

PIONEER

Diversity, Equity, Inclusion committee

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on behalf of the PIONEER DEI committee

What is DEI?

EDI DEFINITIONS

EQUITY

- The process of treating all people fairly
- Policies and decisions that are fair to all and do not disadvantage groups or individuals based on their identity or lived experience

DIVERSITY

- The demographic mix of the community
- The expressions and experience of different groups based on gender identity, ethno-racial identity, disability, sexual orientation, Indigeneity, etc.

INCLUSION

- The creation of an environment where everyone is treated equitably and with respect, and feels welcome
- Everyone can access opportunities and reach their full potential

EDI goes beyond a counting or box-checking exercise

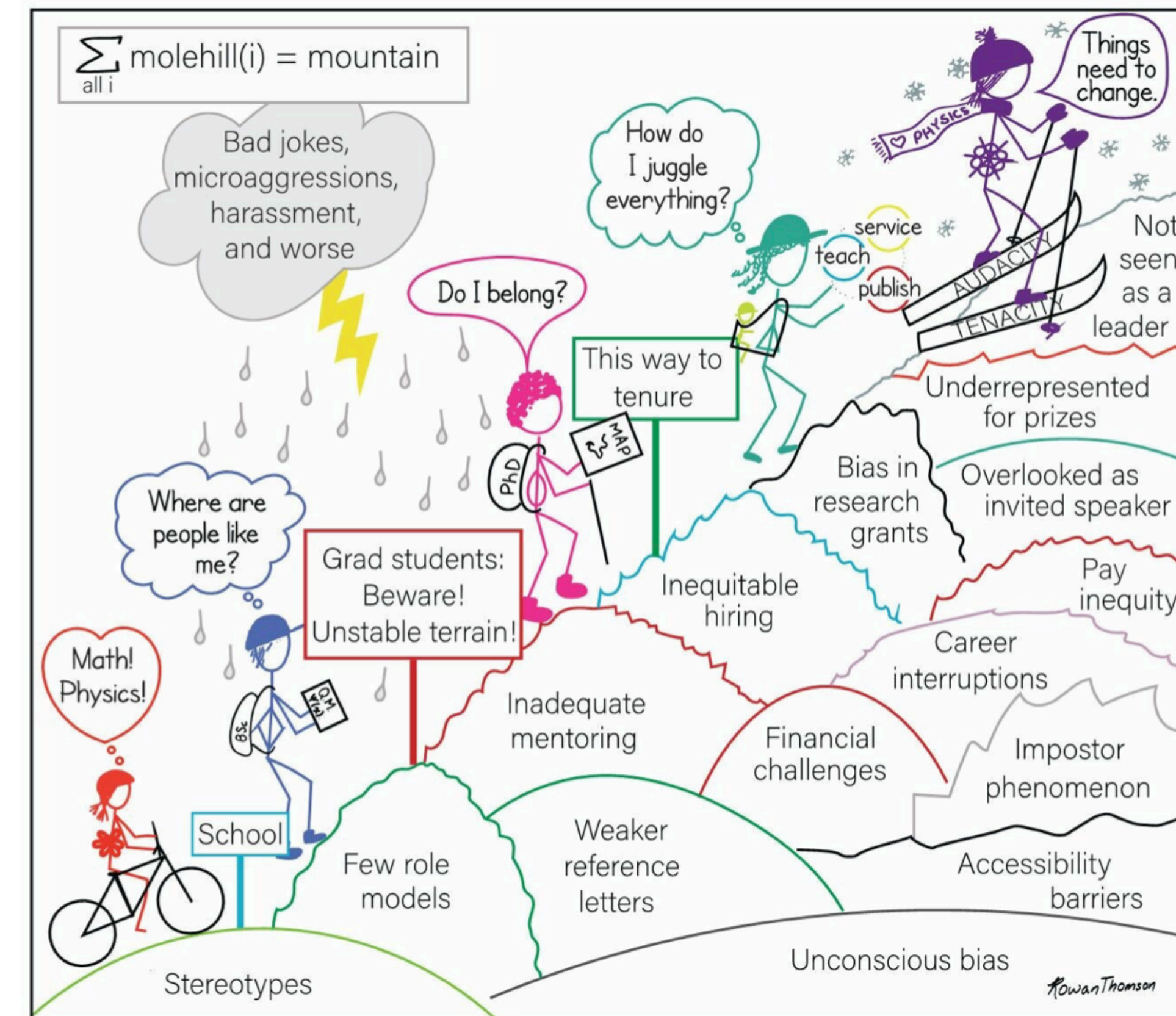


Figure 1. **Awareness.** "Many molehills make a mountain."⁵ Members of underrepresented groups in physics experience disadvantages that have a substantial cumulative effect.

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ad-hoc committee

Formed in summer 2023 (first met on August 3rd)

Meeting first Tuesday of the month (11am PDT) -> minutes will be made available on the TWiki

Currently 14 members from 4 institutes

Bruce UCSC

Simone

Jen

Adam

Dave CENPA

Svende

Omar

Josh

Jaydeep Stony Brooks

Siddhart

Bob TRIUMF

Chloé

Claire

Ben

Motivations

- For good reasons !
- For the collaboration
- Upcoming grant applications
 - ➔ Having ideas on how to do in the future is good - having already a track-record is better!

Goals of the DEI committee

- The committee would devise and implement actions that can help our collaboration thrive at the EDI level
- build an EDI profile of PIONEER : start with all existing initiatives done by collaboration members
