

Imagine a world where everybody is treated with courtesy and respect.

Imagine a world where we celebrated everybody's accomplishments and furthered their careers.

Imagine a world where all people are valued and nurtured.



Imagine a person who made it her life's mission to push the high energy physics community steadily towards these goals:

Meenakshi Narain 1964-2023

thank you so much...

To Boaz Klima, Aaron Dominguez, Bo Jayatilaka, Ken Bloom, Elisabetta Gallo, Claudia Wulz, Gabrielle Benelli, Marguerite Tonjes, Christine McLean, Julie Hogan, Alexx Perloff, Tulika Bose for their contributions towards this memorial of Meenakshi's contributions to our community.

How can we bring in the missing faces?



Bringing in the missing faces

Do by setting an example of what can be done. But the existence of Marie Curie or Meenakshi Narain does not seem to be enough.



Instead, what is needed is hard, persistent work to change a culture and its expectations. Meenakshi was eager to do this difficult and generally unrewarded work.

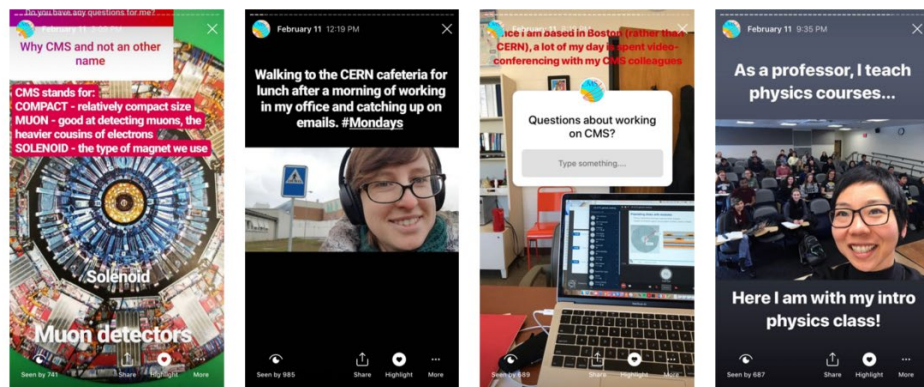
- Actively promoting women for leadership positions as head of LPC
- creation of CMS diversity office
- creation of USCMS DEI committee
- Initiated the USCMS APS Climate Committee Site visitation
- made education on challenges/obstacles a regular part of USCMS activities
- major contributions to development of the USCMS DEI plan for the funding agencies and representing our efforts in NSF/DOE JOG meetings (more in Sudhir's talk)
- participation in CMS woman's forum
- organizing the upcoming 2023 APS CUWiP at Brown
- creating the Big Bang Science Fair
- documenting status/efficacy via statistics
- Sudhir Malik will talk about the ground-breaking PURSUE internship

Woman's forum

2009

Founded by Meenkshi with others

International Day of Women and Girls in Science - Instagram



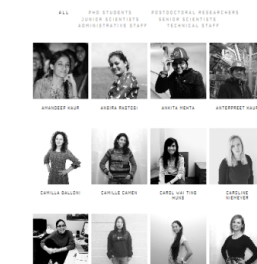
Two of our colleagues took over the CMS Instagram on 11th February!

- Showing behind the scenes of being a physicist at CMS
- Answering questions
- Each story was seen by 700-1000 people



Promoting International Womens Day

- **Our goal: Celebrate women in Physics**
 - Highlight women in Physics and in CMS as role models
 - Inspire young girls to pursue science by showing some of nice stories of CMS Women
- **IWD 2018:**
 - Grass roots effort to collect photos and quotes for collages with women in eight categories: PhD students, Master students, Postdoctoral fellows, Undergraduate students, Junior scientists, Senior scientists, Administrative staff, Technical staff
 - Photo Gallery on the public CMS web page with the portraits of women in CMS including captions with individual statements: <https://cms.cern/photo-gallery>
 - Super-useful picture gallery provided by CMS women & engagement office/supported by CMS outreach office – wonderful resource for the future
 - Posting some portraits during the day in different media (twitter, facebook, Instagram,...)
- **Lessons Learned:**
 - Our stories/good quotes got lost in the collages, though the information is on the website.
 - Need to figure out how to best use social media to get the stories across.
- **Take it to the next step by highlighting the stories:**
 - For example, some CMS women, in their quotes, said they pursue science because their teacher proposed this as one of many possibilities and they chose the option and are happy about it - which is maybe not as glorious as a statement "I have been dreaming about becoming a scientists ever since..." but it's honest and (more importantly) it's helping young girls to see that they can become scientists even if they are not dreaming about it.



International Women's Day 2019

- **8 CMS Women shared their experience in physics and give advice to the next generations**
 - <https://www.youtube.com/watch?v=c5PnoIHizxY&t=177s>
 - <https://www.facebook.com/CMSexperiment/videos/1299338800216339/>
 - <https://twitter.com/CMSExperiment/status/1103944135994691585>

#3 most popular CMS Facebook post ever!

08/03/2019 09:59	Happy International Women's Day! 🎉 Seven #CMSwomen			73.4K	
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Very high engagement rate
→ people shared, commented, liked
→ This allows to reach new audience.

