

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

Summary

Ellen Bechtol, [Nagisa Hiroshima](#), Yosef Nir

WG7(IDEEO) “session” at NuFACT 2024

3 plenary talks

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 by Jessie Micallef:

“Picture a Scientist: Demystifying who is & can be a Physicist”

Thank you very much for all the contribution and your participation!

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?

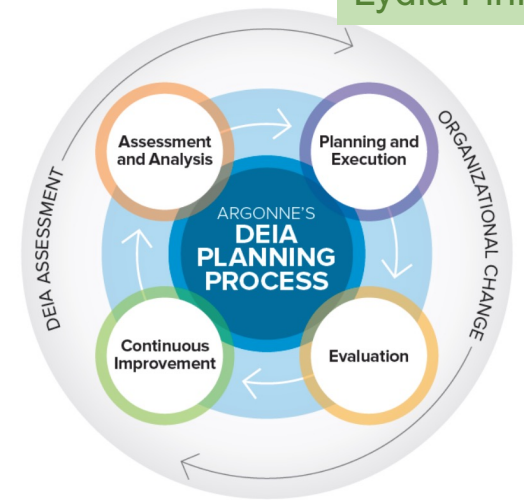
What can you learn from others and apply in a similar program, approach, or method at your own institution, collaboration, experiment, or community?

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

EDIA @ Argonne

Accessibility : New axis of NuFACT WG7!

DEIA END-TO-END STRATEGIC PROCESS



What environment do we want to create?

Lab Director's Statement
<ul style="list-style-type: none"> ▪ Vision ▪ Commitment to DEIA

Why is it important?

Strategic Mission
<ul style="list-style-type: none"> ▪ Purpose ▪ Stakeholders ▪ Value Proposition ▪ Core Values

How will we accomplish it?

DEIA Plan
<ul style="list-style-type: none"> ▪ Challenges ▪ Structure ▪ Goals ▪ Outcomes ▪ Timeline

When will we deliver?

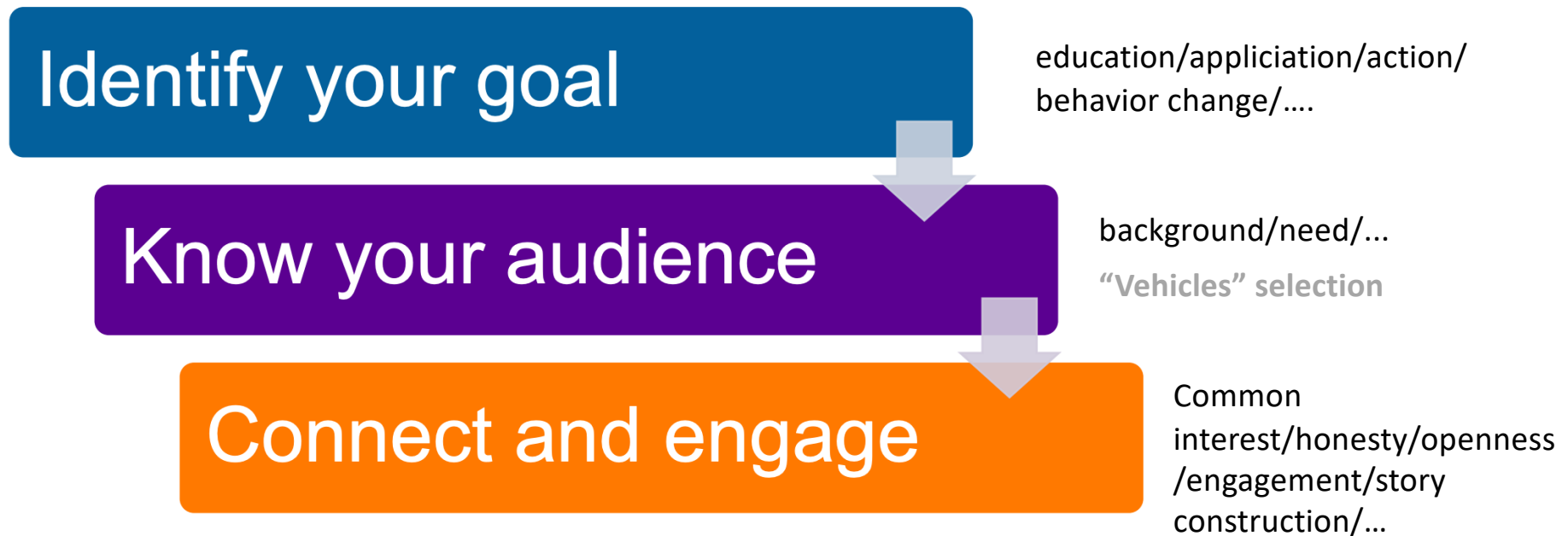
Execution
<ul style="list-style-type: none"> ▪ Project Planning ▪ Change Management ▪ Deliverables

How will we define success?