- define an EDI strategy that can be quoted by all collaborators in their grant applications - gather initiatives in place in all PIONEER's collaborating institutions/groups etc & feedback from funding agencies
- analyze impact of actions
- stay tuned with the best practices
- etc

Mandate of the DEI committee

The mission of the PIONEER DEI Committee is to foster a diverse collaboration and promote an inclusive and equitable environment for all members. The committee is responsible for:

- Maintaining and promoting the PIONEER code-of-conduct.
- Creating an information hub for DEI resources and provide PIONEER collaborators with appropriate resources and information on DEI aspects for funding applications.
- Leveraging education, outreach, and DEI resources from collaborating institutions
- Initiating and organizing a DEI lecture series at collaboration meetings
- Tracking collaboration demographics and presenting an annual summary to the collaboration.
- Determining a policy that defines the eligibility, responsibilities, and training requirements for collaboration ombudspersons.
- Performing an annual review of the distribution of talks and staffing of management positions and presenting a summary to the collaboration.
- Facilitating the mentoring of students from diverse backgrounds.
- Showcasing the work of early career researchers
- Implementing and maintaining a website page within the PIONEER website that provides access to up-to-date PIONEER DEI initiatives, DEI resources and collaboration statistics.
- Updating, if necessary, future responsibilities of the standing DEI Committee

The committee is currently composed of 14 members spanning all DEI levels (from under-graduate level to senior faculty) who have volunteered to be active in EDI aspects.

The co-chairs of the committee will be elected members for a term of two years with a 1-year relative phase. The chair acts as the liaison to the collaboration.