At LPC

Work continued during her time as co-head with Boaz of the LPC, 2013-2016.

As co-head of LPC with Boaz Klima, 30% of LPC committee leadership was female..

Creation of CMS diversity office

Mandate

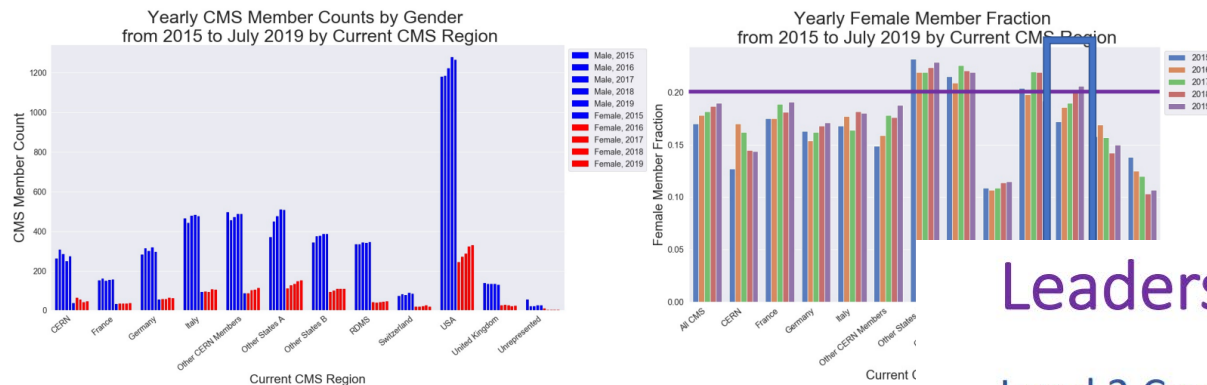
- **Goal of the CMS Diversity Office (DO):**
 - To foster a working environment where all members of the Collaboration can thrive and bring in their talents, irrespective of age, career status, employment situation, institutional affiliation, geographical location, nationality, gender, ethnicity, family situation, sexual orientation, or disabilities
- **Mandate:**
 - advise management and individuals on diversity related matters
 - propose actions to promote diversity and create awareness
 - monitor and record statistical information related to diversity
 - actively listen to Collaboration members' concerns
 - report regularly to the Collaboration about status and progress of diversity-related issues
 - collaborate with relevant bodies outside CMS such as the CERN Diversity Office if required
- **DO approved in April 2017 and its full membership approved December 2018**
 - 2 Co-Chairs and nine members
- **CMS DO is a body of the Collaboration Board.**
 - E-groups:
 - Diversity Office chairs: cms-diversity-office-chair@cern.ch

Force behind the creation of the CMS diversity office. She served as co-chair 2017-2018 when she started as US CMS chair and after that continued to be an active member until 2022. She was the lead force behind collecting and analyzing diversity data for the collaboration, which she presented at a number of international conferences and was a fierce proponent of that transparency as a way to improve the collaboration

Via statistics

CMS Demographics

- Trends in CMS membership by region, and gender



Other CERN members: Austria, Belgium, Bulgaria, Finland, Greece, Hungary, Poland, Portugal, Serbia,
Other States A: China, India, Iran, Korea, Malaysia, New Zealand, Pakistan, Sri Lanka
Other States B: Bahrain, Brazil, Colombia, Croatia, Cyprus, Ecuador, Egypt, Estonia, Ireland, Kuwait,
Lebanon, Lithuania, Mexico, Montenegro, Oman, Qatar, Saudi Arabia, Turkey, Ukraine

Narain/DPF 2019

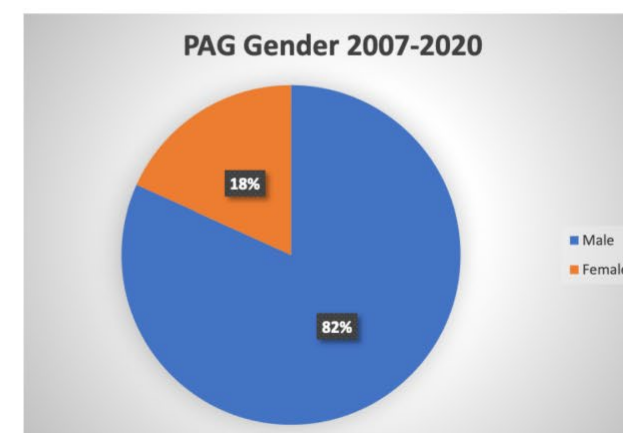
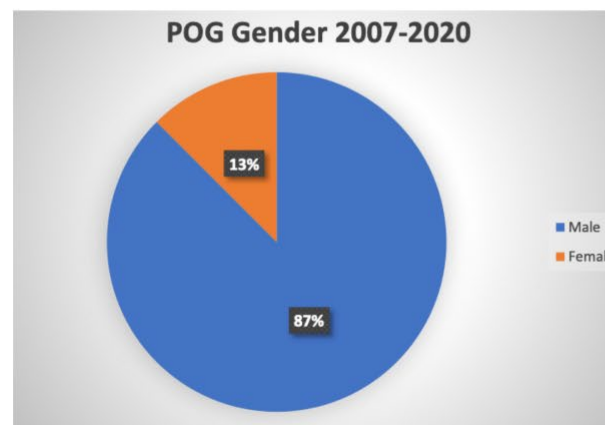
Leadership positions