Evaluation of Success
<ul style="list-style-type: none"> ▪ Behavior Change ▪ Compliance ▪ Metric

We obtain the breakdown for making our actions and...

Science Communication @ Argonne



We learn concrete examples for each step and...

Outreach @ iTHEMS, RIKEN

Realization of inclusive environments

Industry collaboration

academia collaboration

educational activity

outreach

“Interdisciplinarity” := { $A+B \rightarrow A^*$, $A+B \rightarrow B^*$, $A+B \rightarrow C$ }

➤ **Interdisciplinary environment:**

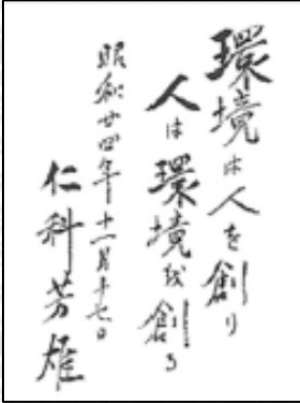
Bringing researchers from different fields together **under one roof**.

➤ **Flexible environment:**

Providing outstanding young researchers with 5-7 years of research positions.

➤ **Inspiring environment:**

Establishing mechanisms for domestic and international brain circulation.

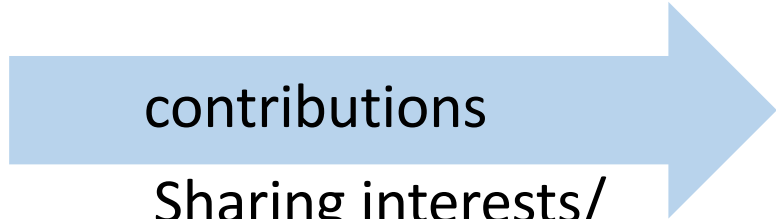


Y. Nishina (1890-1951)

“The growth of researchers relies on their environment, and conversely, a conducive environment depends on the researchers.”

Picture a Scientist

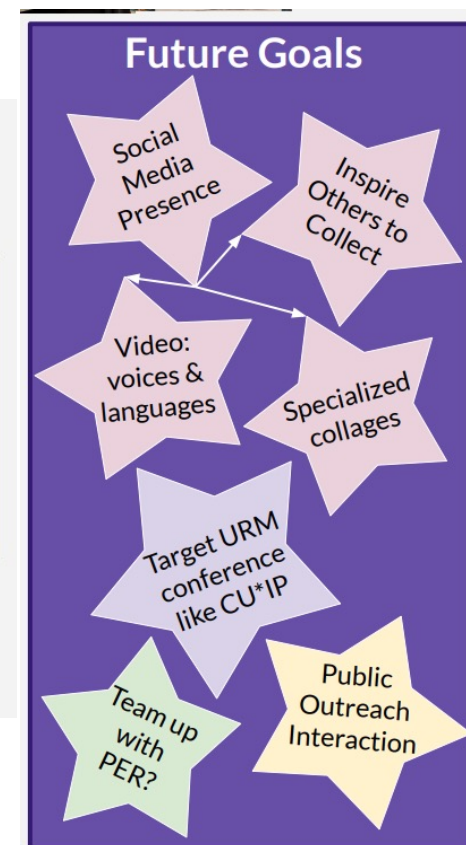
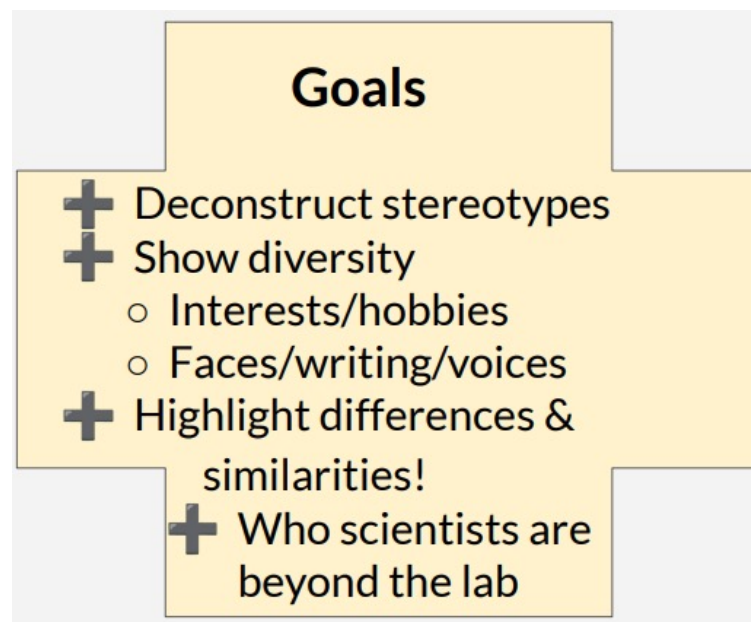
- in-person
- anonymous
- virtual



contributions

Sharing interests/
themes/...

mold breaking/...



