

# Reports and Discussion from WG7

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# Lessons & Learns

- Parallel only (online/in-person)
- career workshop
- analysis using registered information

## success!

- First achievements
- contribution talk realized

## issue

- limited numbers of participants
- no financial supports for invited speakers

# Lessons & Learns

- Prenary only (in-person)
- cultural activity (by LOC support)
- distributed survey on site

## success!

- financial support for invited speakers
- catch participants attention

## issue

- no contributions (no-show poster)
- financial sources
- topic requests (answers in survey)

# Lessons & Learns

- Prenary (in-person) + poster contribution
- pre-distributed survey on site

## success!

- planned financial support
- strategic survey
- nice scheduling in timetable
- scheduling of speakers
- no chance for online contributions

## issue

# breakdown

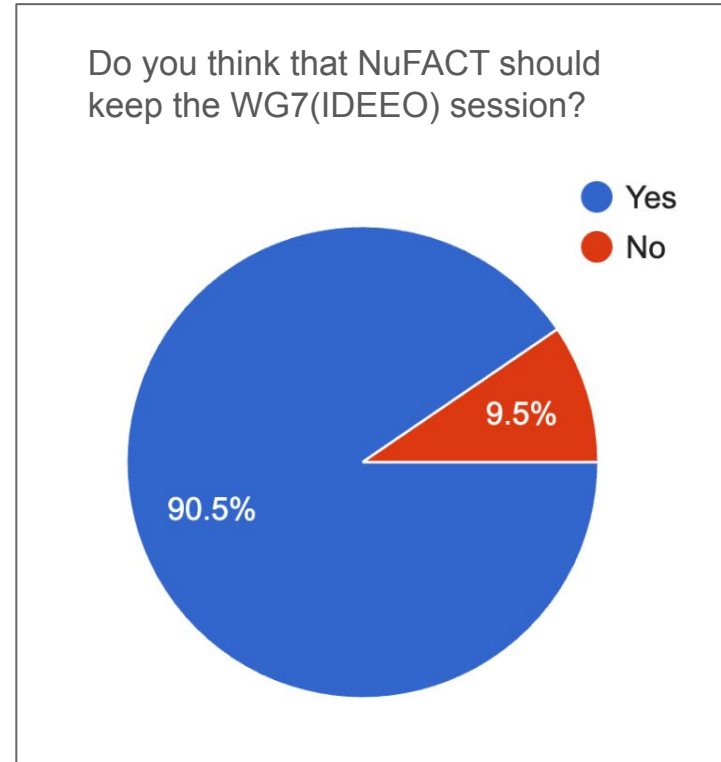
- We have to carefully manage financial plan, schedule,...
  - IDEEO professionals usually have no budget to attend NuFACT
  - Full-attendance to the NuFACT is usually hard for IDEEO professionals
  - We have to fix our budget as early as possible to offer financial supports and book the schedule of the invited speakers
- LOC supports are crucial:
  - Local financial supports achieve IDEEO session in 2023&2024
  - Supports from LOC activate the career workshop in 2022
  - Invited speakers from nearby institutes of the venue are practically and conceptually nice and cost effective

# List ups

- **Travel and Accommodation Support** (suggestion after NuFACT2023)  
support for IDEEO candidates who request it be made available from the meeting budget
- **Local Organizer Involvement** (suggestion after NuFACT2023)  
cost effective, cultural activities supportive to diversity and inclusion, good access to local facilities ( logistics)  
importance of involvement of LOC for management of the session
- **Hybrid/Remote Participation** (suggestion after NuFACT2023)  
Hybrid conference participation, or at minimum the opportunity to present remotely, is preferred for fostering an inclusive and environmentally sustainable conference
- **Visa Requirements and childcare support** (suggestion after NuFACT2023)  
The process of securing a visa can be long, expensive, and emotionally taxing. Conference participants need at least 2-3 months to secure a visa. This means that they need to be accepted speakers at least 3 months in advance of the conference date. The more time that can be offered here, the better. Post-covid many embassies have a multi-month wait time for visa appointments.
- **Plenary only + poster (no parallel)** seem to fit current status of the community, if we compose a session.

# Survey result (prompt report)

- potential topics to be covered
  - 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.
  - 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
  - Disability and accessibility
  - More about initiatives taken in collaborations that have been helpful to IDEEO.
  - Meritocracy in science, the myth of passion justifying unrealistic working conditions



# Survey result (prompt report)

- free-form description

- 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.
- 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
- 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.



# discussion

## 1. WG7 itself should ...

- a. work as an independent working group and organize each year's NuFACT session?
- b. be a part of LOC of the year to manage IDEEO session?
- c. adopt the same convener rules with that for the others or not?
- d. leave from WGs in SPC?

## 2. WG7 activity should ...

- a. keep diversity in invited speaker's properties?
- b. cover much wider topics (e.g. sustainability, career building, ...)
- c. include interactive session ? (any examples?)