Level 2 Conveners

Physics Object Groups

and

Physics Analysis Groups



Some of its activities

- We plan to highlight one important topic at each “CMS Collaboration Week” (4 times a year at CERN + 1 outside)
- April 2019 CMS week - organized talk and discussion on “Unconscious Bias”:

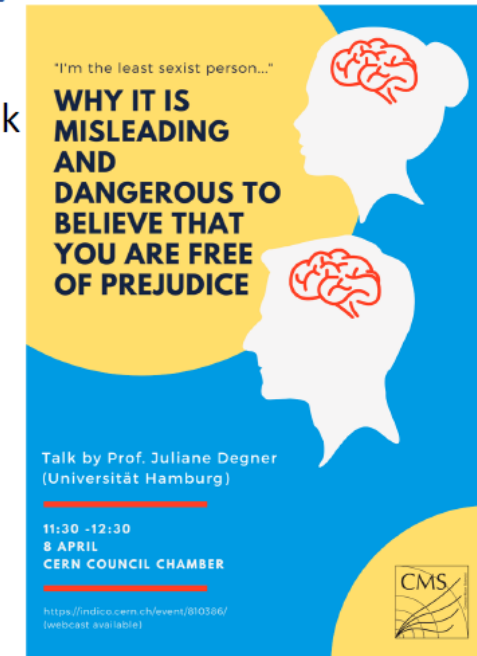
- Prof. Juliane Degner (Hamburg)

“I’m the least sexist person: why it is misleading and dangerous to believe that you are free of prejudice”

- open to entire CERN community
- Talk was very well attended and a topic of discussion throughout that week
- Webcast available (for at least one year after)
 - <https://cds.cern.ch/record/2670668>

- June 2019 CMS week - discussed “Imposter Syndrome”:

- Open to CMS members only
- Discussion used experiences from within the CMS community
 - collected anonymously prior to the discussion
- An engaging and thoughtful conversation



F 2019

CMS task force on diversity and inclusion

After a CMS L1,L2 appointment round with surprisingly low number of female new conveners, working with many others

Dear Harrison and Collaboration Board,

June 2020

We are writing this letter to express our concern that while the current process of management selection in CMS may result in excellent choices, it does not take advantage of nor reflect the full diversity and potential of our collaboration.

CMS has evolved into a modern, large, international collaboration of scientists from across the globe. CMS necessarily relies on extensive management, formalized with a constitution, as well as representative bodies (Collaboration Board, Management Board, XEB). Currently in CMS, we elect our Spokesperson, who together with his/her management team and input from the search committee, chooses the rest of CMS management. It is essential, if we want to justify the large expenditures of our nations on this science, that the choices are made with due consideration to all in CMS. Ideally, CMS managers would be selected from a talented, diverse, and geographically-distributed community. Yet because of the sheer size of the collaboration, leaders and innovators in the different sub disciplines that contribute to CMS often have had little to no personal interactions with each other, and there are often excellent candidates for a job who are not necessarily people who are well known to a particular leader. It is possible to find these collaborators, but often only after nominations, research, and recruitment.

CMS Task Force on Diversity and Inclusion (TFDI)

- Established in Summer 2020
- The Task Force was charged with developing a proposal to institutionalize within CMS, appropriately adapted, mechanisms known to increase diversity and inclusion in appointments.
- Diversity includes, but is not limited to, geographical and gender diversity.
- The proposal was presented to the Collaboration Board in a regular meeting of the CB in July 2021.
- Subject to approval by the CB, the CB Chair will initiate the implementation of the proposal consistent with the CMS Constitution and practices.

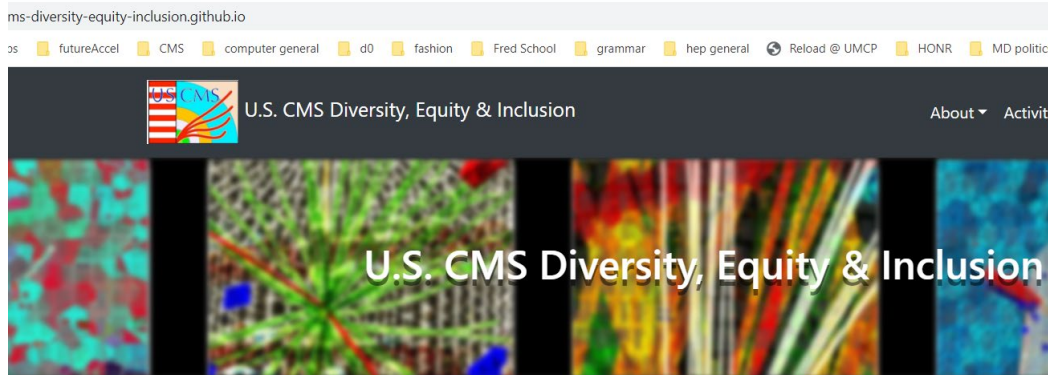
Meenakshi was a major driving force of the TFDI, and in particular on its high-level recommendation #5, the one on the creation of a “Diversity Oversight Committee”. In the ITDI report, this is now called “Diversity Monitoring and Oversight Committee”, and is scheduled to be put up for approval at the CB meeting in April.