That may be one small step for each person, one giant leap for our community.

IDEEO at NuFACT 2024

We got some hints (at least) for the first 2 tasks.

How about the remaining one:

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

First Step: understand ourselves

of the response to the WG7 survey = 49

Thank you very much for your cooperation!

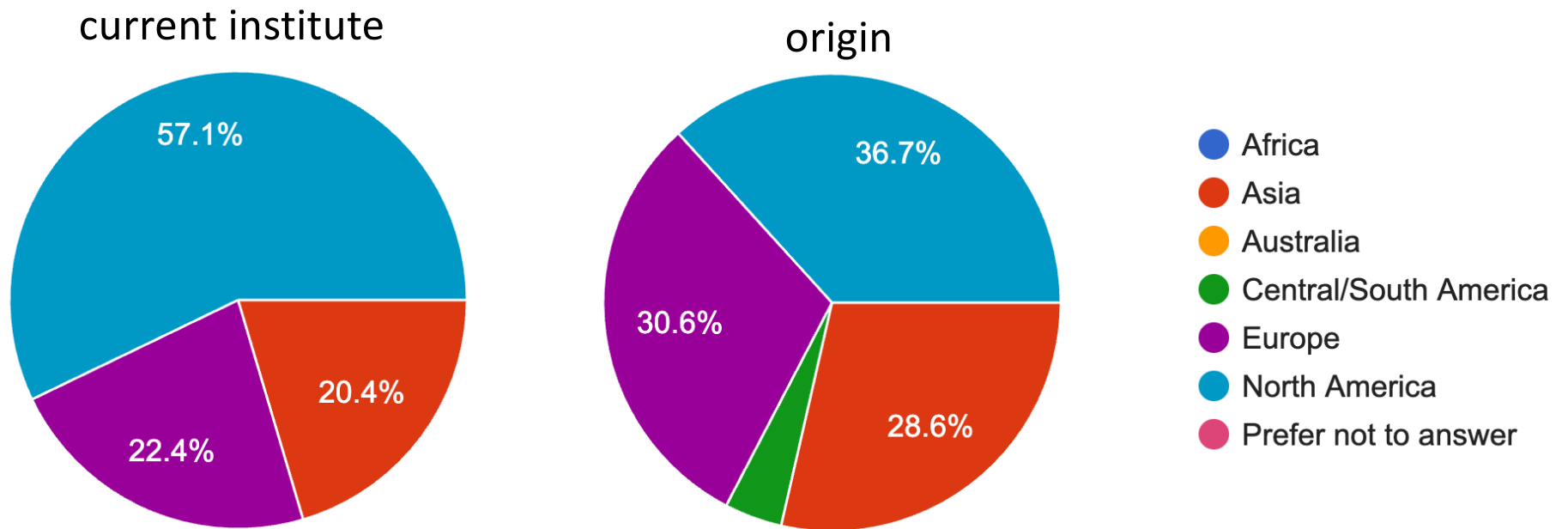
Key sentences

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.

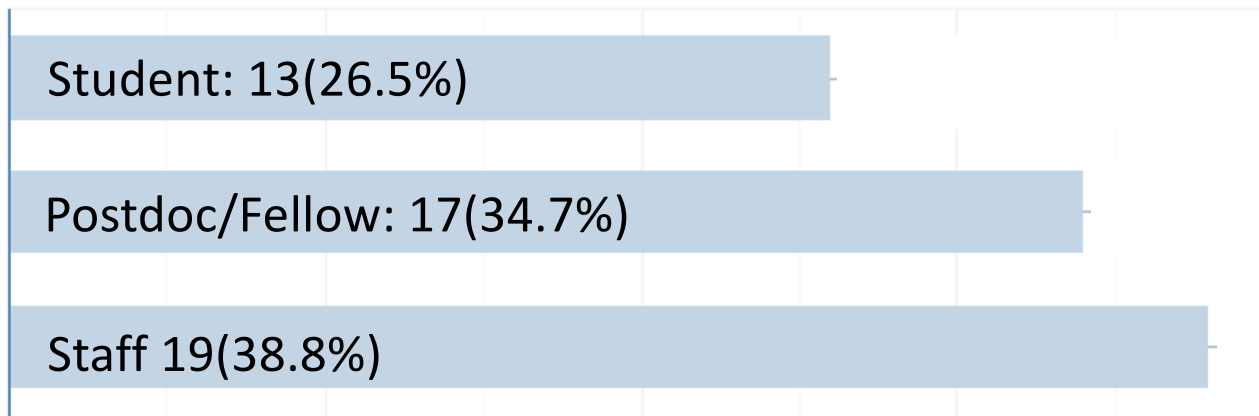
Portrait of NuFACT 2024: regional diversity



Diverse work teams produce better science.

