Make recommendations about how to fill gaps and avoid pitfalls. Arrive at a set of recommendations for collaboration about how to compose their codes so that they are effective
7. Identify what future work is needed to promote EDI within collaborations

# Proposed deliverables of this workshop

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1. Notes from each of the sessions available to all of us so that we can compose...
2. A workshop summary based on those notes which can be shared publicly which speak to the goals on the previous page

# Today

09:00

## Welcomes

*West Wing (WH10NW)*

09:00 - 09:15

## Goals of the workshop

*Erica Snider et al.*

*West Wing (WH10NW)*

09:15 - 09:40

## SNOWMASS Whitepaper

*Erica Smith et al.*

*West Wing (WH10NW)*

09:40 - 10:10

10:00

## DPF Ethics Advisory Committee

*Maria Elena Monzani et al.*

*West Wing (WH10NW)*

10:10 - 10:30

## Break

*Fermilab*

10:30 - 11:00

11:00

## Introduction to CLARA: A Tool for Navigating Continuous Conversations

*Crystal Bedley*

*West Wing (WH10NW)*

11:00 - 12:00

# Today

|       |  |   |  |   |
|-------|--|---|--|---|
|       | <b>DES</b><br><i>Black Hole (WH2NW)</i>                      | <i>Don Petravick et al.</i><br>13:30 - 13:55  | <b>DESI</b><br><i>West Wing (WH10NW)</i>                 | <i>Paul Martini</i><br>13:30 - 13:55            |
| 14:00 | <b>NOvA</b><br><i>Black Hole (WH2NW)</i>                     | <i>Alex Himmel et al.</i><br>13:55 - 14:20    | <b>DUNE</b><br><i>West Wing (WH10NW)</i>                 | <i>Erica Snider et al.</i><br>13:55 - 14:20     |
|       | <b>LZ</b><br><i>Black Hole (WH2NW)</i>                       | <i>Cecilia Levy et al.</i><br>14:20 - 14:45   | <b>SBND</b><br><i>West Wing (WH10NW)</i>                 | <i>Lauren Yates et al.</i><br>14:20 - 14:45     |
|       | <b>Breather</b><br><i>Black Hole (WH2NW)</i>                 | 14:45 - 14:55                                 | <b>Time to stretch</b><br><i>West Wing (WH10NW)</i>      | 14:45 - 14:55                                   |
| 15:00 | <b>Muon g-2</b><br><i>Black Hole (WH2NW)</i>                 | <i>Brynn MacCoy et al.</i><br>14:55 - 15:20   | <b>Mu2e</b><br><i>West Wing (WH10NW)</i>                 | <i>Michael Schmitt et al.</i><br>14:55 - 15:20  |
|       | <b>ICARUS</b><br><i>Black Hole (WH2NW)</i>                   | <i>Delia Salmieri et al.</i><br>15:20 - 15:45 | <b>MicroBooNE</b><br><i>West Wing (WH10NW)</i>           | <i>Bryce Littlejohn et al.</i><br>15:20 - 15:45 |
|       | <b>Discussion / summary</b><br><i>Black Hole (WH2NW)</i>     | 15:45 - 16:00                                 | <b>Discussion / summary</b><br><i>West Wing (WH10NW)</i> | 15:45 - 16:00                                   |
| 16:00 | <b>Break</b><br><i>Fermilab</i>                              |   |  |   |
|       | <b>Fermilab CONCERNS and Progressive Enforcement Systems</b> |   |  |   |
| 17:00 | <i>West Wing (WH10NW)</i>                                    |   |  | <i>Beth Fancsali et al.</i><br>16:30 - 17:30    |



# Tomorrow

|       |   |  |
|-------|---|--|
| 08:00 | <b>Legal landscape for collaboration actors</b><br><br><i>Comitium (WH2SE)</i>                  | 08:00 - 09:00                          |
| 09:00 | <b>CMS / CERN Experiences</b><br><br><i>Comitium (WH2SE)</i>                                    | <i>Bo Jayatilaka</i><br>09:00 - 09:30  |
|       | <b>How Community Agreements Can Improve Workplace Culture in Physics</b><br><br><i>Fermilab</i> | <i>Emanuela Barzi</i><br>09:30 - 10:00 |
| 10:00 | <b>Break</b><br><br><i>Fermilab</i>   | 10:00 - 10:30                          |
|       | <b>Parallel Session 1 summary</b><br><br><i>Comitium (WH2SE)</i>                                | 10:30 - 10:50                          |
| 11:00 | <b>Parallel Session 2 summary</b><br><br><i>Comitium (WH2SE)</i>                                | 10:50 - 11:10                          |
|       | <b>Discussion</b><br><br><i>Comitium (WH2SE)</i>  | 11:10 - 11:45                          |
|       | <b>Break</b><br><br><i>Fermilab</i>   | 11:45 - 12:00                          |
| 12:00 | <b>Organizing for summary report</b><br><br><i>Comitium (WH2SE)</i>                             | 12:00 - 12:20                          |

*Thank you*