CMS TFDI – Timeline

- The Task Force consisted of 18 members – 9 Men and 9 Women
- Proportional Representation from Geographical regions
- Collaboration Board (CB) and Spokesperson Team as ex-officio members
- Task Force approved in CB meeting on 25th September 2020
- Task Force divided into 5 working groups.
- From October 2020 till May 2021, the TFDI met about 25 times
- A 47 page report released to the collaboration on 2nd June 2021
- TFDI report presented to the collaboration board in July 2021 for approval of recommendations.

<https://cms-docdb.cern.ch/cgi-bin/DocDB/ShowDocument?docid=14276>

Creation of USCMS DEI committee



Mission

The U.S. CMS Collaboration is committed to empowering its members to develop and achieve their full potential as excellent and innovative particle physicists. The Collaboration acknowledges that diversity, equity, and inclusion (DEI) are fundamental values that impact all aspects of work by the members of our community, within HEP and within the wider field of physics. Our vision for diversity is that the U.S. CMS Collaboration, in all of its aspects (including research, operations, and projects), has a working environment where all members of the Collaboration can thrive and bring in their talents, irrespective of their dissimilar characteristics. The U.S. CMS working climate is positive, respectful, and supportive of all.



Recent Events:

No events currently s
soon!

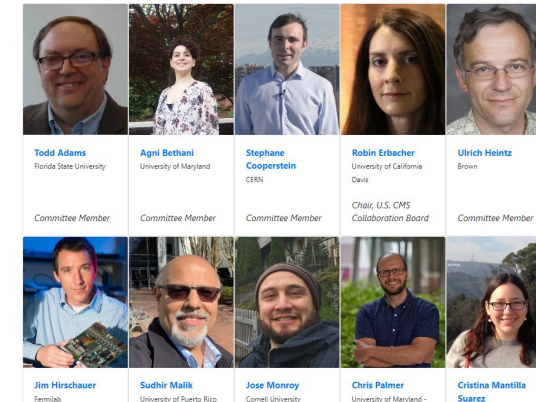
Diversity, Equity and Inclusion Committee

- Committee Members:
 - ★ graduate students
 - Farrah Simpson, Jieun Yoo,
 - ★ postdoctoral fellow
 - Alexx Perloff & Chritine McLean
 - ★ early career faculty/scientists
 - Javier Duarte, Chris Palmer
 - ★ tenured faculty/scientists.
 - Todd Adams, Julie Hogan,
 - Ketī Kaadze [add your name here]
 - Sarah Eno [CB Deputy Chair]

Email Contact

uscms-dei@cern.ch

Present Members



USCMS APS Climate Committee Site visitation 8-12 Feb 2021

During her term as USCMS collaboration board chair

The screenshot shows a web browser window displaying the agenda for the USCMS APS Climate Committee Site Visit. The URL is indico.cern.ch/event/1003213/. The page title is "US CMS APS Climate Committee Site Visit" with dates "8 Feb 2021, 09:00 → 12 Feb 2021, 17:00 US/Eastern". A description states: "The Zoom links can be found on each session block. After connecting, you will be in a waiting room until your assigned session is ready to begin." The agenda is for Monday, 8 February, and is divided into three main time blocks: 09:00-11:00, 11:00-12:00, and 14:00-16:00. Each block contains a list of sessions with their titles, Zoom links, meeting IDs, and durations.

Time	Session Title	Zoom Link	Meeting ID	Passcode	Duration
09:00 → 11:00	Meetings with committees and ex officio members: Monday morning	Zoom link	801 581 8397		
09:00	Collaboration Board Chair and Deputy				55m
10:00	USCMS APS Site Visit Committee				25m
10:30	USCMS Diversity Committee				25m
11:00 → 12:00	Meetings with self-selected groups: Monday morning	Zoom link	912 1835 7627	02080212	
11:00	Female identifying: Black, Indigenous and people of color and hispanic				25m
11:30	Female identifying: postdocs				25m
14:00 → 16:00	Meetings with self-selected groups: Monday afternoon				

U.S. CMS discussion: concerns & suggestions

- **“Group think” -- thinking about diversity should help us avoid this aspect of collaboration**
 - Possible action: provide resources on in-group/out-group thinking, intergroup dialogue?
- **Lack of family-friendly time schedules (meetings, total work hours), “ignore your family for success” perception**
 - Possible action: provide support (via mentor?) for people who feel pushed out by their family needs
- **Supporting our undergraduates: be there, check in, encourage wellbeing and group work**
 - Possible action: mentoring could provide a way for students to have someone check in if it’s difficult at the university with many students and few supervisors.
- **Promote Leadership opportunities which are family friendly, teaching schedule friendly, etc.**
 - Possible action: advocate for more remote leadership opportunities
- **HEP groups could use guidelines for less-biased searches (race, gender, previous association)**
 - Possible action: provide guidelines (website/Twiki).
- **Pipelines to and through graduate school for HEP students that enter undergrad at a disadvantage.**
 - Needs more discussion! This idea was distinct from initiatives like the APS Bridge Program.
- **Working with science students even before college: CMS outreach programs, Ohio State ideas for middle school and high school students**
 - Possible action: gathering point for young-student outreach opportunities in USCMS (website/Twiki)

