

Diversity & Inclusion Session introductory notes & LLRF numbers

Low Level RF Workshop 2022



9-13 Oct 2022, Brugg-Windisch, Switzerland



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Outline

1. Diversity, Equity & Inclusion overview
2. Some numbers & statistics for LLRF workshops
3. Data from SLAC Diversity & Inclusion team
4. Session aims and outline

1. Diversity & Inclusion

Diversity & Inclusion (D&I) or **Diversity, Equity & Inclusion** (DEI).

- ❖ Many **dimensions of diversity @workplace** visible and invisible.
Ex: age, gender, race, religion.

- ❖ **Diversity**: fact-or-life, depends also on factors such as company's geographical locations etc.
- ❖ **Inclusion/Equity**: organizational practices, strategies & policies allowing people's differences to coexist in a mutually beneficial manner.

DIVERSITY

Visible/invisible differences between individuals/groups.



**Diversity is a fact,
Inclusion is a choice**

INCLUSION / EQUITY

Acting so that people's differences coexist in a mutually beneficial way



Session overview: <https://indico.psi.ch/event/12911/page/2476-diversity-and-inclusion-session>

1. Diversity & Inclusion – not only the ethical choice!

- ❖ **Ethical choice for a company.**
- ❖ **Powerful business choice, too!** Organisations with inclusive culture have **higher performance (3x)**, are **more innovative/agile (6x)** and can achieve **better business & outcome (8x)**. (*)
- ❖ **Social evolution** essential to **maintain attractiveness** and foster (also technical) **excellence**.
- ❖ New European Commission (EC) **requirement:** **gender equality plans** must be in place by 2022 for all public research organisations seeking **funding** under Horizon Europe.

STEM: Science, Technology, Engineering and Mathematics.

Ex: STEM disciplines @CERN comprise the professional categories of **Research physicists**, **Scientific/Engineering** work, **Technical** work.

(*) Source: Juliet Bourke, *Which Two Heads Are Better Than One? How Diverse Teams Create Breakthrough Ideas and Make Smarter Decisions* (Australian Institute of Company Directors, 2016).

1. Diversity & Inclusion – stars are aligned!

- ❖ **Strong push** for D&I from **public institutions, global employment market** and **public opinion**.
- ❖ **Society has evolved**: same attempts would not have had so much resonance 10 years ago.
- ❖ **Diversity sessions carried out in main** technical (IPAC, ICALEPCS, LINAC ...) & physics (HEPC ...) **conferences** for some years.

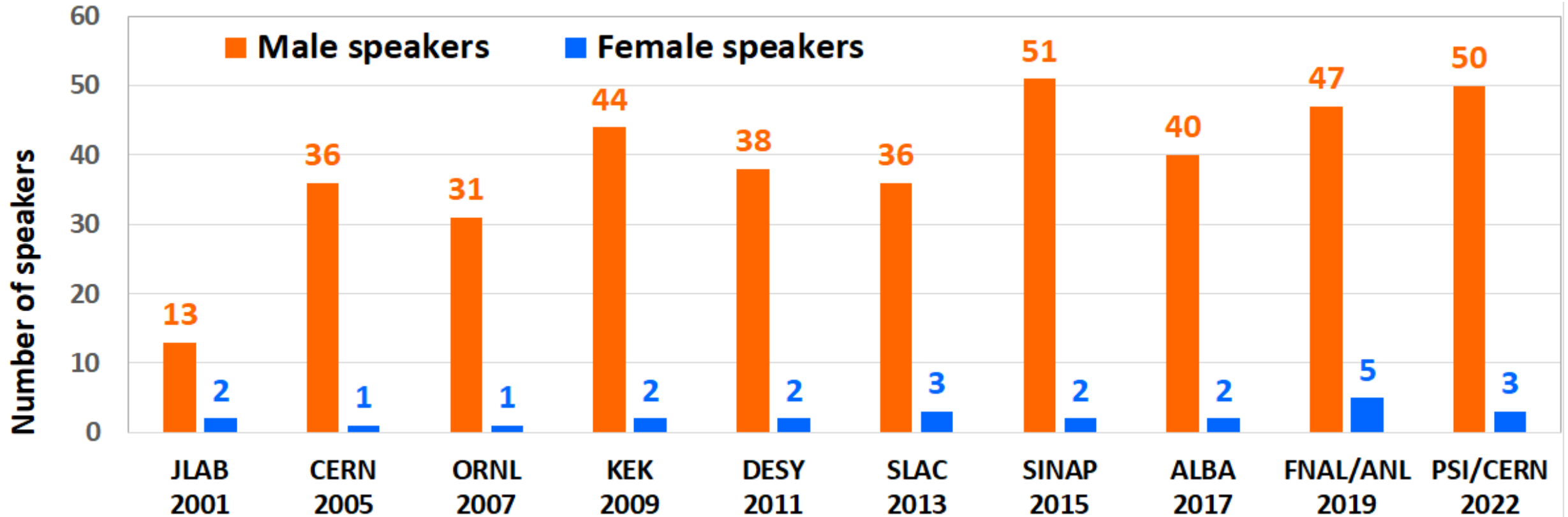
Stars are now aligned!

- ❑ we need to take this opportunity and use it as best as we can
- ❑ @ labs, school, universities and ... in the LLRF community!

LLRF community is ready!

- ❑ Shown by many discussions @LLRF22
- ❑ See final comments @LBNL lab talk
- ❑ Larry (*we all know who Larry is!*) accepted to be the convener of this session even if asked to chair other, technical sessions.