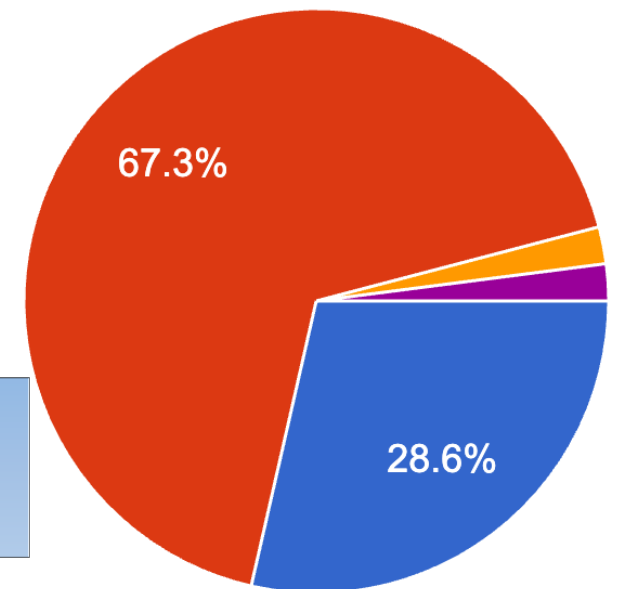
Portrait of NuFACT 2024: position & gender

position



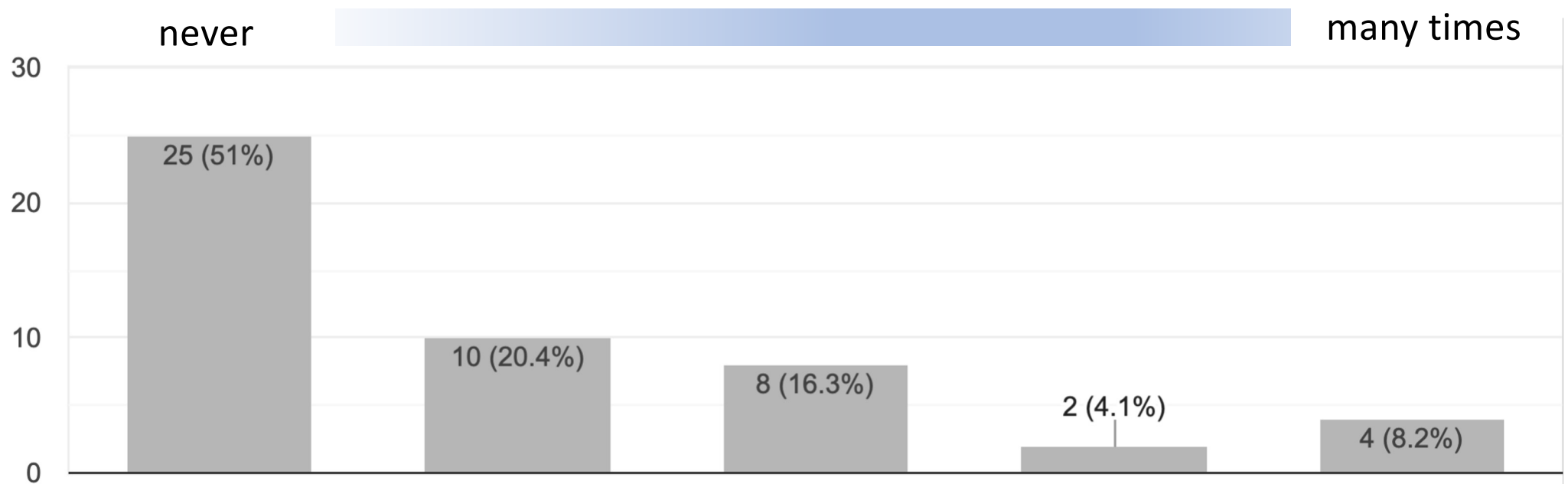
gender

- Female
- Male
- Non-binary
- Prefer not to answer
- Genderqueer, Demigirl



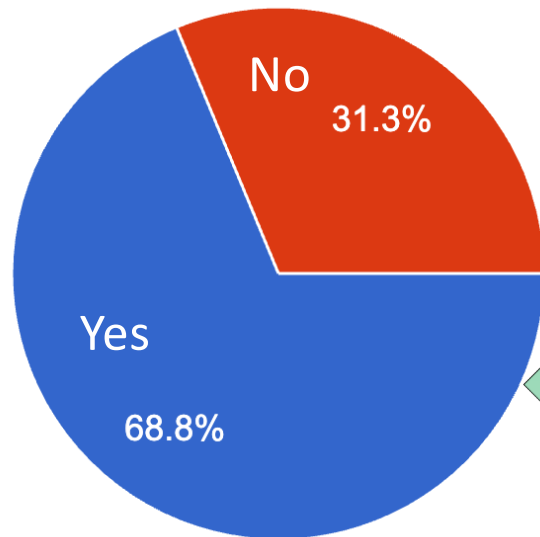
Diverse work teams produce better science.