4 USCMS annual meetings

Make thoughtfulness on inclusion an expected part of our work

Theme: Educate, celebrate, include

2019: Catholic University



uscms_20190607.pdf

12:30 → 14:00
Informal discussion on Diversity and Inclusion
Lunch will be served on site

12:45 → 14:00 **US CMS Diversity, Equity, and Inclusion**
Speakers: Julie Hogan (Brown University, Bethesda)
USCMS_DC_0619.pdf



2020

14:45 → 15:00	US CMS Mentorship Speaker: Julie Hogan (Brown University, Bethel University (US)) 	15m	
15:00 → 16:00	Diversity and Inclusion: the AIP "Team Up" report: recommendations on improving black student representation in physics programs Edmund Bertschinger (MIT), Mary James (Reed), and Jim Gates (Brown) will present the findings of the "Team Up" report. Speakers: Bo Jayatilaka (Fermi National Accelerator Lab. (US)), Sarah Eno (University of Maryland (US)) AIP Team-up report diversity reading list... lessons: diverse, eq... NY Times Op Ed: th... Introduction to the Team Up Report Speaker: Mary James (Reed College) 	1h	
	Mechanism for Making the Change- The MIT Example and Women Speaker: Edmund Bertschinger (MIT) 	20m	
	Einstein and Racism Speaker: Sylvester James Gates (Brown University) APS Webinar (I) APS Webinar (II) APS Webinar (III)	10m	
	Questions Questions for speak...	10m	

13:40 → 14:40 **mentoring: Mentoring**



Conveners: Jennet Elizabeth Dickinson (Fermi National Accelerator Lab. (US)), Meenakshi Narain (Brown University (US)), Robin Erbacher (University of California Davis (US)), Todd Adams (Florida State University (US))

13:40

USCMS Mentoring Program

🕒 20m



Speakers: Christine Angela McLean (SUNY Buffalo), Julie Hogan (Brown University, Bethel University (US)), Todd Adams (Florida State University (US))



USCMSMeeting202...

14:00

Mentoring Panel and Discussion

🕒 40m



Moderator: Sridhara Dasu (Wisconsin)

Panel:

Claudio Campagnari (UCSB)

Toyoko Orimoto (Northeastern)

Indara Suarez (Boston)

We will use sticky notes on JamBoard to facilitate the discussion during the panel (also linked to the contribution):


https://jamboard.google.com/d/1vMCKRVV9LTETB9o_8J1GloFqd7wreFymFbC02BLV0wg/viewer?f=0


Speakers: Claudio Campagnari (Physics Department), Claudio Campagnari (Univ. of California Santa Barbara (US)), Indara Suarez (Boston University (US)), Sridhara Dasu (University of Wisconsin Madison (US)), Toyoko Orimoto (Northeastern University (US))




JamBoard

2022


 Contribution list


 Timetable

 Wed 08/06

Thu 09/06

All days





 Print

PDF

Full screen

Detailed view

Filter

13:00	<div><div>Scenario-based Allyship</div><div><i>Alexx Perloff et al.</i></div><div></div></div>
	<div><div>Chamberlin Hall Room 2103, UW-Madison</div><div>13:00 - 14:00</div></div>
14:00	<div><div>Guest Speaker: Markus Brauer (University of Wisconsin-Madison)</div><div><i>Markus Brauer</i></div><div></div></div>
	<div><div>Chamberlin Hall Room 2103, UW-Madison</div><div>14:00 - 14:30</div></div>

Participation in Washington trip

Meenkshi helped create and was featured in a US HEP DEI brochure created for this trip, 2021-2022.



Building inclusive environments

"The increased **awareness of diversity and equity issues is translating into action** in particle physics collaborations and university physics departments. Large collaborations have Codes of Conduct and strive for diversity when assigning management positions. University physics departments increasingly consider diversity and inclusion a core value in teaching and research. Target of opportunity programs and improvements in candidate evaluation are making hiring and admissions more equitable, **leading to increased diversity** in faculty and students."

—**Meenakshi Narain**, Brown University



PARTICLE PHYSICISTS ***Value Diversity and Strive Toward Equity***

Particle physicists understand the importance of having a diverse research community and fostering a sense of belonging among its current and future members. We are actively working to improve the climate for groups historically underrepresented in physics. These long needed changes to address systemic inequities are taking place throughout the community and wherever physicists work, including laboratory and university settings.



SAGE-S Summer Camp, SLAC



Community strategy to enable a diverse future

"What drives significant intellectual progress and breakthroughs is having a diverse pool of talents who bring in distinctive skills and perspectives. Through the Snowmass decadal planning process, the U.S. Particle Physics community is strategizing ways to ensure **equal access to education and career opportunities** for historically marginalized communities."