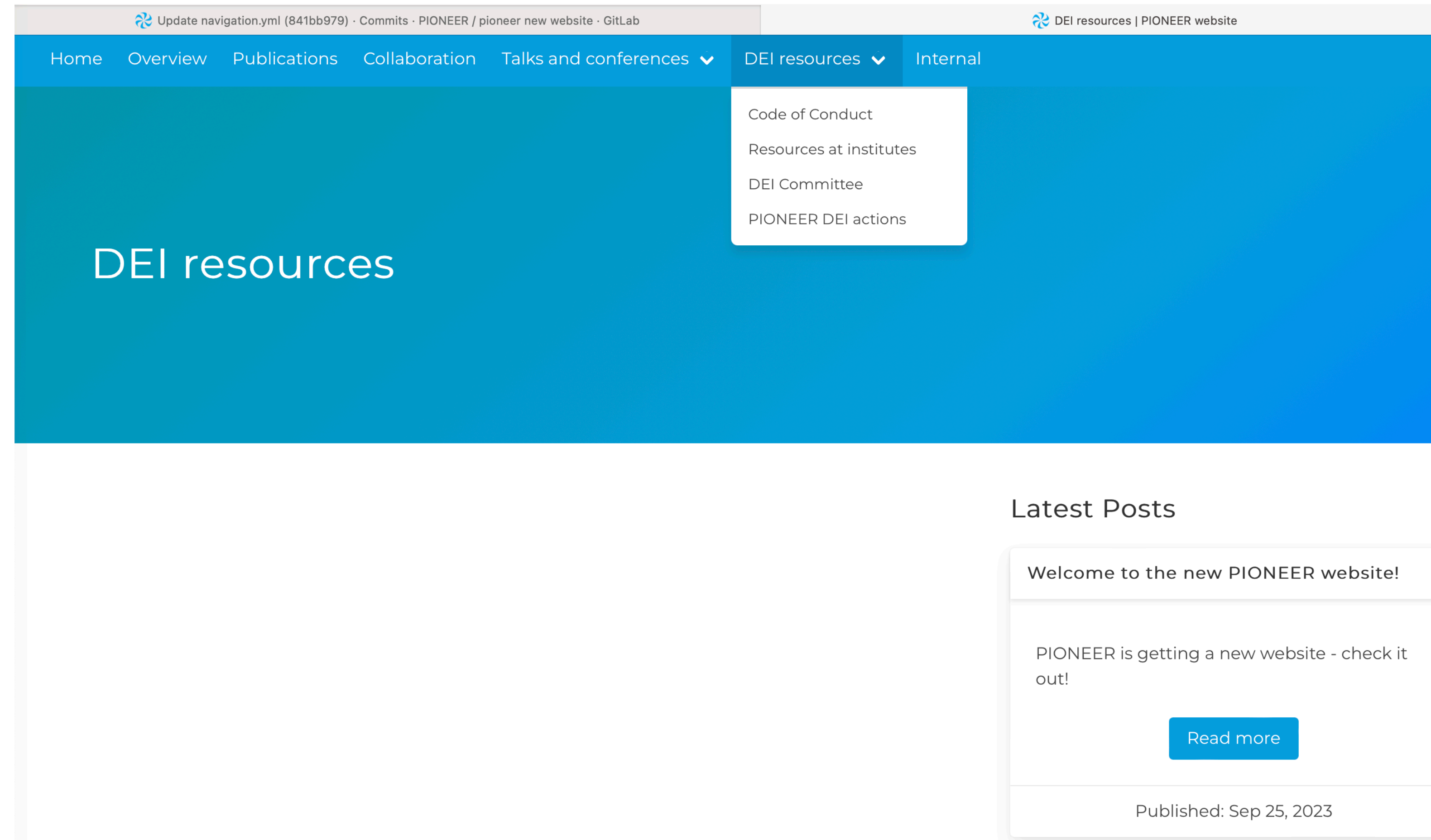
First initiatives

1. **Code of Conduct** (draft sent to the collaboration on Oct 13th) - Discussion at the end of this presentation

2. **Public PIONEER website** in preparation

- will contain links to DEI resources

- Code of Conduct
- Existing Resources at collaborating institutes
- DEI committee (mandate, members)
- PIONEER DEI initiatives (conclusions of the survey, mentorship etc)
- more?



First initiatives

3. **DEI external speaker** at collaboration meeting

Thanks to our first speaker: Elizabeth Litzler!!!

4. **Climate & demographics surveys**

- a climate and demographic survey will be initiated in the next weeks (clarify chain of responsibilities first) - watch out email coming soon .