2. LLRF speakers gender statistics



❖ Female speakers are < 6% on average over all workshops

❖ Percentage slightly higher for workshops in US (8.4%) than for those in Europe (4.5%) and Asia (4.1%). Statistically relevant or not?

2. Statistics on speakers & gender: why, how, results

- ❖ Why only “**speaker**” / “**gender**”?
 - ❑ Data privacy → past workshops attendance not available.
 - ❑ Lack info on other diversity dimensions
 - ❑ **Perhaps we could start keeping anonymised statistics to track D&I evolution @LLRF ??**

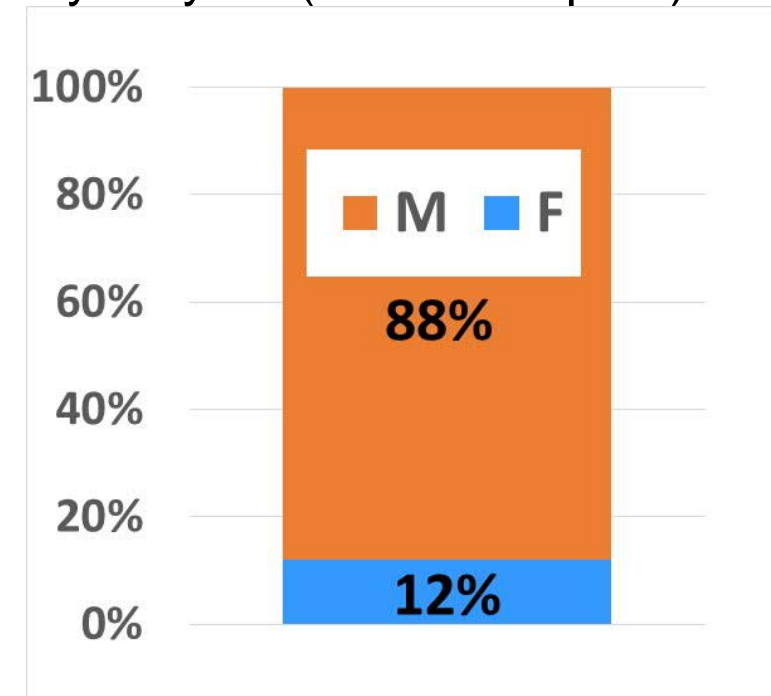
TALKS INCLUDED

Lab talks; special topics talks if technical&relevant for LLRF; summary of other workshops. If speaker gave more than one talk, then gender was counted as many times as the number of talks.

TALKS NOT INCLUDED

Industrial presentations; microtalks for working groups; speakers @this session.

- ❖ Do results reflect the diversity existing in our labs / groups? Unfortunately likely they do (similar ballpark).



Male vs female staff members
@CERN RF group

3. Some good statistics from SLAC

- ❖ In 2021, the lab increased hiring of African American women by 200%
- ❖ In 2021, the lab increased the hiring of Native Americans by 100%
- ❖ In 2021, the lab increased the hiring of Asian American women by 11%
- ❖ From 2020 to 2022, the lab increased hiring of Latinx men by 66%



QUICK LINKS

- [🔍 Careers at SLAC](#)
- [💡 Diversity & Inclusion Strategy Overview](#)
- [👤 Work/Life Support](#)
- [👥 Employee Resource Groups](#)
- [➡ Military Skills Translation Tool](#)
- [💬 EEO Policy Statement](#)

The Office of Diversity, Equity, and Inclusion works to implement multi-year strategic initiatives to increase employee engagement and awareness of diversity, equity, and inclusion (DEI) practices, influence the organizational culture across the lab, and foster relationships between various organizations and institutions.

Our office partners with departments across the lab to collaboratively enforce DEI practices across all levels of management and functionalities at SLAC; creating a self-sufficient DEI ecosystem. We create programs to develop our workforce knowledge base and create a strong sense of allyship. And we build external partnerships with Minority Serving Institutions (MSIs), local organizations, professional associations, and minority-owned vendors to connect them into the multiple success pathways that we offer.

At SLAC, we understand that diversity, equity, and inclusion drives innovation. Our office is committed to ensuring that all voices, perspectives, and backgrounds are represented as we continue to generate world-leading, cutting-edge science.

Meet our team:



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4. Session aims

- ❑ To **raise awareness** @institutions and @people level.
- ❑ To **share strategies** and **approaches** (**existing** and **proposals**).
- ❑ To **make explicit** some concepts / biases / behaviours that are often implicit or go under the radar.
- ❑ To **better understand** how diversity (or lack thereof) affects the technical field, and especially the LLRF community.
- ❑ To **create networks** between different **laboratories, schools** and **institutions**.
- ❑ To “pick the brain” of very smart people such as the workshop attendees.

Not every diversity dimensions considered in this session

BUT

talking about this topic, although in a partial manner,
is **better than remaining silent!**

4. Session outline

- ❑ Speakers and session introduction by Larry
- ❑ **Mentimeter voting** + comment of results
- ❑ M.E. Angoletta (CERN): **Introductory notes & LLRF numbers** ← **This presentation**
- ❑ M. Coletta (CERN): **D&I @CERN**
- ❑ M. Spycher (PSI): **D&I @PSI**
- ❑ R. Schmitt (FHNW): **D&I @FHNW**
- ❑ Discussion session: you can also send you questions to DandI.LLRF22@cern.ch
- ❑ Some material available already on:
 - Leaky pipeline
 - Unconscious bias
 - Recruitment process

} **Labs organizing the LLRF22 workshop**

University hosting the LLRF22 workshop