—**Mu-Chun Chen** (she/her/hers)
University of California, Irvine

Step up whenever needed

A day of reflection: 10 June 2020



indico.cern.ch/event/927707/

assoc. chair camps future4cs CMS computer general 4D fashion Fred School grammar hep general Refund @ UMCP HONR MD politics new cms reading

A day of reflection - hosted by USCMS

Wednesday 10 Jun 2020, 10:00 → 13:00 US/Central

Lothar Bauerick (FISMA/LA), Meenakshi Narain (New University (US)), Sarah Eno (University of Maryland (US))

Description

In support for "A STRIKE FOR BLACK LIVES" <https://www.particlediscovery.org/letter>

A letter by Brian Nord, Co signed and Co-edited by Chanda Prescod-Weinstein

<https://www.particlediscovery.org/letter>

Times for the meeting are FINAL times (Central US).

This is a VIRTUAL meeting, please connect via Zoom Meeting: [direct link](#)

on cern.zoom.us Meeting ID: 914 9291 8012 Password: 061020

A letter from Brian Nord

10:00 — 10:05 Gathering on zoom 5m

10:00 — 10:10 A day of reflection 5m

Speaker: Meenakshi Narain (New University (US))

A STRIKE FOR BLACK LIVES

10:10 — 10:35 History of Racism in America 25m

Bradley Graupner (Linguistic Anthropologist) will discuss how we can understand the contemporary context from a brief overview of the history relevant to this moment. That will include early colonialism, the emergence of whiteness as a concept and for what reasons, the colonial era developments and rebellions in how they shaped institutionalization of racial supremacy, the American colonies, the formation of the United States, and Slavery through Jim Crow. This will touch on the intersection of race and racism with class and inequality, ethnicity and nationalism, all via a lens of power and politics as the latter is generally considered. He will emphasize how historical structures and resistance adapts and changes via a lens of institutionalization to maintain power dynamics.

Graupner's training is in anti-colonial struggles via racism, land rights, civil rights, gender rights, sexual orientation rights, ecological and epistemological rights via a lens of history of the Black Liberation Movement, and Native American Religious Traditions. He has been engaged in anti-racism and anti-colonial struggles since 2003. Graupner is on the board of directors for the Chicago SNCC History Project which established the first Civil Rights archive in the world that is open to the public at the Carter G. Woodson regional library in the Vivian G. Harsh Collection of African American History. He assists with creating and curating an ongoing collection of oral histories from Civil Rights organizers for the archive. In 2016, he also created the decolonizing library at the Oceti Sakowin camp for the Standing Rock Sioux Tribe when participating in their uprising against the violation of their treaty rights related to the Dakota Access Pipeline.

Speaker: Bradley Graupner

11:05 Addressing Structural Racism Underlying Protests

Laura Pittor is deputy director of Human Rights Watch's US Program. Her bio is available at: <https://www.hrw.org/a>

Links to some of her prior work on the topic of her presentation are listed below:

US: Address Structural Racism Underlying Protests

Prosecute Officers in Floyd Death; End Police Violence Against Protesters: <https://www.hrw.org/news/2020/06/02/prosecute-officers-in-floyd-death>

The Case for Reparations in Tulsa, Oklahoma

A Human Rights Argument Report: <https://www.hrw.org/news/2020/05/29/case-reparations-tulsa-oklahoma>

To which provides a summary: <https://www.hrw.org/news/2020/05/29/us-provide-reparations-1921-tulsa-race-mass>

The above report on reparations stemmed from an in-depth, two-year investigation we did into policing, poverty and some of a microcosm for these issues in the US. Here is a link to the 214-page report, "Get on the Ground": <https://www.hrw.org/report/2019/09/12/get-on-the-ground-policing-poverty-and-racial-inequality-us>

press release which provides a summary: <https://www.hrw.org/news/2019/09/12/us-how-abusive-based-policing>

Speaker: Laura Pittor

[Request to participate](#)

12:10 A Conversation on Awareness and Change - "How can we do better?"

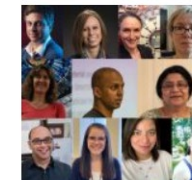
Moderators: Anadi Canepa, Savanna Starke

Speakers: Anadi Canepa (Penn National Accelerator Lab (US)), Bo Jayatilaka (Penn National Accelerator Lab (US)), Indira Swan (Penn National Accelerator Lab (US)), Kevin Black (University of Wisconsin-Madison), Meenakshi Narain (New University (US)), Salvatore Rappocci (The State (US)), Sarah Eno (University of Maryland (US)), Sarah Marie Demers Konecny (New University (US)), Savanna Rae Starke (Civics (US)), Wendy (University of Wisconsin-Madison (US))

[2020-06-10 Meeting](#) [Link to document](#) [USCMS_reflection_0](#)

Meenakshi Narain

US CMS participates in day of reflection June 29, 2020 | Anadi Canepa and Meenakshi Narain



On June 10, the US CMS!
the Strike For Black Live
and the US CMS collabo

In her home town of Providence RI

Big Bang Science Fair Providence

brown.edu/academics/physics/big-bang-science-fair-waterfire-providence

Not yet rated (0 Reviews)

Suggest Edits

Photos

[See all photos](#)



July 16, 2019 · Providence, RI ·
Here's a QUICK look at what happened at the Big Bang Science Fair Providence this year's Fair: September 28, 2019!