Have you ever experienced any kind of discrimination (including bullying, mobbing) in your work environment based on your gender, ethnic origin, sexual identity, sexual orientation, disability, body shape, health (including mental health), age, or any other reason?



Step for improving ourselves

One thing we can do: **training**



Another thing we can do:

Conferences are places where ideas are shared, and connections are made.

Training experience at anywhere?

Step for improving ourselves

Regular discussion of DEI issues in the group, posting a random sticker in my office, etc

At a previous institution, where I served on an admissions committee for a summer intern program, the committee chair made a point of reviewing best practices for evaluating candidates so as to minimize bias and maximize diversity of the resulting attendees. We were sure to adhere to these practices during the application review.

Free pads and tampons in both men and women's bathrooms. Gender neutral bathrooms. Prayer rooms and quiet spaces. Anonymous reporting systems with clear policies outlined for responding to submissions, including more minor submissions.

EDI Committee; anonymous reporting tools; code of conduct

Conferences are places where ideas are shared, and connections are made.

Mandatory trainings

PWD and Women candidates are preferred for new opportunities as a project staff or intern in order to encourage them.

Common gym, play grounds and dining area are encouraged in order to promote diversity and interaction between various communities.

SA prevention training

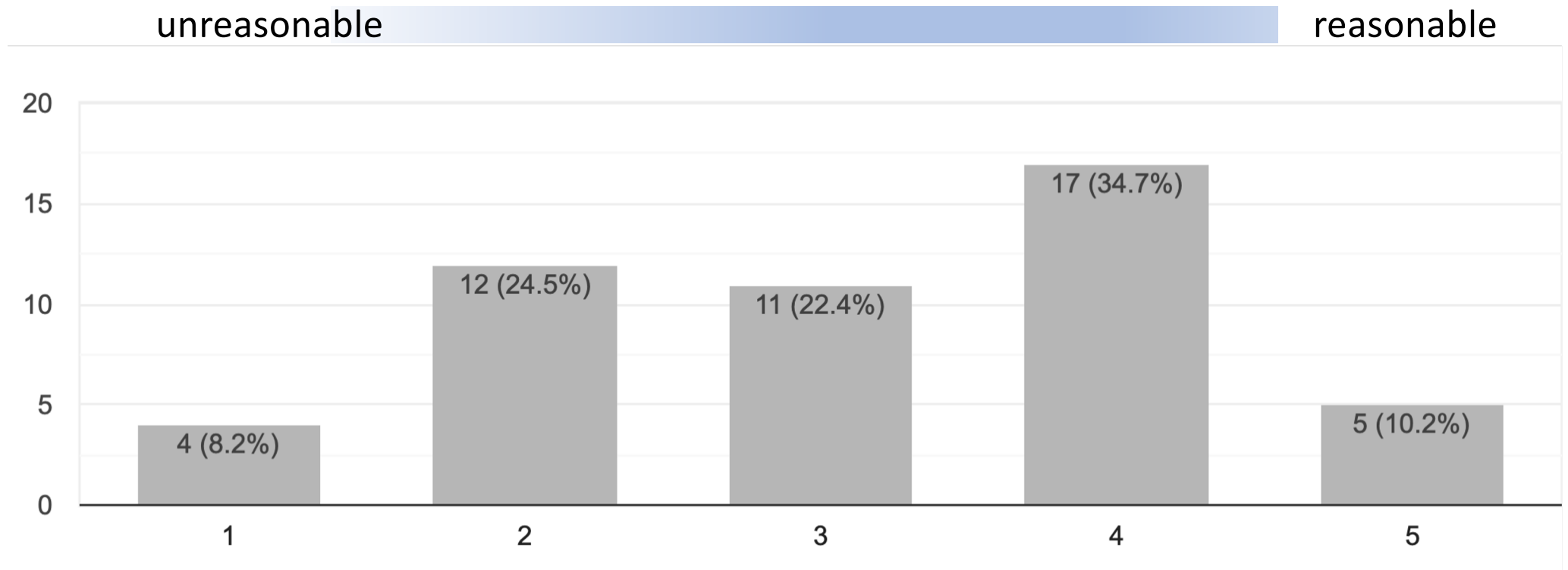
Comfortable environment for everyone

Work Life Balance

Conferences are places where ideas are shared,
and connections are made.

