

# Inclusion, Diversity, Equity, Education & Outreach (IDEEO) Working Group

Introductory Talk

Ellen Bechtol, Nagisa Hiroshima, Yosef Nir



# What is IDEEO

**Inclusion** – active, intentional, and ongoing engagement with diversity of people

**Diversity** – individual differences and social/group differences

**Equity** - fair and just

**Education** – sharing our science in formal educational environments

**Outreach** – sharing our science in informal environments

# IDEEO Schedule

All-plenary format, spread out over the week

Time and Date	Title	Speaker
Monday, 11:50am-12:15pm	Equity, Diversity, Inclusion, and Accessibility at Argonne	Lydia Finney
Tuesday, 10:10-10:35am	Science Communication and Public Policy	Katie Yurkewicz
Thursday, 10:30-10:50am	RIKEN iTHEMS outreach and other activities	Tomoya Nagai

+1 poster on “Picture a Scientist” by Jessie Micallef

Look out for IDEEO themes in parallel session talks

# Survey

Each NuFACT meeting, WG7 runs a brief, anonymous survey on topics including

- work-life balance
- inclusion in the workplace
- conference inclusion
- attendee demographics

Complete this survey by 10pm on Thursday to participate.

SCAN ME!



# Your Tasks for the Week

What are the steps being taken to achieve inclusion and wellness in our work environments that are shared this week in the IDEEO sessions?

What can you learn from others and apply in a similar program, approach, or method at your own institution, collaboration, experiment, or community?

How can we take the principles in IDEEO and apply them throughout the NuFACT meeting?

# IDEEO WG Conveners



Ellen Bechtol



Nagisa Hiroshima



Yosef Nir

# IDEEO Over the Years

## NuFACT 2022

- Launch of IDEEO or “WG7”
- Parallel session with 7 talks,
- 1 discussion, 1 career workshop

2022

## NuFACT 2023

- Dedicated plenary session
- 4 talks, 1 poster

2023

## NuFACT 2024

- 3 plenary talks, spread out
- 1 poster

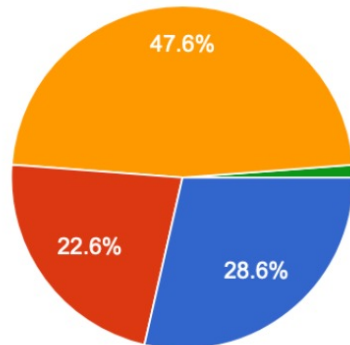
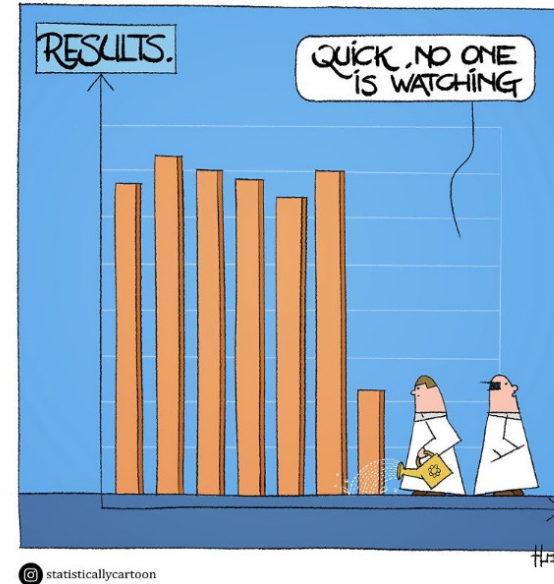
2024

# NuFACT 2023 Survey Highlights

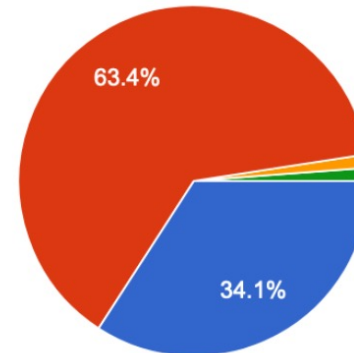
## OVERALL STATISTICS

Total:

- ❖ 84 responses
- ❖ Compared to 250 participants (~34%)
- ❖ Beware selection biases when interpreting statistics.



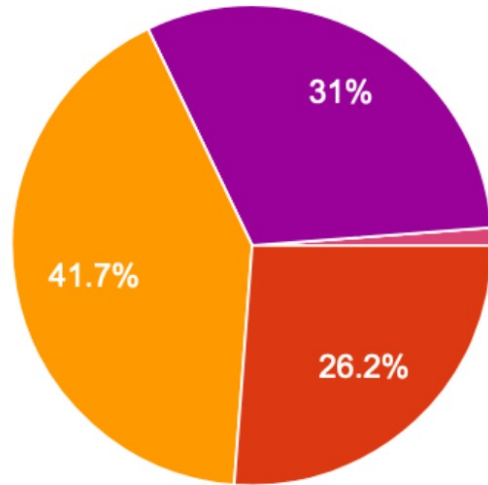
- Student
- Postdoc/Fellow
- Staff
- Prefer not to answer



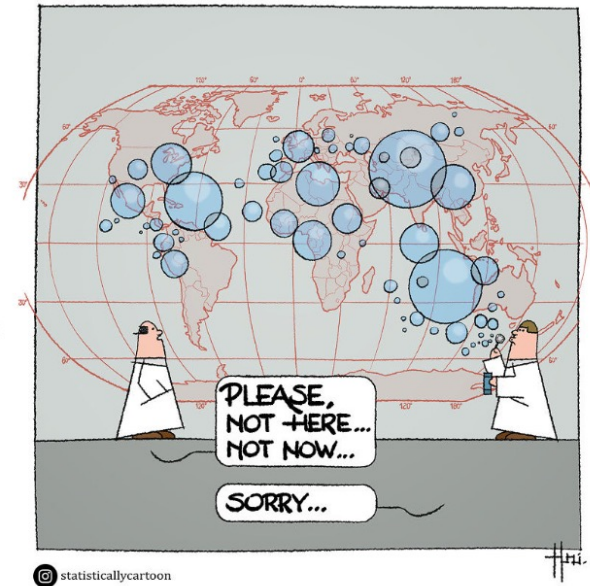
- Female
- Male
- Non-binary
- Prefer not to answer



# NuFACT 2023 Survey Highlights



- Africa
- North America
- Asia
- Australia
- Europe
- Central/South America
- Prefer not to answer




REGION OF WORK DISTRIBUTION




## Why We Need IDEEO Sessions

- We have a moral imperative to create inclusive, diverse, accessible work environments.
- Diverse work teams produce better science.
- Conferences are places where ideas are shared, and connections are made.



“Scientific excellence is achieved by people, and people are at their best when they are treated well. The only way to ensure our scientific community reaches its full potential is to ensure that *every single one* of its members has equal access to resources, education, and career opportunities.”



From “Building a Culture of Equitable Access and Success for Marginalized Members in Today’s Particle Physics Community.” by K.A. Assamagan, O.M Bitter, M-C Chen, A. Choi, J. Esquivel, K. Jespen, T.R. Lewis, A Muronga, F. Psihas, L. Walkowicz, and Y. Zhang. [arXiv: 2206.01849v2](https://arxiv.org/abs/2206.01849v2)



Thank you!

Many thanks to the NuFACT 2024 LOC for their support of IDEEO sessions and securing funding to support WG7 speakers and student attendees.