Meenakshi Narain and 2 others

Like

Comment

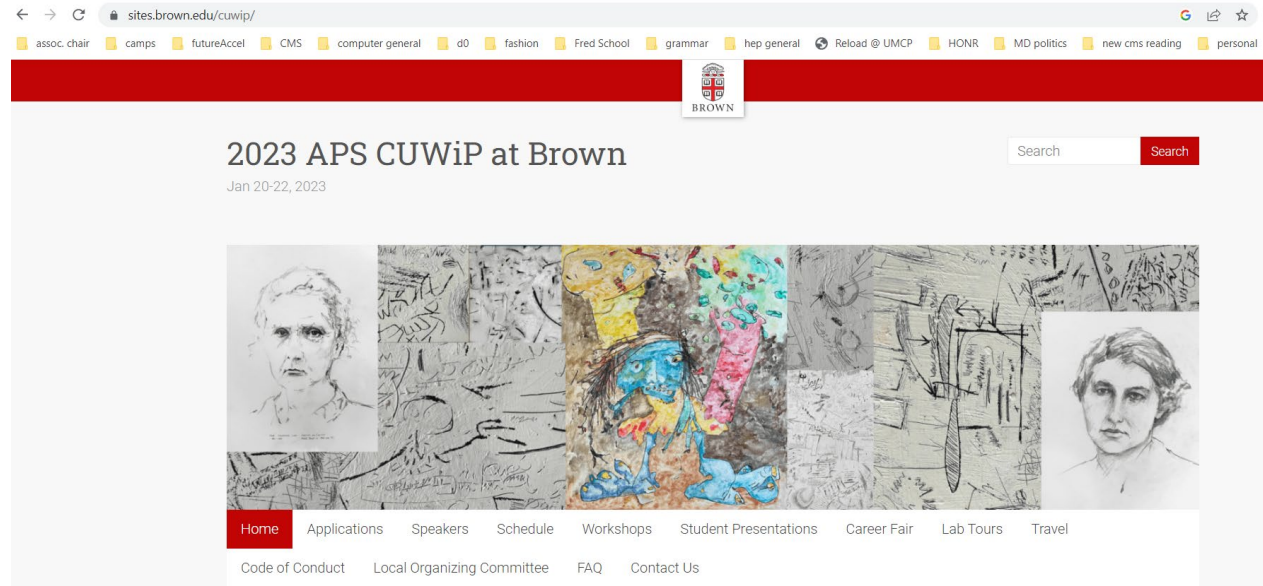
Write a comment...

Big Bang Science Fair Providence created an event.
July 16, 2019 ·



Big Bang Science Fair

2023 APS CUWiP at Brown



**Continuing reach: 23 Jan
2023**

APS Conference for Undergraduate Women in Physics at Brown University



Jan 20 – Jan 22, 2023

The APS Conferences for Undergraduate Women in Physics (CUWiP) are three-day regional conferences for undergraduate physics majors.



What if we treated everyone with respect

Respect was not always been the norm in our field.
What if we insist on it?

Code of conduct



CMS Code of Conduct

CMS Code of Conduct

Approved by the CMS Collaboration Board 12-April 2019

The CMS collaboration consists of members with varied national origin, ethnic background, race, gender identity, sexual orientation, gender, age, physical ability, and religion. As a community, we are committed to being positive and inclusive in all regards.

We follow the [CERN Code of Conduct](#). Members of CMS must maintain a professional environment in an atmosphere of tolerance and mutual respect and abstain from all forms of harassment, abuse, intimidation, bullying, and mistreatment of any kind. This includes, but is not limited to, intimidation, sexual or crude jokes or comments, offensive images, and unwelcome physical conduct. Members must keep in mind that behavior and language deemed acceptable to one person may not be to another.

We commit to helping our community adhere to this code of conduct and speak up when we see possible violations of it. We strive to treat those outside of CMS as we would members of our own community. In the event that the letter or the spirit of this code has been violated, appropriate action will be taken, up to and including procedures specified in Annex A3.2 of the CMS Constitution.



KNOW THE CODE OF CONDUCT

READ THE CODE OF CONDUCT HERE



[HTTP://CERN.CH/GO/D9BT](http://cern.ch/go/D9BT)

IT'S EVERYONE'S RESPONSIBILITY TO:



Maintain a professional environment in an atmosphere of tolerance and mutual respect.



Abstain from all forms of harassment, abuse, intimidation, bullying and mistreatment of any kind.



Keep in mind that behavior and language deemed acceptable to one person may not be to another.



Help our community adhere to the code of conduct and speak up when you see possible violations.