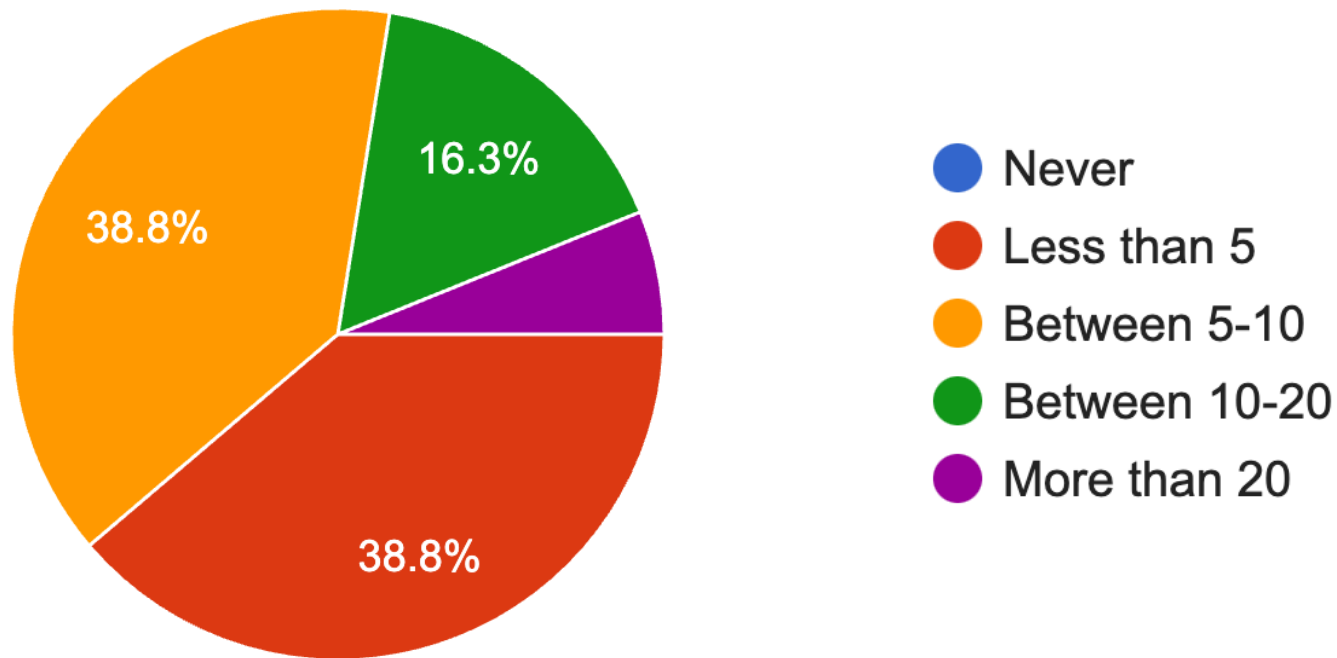
Scientific excellence is achieved by people, and
people are at their best when they are treated well.

On a scale of 1 to 5 (very reasonable), do you consider your work/life balance reasonable?



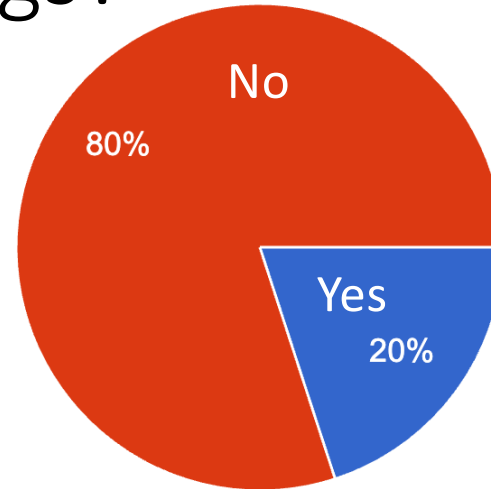
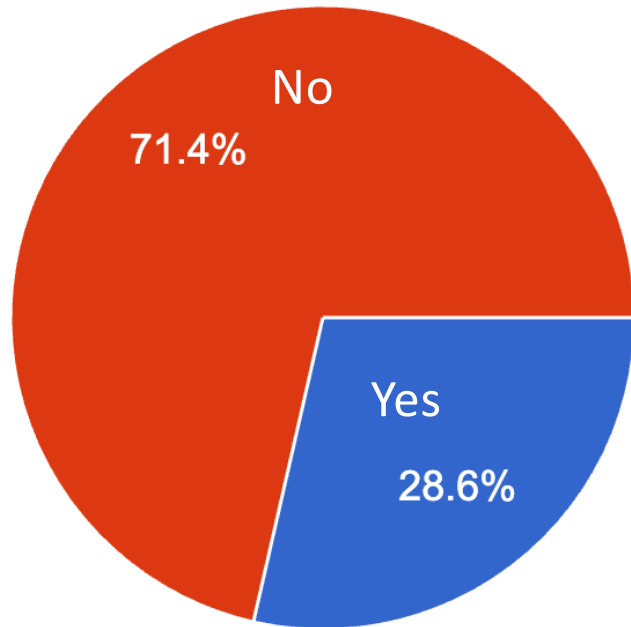
What makes our feelings?

On average, how many hours do you spend per week working outside of normal office time?