Goal: have a picture of the diversity of the collaboration, assess areas of difficulties/improvements

Target: done once a year to track evolution

What did we do so far

- brainstorm goals of the survey
- brainstorm questions
- consulted previously done (ECI, Belle2, nEXO)

Have to figure out how to treat private data (softwares existing)

5. Logo contest :

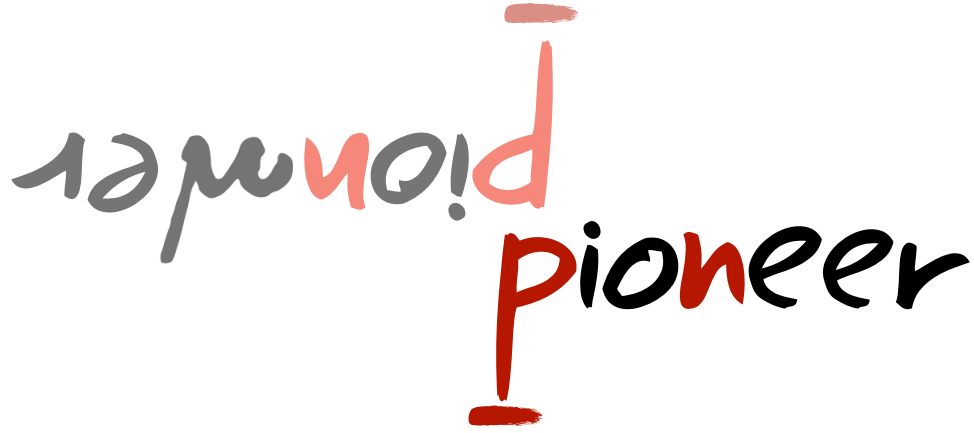
Starting now (will send - the competition is open for a month

Please upload your ideas! - no knowledge of graphic design needed - simply a concept!

We will vote on the best logo's concept (and then get a graphic designer involved)

First in-person contest/brainstorming organized TOMORROW

A few examples circulated in the past



Future initiatives

- Mentorship programme
- Use climate survey to generate baseline measurement of diversity / initiatives
- Develop DEI statement and plan forward
- Make this committee “official” & produce by-laws

CoC discussions

- ran it by the TRIUMF Ombuds person

You have done a great job on this Pioneer Code of Conduct. I like how you state who you are, your core values, expected and what constitutes unacceptable behaviour and a measurement of accountability.

My comments are focused on its readability and some nuancing of language. For example:

Paragraph 2

..."carefully consider their behaviour towards other collaborators and the effect it might have... could perhaps be strengthen..in particular, instead of 'carefully consider their behaviour' , be mindful of the impact of your words and actions.

Also in this paragraph, more clarity on "...promote freedom for all members" may need a more fulsome explanation as likely different members will have a different meaning for it. The section on expected conduct,..."disagreement between collaborators should be handled professionally and collaboratively" also explained further down in the document, may need another explanatory sentence.

In the section on Repudiated Conduct, you might consider framing that and say something like," the following examples include but is not limited to, "...marginalization, etc.

I really like your section on the Chair's responsibilities. I also like the section on respectful communication and what to do if you are the recipient, a witness and/or how to intervene. I wonder if you could link this section or provide it as additional resources and frame this section, such as, "be conscious or mindful of your actions, words, tone and expression both verbally and non-verbally and provide resources and/or link to being an active listener? Otherwise it is a tad long which means some people may not read it to the end.

A couple of questions-

Will you do an introduction/training to this document?

Will you ask people to sign it (as an expression of commitment)?

DEI Committee (beyond ad-hoc)

PROPOSAL :

- 1 co-chair elected by the collaboration (can be concomitant to spokespersons election) - 2 years
- 1 co-chair elected by Early Career - 2 years (1 year) : 10 years after PhD (excluding tenured persons)
- co-chairs are liaisons to the collaboration board
- anybody can join the committee and become an active member (or observer)