Celebrating everyone's accomplishments, further everyone's career

- USCMS awards committee
- USCMS mentoring
- USCMS reviewers for Young Faculty proposals to CAREER etc

USCMS mentoring

Working with mentoring chairs Julie Hogan,
Christine McLean and volunteers

- came up with the idea as one of the founding charges of the USCMS DEI committee
- organized the team in charge of the program
- worked to advertise/highlight the program through emails and talks, especially at the USCMS meetings, essential to the large participation in the program.
- gave lots of help with recruiting by supplying lists of US-CMS members at different job levels to tailor the recruitment emails, was very dedicated to the idea of having as much participation as possible.
- directed the committee toward a "blinded" or random method of making the connections, rather than applying too much personal knowledge to match people
- served as a mentor in the program

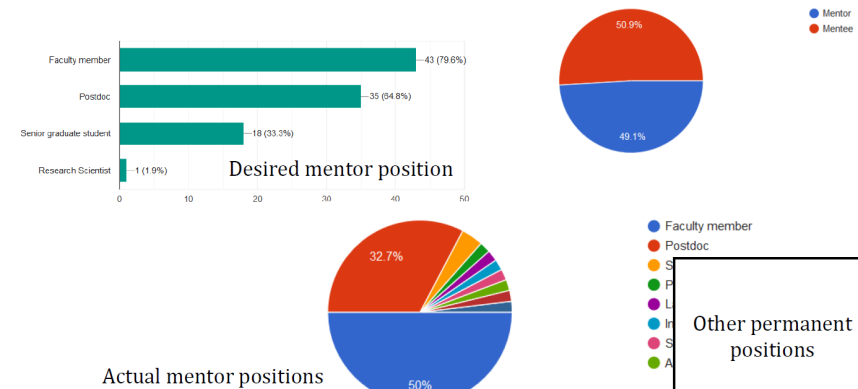
What is mentoring?

- ▶ *"a brain to pick, an ear to listen, and a push in the right direction"*
- ▶ A unique partnership that fosters growth
- ▶ An intentional relationship, not just a casual friendship
- ▶ **2020 program:**
 - ▶ Sign-ups January – March
 - ▶ Pairing via a randomized script
 - ▶ Kick-off meeting in March with ~50 mentor/mentee pairs
 - ▶ ~Monthly connection reminders
 - ▶ We've now reached the end of Year 1!

2020 Participants



- ▶ Slightly more mentees than mentors – 2 mentors doubled up
- ▶ Mentorship works between all levels – thanks to the postdocs who served both roles this year!



From Julie Hogan's talk at USCMS meeting

As part of TFDI

Meenakhshi, as US CMS Chair, indefatigably collected input for the TFDI from the large constituency. She also co-organised several town hall meetings, in particular those for the US community.

You can find the schedule and recordings of those meetings in the CMS CB indico category <https://indico.cern.ch/category/174/>, in the timeframe June 2021. You can also find presentations at other CB meetings there, such as the one at the Special CB on 9 July 2021.

Management training

- CMS Diversity Office and Career Office jointly developing training for CMS management roles
- Focused at “Level-2 and Level-3” positions (conveners and sub-group conveners)
- Recognition that preparation for these roles is otherwise uneven
- Focus on effective communication, conflict resolution, meeting management, and D&I issues
- Will be sharing experiences of this with other CERN experiments and the CERN D&I Roundtable
- Given multiple times a year to engage all leaders.

USCMS 2022

13:00 → 14:00 **Career Panel**

🕒 1h 

Will feature alumni in industry and alumni with experience with job searches during a pandemic.

Industry career panel

Robin Coxe - Chief Control Systems Engineer at Atom Computing, atom-computing.com/careers

Brett Jackson - AI/Machine Learning Engineer at Medtronic

Jennifer Pursley - Radiation Oncology, Massachusetts General Hospital

Homer Wolf - Software Engineer at Google

Jason Kamin - Senior Machine Learning Engineer at Mercedes-Benz

Emily Thompson - Senior Manager, Data Science at Mozilla

Particle Physics career panel

Giuseppe Cerati, FNAL, MicroBooNE DUNE Computing, <https://computing.fnal.gov/giuseppe-cerati/>

Laura Fields - Assistant Professor Norte Dame, Minerva/DUNE

Kara Hoffman, Professor Maryland, IceCube and Askaryan Radio Array, <https://umdphysics.umd.edu/people/faculty/current/item/226-kara.html>

Tova Holmes, Assistant Professor Tennessee, CMS, <http://www.phys.utk.edu/people/faculty/holmes.html>

Mia Liu - Assistant Professor Purdue, CMS, <http://www.physics.purdue.edu/people/faculty/liu.php>

Speakers: Indara Suarez (Boston University (US)), Matthew Herndon (University of Wisconsin Madison (US))



Coxe_Debug_Test_...



Expanding your Car...



RobinCoxe_Bosons...



UCCMS_2012.pdf

And just helping others

during the pandemic she had organize a fundraiser/collection for respirators and medical help in India and at the funeral people mentioned her efforts (ongoing I think) with people on the ground in her home state in India

Helping Danila Tlisov's family



Team fundraiser

MEENAKSHI NARAIN and Sarah Eno are organizing this fundraiser.

No one of us can replace Meenakshi, but maybe if we all work together, we can make her dream a reality

INE: What core values do you try to live by?

MN: I value building respectful and inclusive communities, in which our passions and vision define us despite our imperfections.

<https://indianewengland.com/meenakshi-narain-a-physicist-working-with-particle-accelerators-and-helping-discover-the-higgs-boson/>



The DPF of the APS is renaming their mentoring award in her honor, in recognition of her seminal contributions in this area.