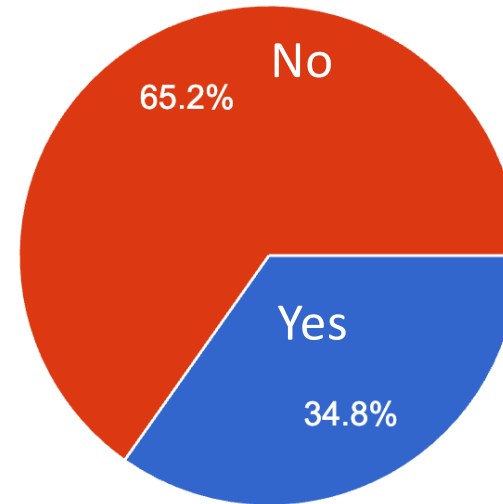


What makes our feelings?

family dependents and/or caregiving responsibilities



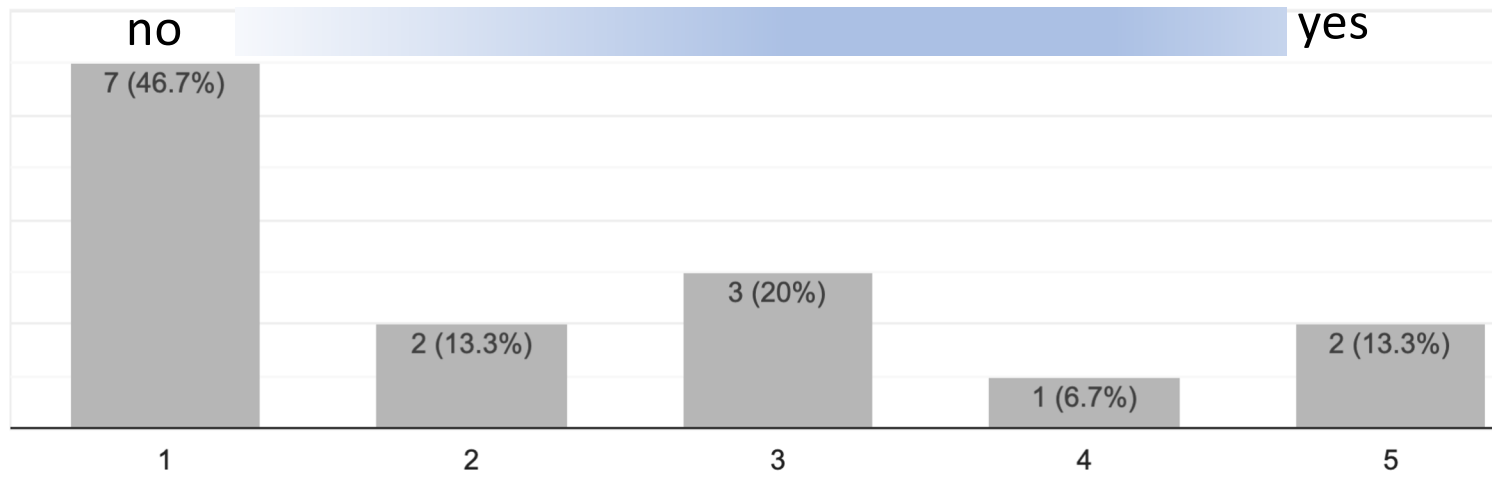
did you have to resign from, or decline to accept any positions of responsibility because of this?



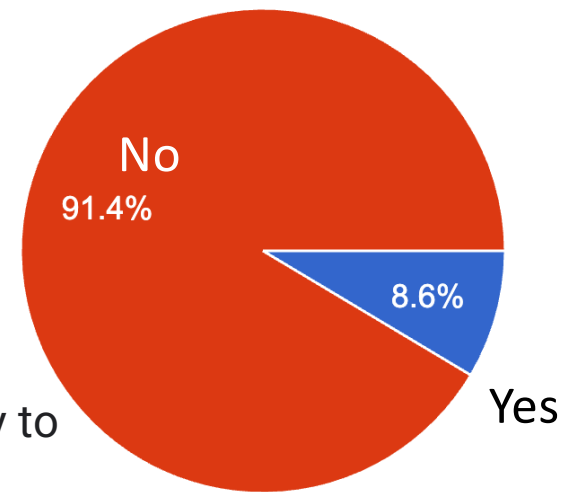
Do you ever have to renounce going to a conference because of family responsibilities?

Impacts on careers?

If you took parental leave, did your career take a step back upon returning to work?



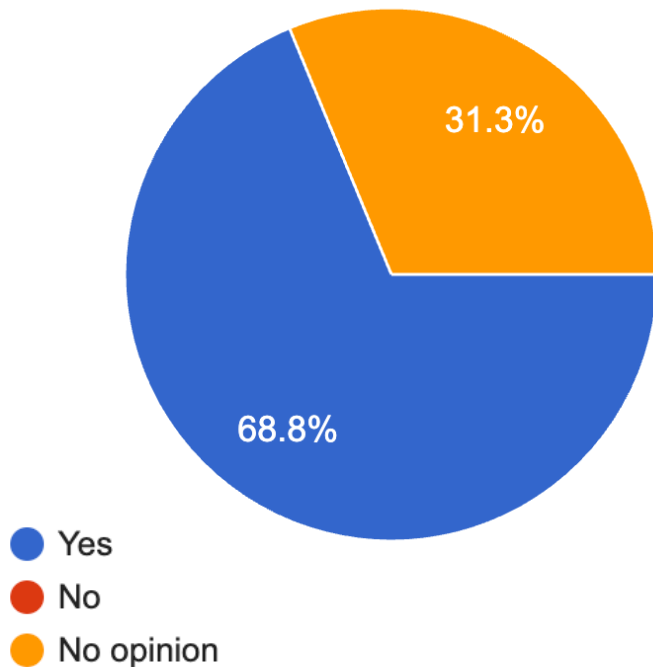
have you ever moved country to follow your partner's job?



For more comfortable NuFACT

Sharing of good practices on a WG7 topic.

request for child care service



Pronouns and preferred names on badges. Allergen labeling for food and drink. Gender neutral toilets indicated on maps. Creating programs or systems that support networking, especially for students that may be/feel isolated.

Provision of a code of conducts with actionable sanctions for breaking it

During neutrino 2024 there was childcare available and i see many people profiting from this. It is important sp. The conferences during holidays.

Child-care at Neutrino 2024 worked a lot and helped. I would like to have more outreach event to reach the people of the hosting town.

For more comfortable NuFACT

Sad by lack of food options for those with allergies (food unlabeled with allergens, almost no dairy-free items besides fruit. No decaf coffee available (medically can't have caffeine). Also frustrated that Argonne badge didn't have option for preferred name. At least conference badges could.

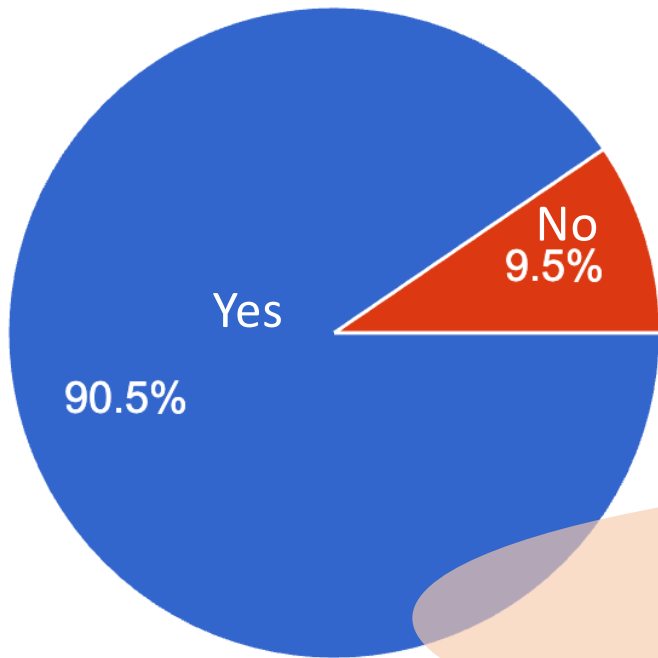
I would highly recommend your group study the Snowmass 2021 Survey, both its questions and data analysis. I think there is much overlap and many questions and styles that the group could learn from

I think WG7 is a fantastic initiative. Thank you for organising this survey and WG7 contributions.

What session? There are no parallel WG7 sessions at this year's NuFact. I see no point in having a WG if there are no parallel sessions for it, where experts and those interested can dive deeper into the topic. Although whoever created WG7 probably had very good intentions, it has mostly gotten lip service over the past few NuFacts. NuFact is clearly not the place for this (perhaps NEUTRINO would be better, but only if it was taken seriously). IDEEO within the Neutrino community deserves its own workshop.

For future NuFACT

Do you think that NuFACT should keep the WG7(IDEEO) session?



Topic requests:

Disability and accessibility

Quantitative metrics to measure diversity and how they can be used to support DEI to university officials and politicians

Might not be directly related, but actions toward reducing the impact of research in the environment.

Meritocracy in science, the myth of passion justifying unrealistic working conditions

More about initiatives taken in collaborations that have been helpful to IDEEO.

Invited contributions from representatives of Young/Early-career groups in large collaborations (these are very active on DUNE and T2K). Contributions from early-career researchers to discuss their thoughts/experiences on WG7 related topics.

self management

Message

We thank everyone for considering the WG7 issue together this week.
We thank LOC and SPC for their support for this activity.

We hope you spent a comfortable week as an individual.

We hope the WG7 session of NuFACT 2024 brings you something beneficial.

We would be happy if you could develop the concept/spirit of the IDEEO at your institutes.
It would be further nice if the things you develop at your institute would come back to the NuFACT community or propagate.

NuFACT is just a stage.

We spotlight IDEEO taking this opportunity,
but the daily practice is fundamentally important for seeing its figure nicely.