

Reina is light blue  
Camila is light red  
JAL is green  
Harold is purple  
Dennis is orange  
Carlos Sandoval

## LA-CoNGA Physics community:

Happy new year everyone!

2020 is starting and it might be the right time to make our community resolutions!  
It is important that we clarify our community vision and mission for LA-CoNGA Physics and that everyone is aligned, share and act according to them. What do we want to achieve/our purpose? What are our priorities? Where do we want to go? Where do we see ourselves as a community in 3 years from now? What values do we share?

We ask that anyone of you add a single bullet point in each section with your thoughts!  
Please each one uses a different font colour.

### Our mission:

*A mission is an **achievable outcome** statement that sums up the change you wish for your community to create in the world. A mission should be grounded in reality and measurable benchmarks*

*Think about the following points:*

- *Who and why do we serve?*
- *What outcomes are relevant to our community members?*
- *Why should others care about being part of what we're creating?*
- Our mission is the creation of a Virtual Research and Learning Community (VRLC) in the field of High Energy Physics including all the target and associated institutions in Europe and Latin-America by developing innovative e-learning and collaborative tools
- To build a Virtual Research and Learning Community (VRLC) in the field of High Energy Physics, distributed among institutions in Europe and Latin-America.
- Build a platform that follows and promotes the values of open education and open research in Latin-America.

- To modernize the higher-education infrastructure in Institutes from CO-EC-PE-VE, by implementing cross-institutional, interconnected teaching programs. Use a Master in High-Energy Physics as a proof-of-concept.
- Our mission is to develop a common strategy for transfer the know-how on high energy physics and technology to the new generation of scientist in latin america, within an integral strategy based on training through Master programs and constructions and/or strengthen of infrastructure and oriented facilities in the region.
- To bridge the existing gap in education in the LA countries involved in the project, through the development of a collaborative network that allows students in LA to access tools, equipment, and content that would otherwise not be available

### Summary/proposal for LA-CoNGA Physics mission:

Our mission is the creation of a Latin-American-European Virtual Research and Learning Community in the field of Advanced Physics to promote the values of collaboration, open education and open research in institutes from CO-EC-PE-VE.

We will train a new generation of scientists in Latin-America through a master program that focuses on three pillars of knowledge: theoretical physics, instrumentation in experimental design and data science. We will build a diverse collaborative network that allows the students to access tools, equipment, and know-how that would otherwise not be available.

### Our vision:

*A vision statement is a statement of **how the world will look different if you achieve that mission** over the long-term. A vision should be creative and grand - our community does not play small but it plays organised ;)*

*Think about the following question: What will the world look like when we've accomplished our mission with the common underlying purpose we share?*

- We envision the modernisation, accessibility and internationalization of the Latin-American institution participating in this project. That the LA-CoNGA-VRLC activities are sustainable in time and that other VRLCs in other fields are created.
- Other higher-education Institutes, and other academic fields, will develop similar approaches and use our experience, and the infrastructure we built, as starting point.
- In the coming years, to extend the high energy physics community in the region wide in collective criteria and enough leadership to face and merge the regional efforts towards the development of advance of ambitious science programs, coupling to the science

authorities coordinated activities, and in the commissioning of short and large scale research and development infrastructures, and transfer to society.

- 
- The Latin-America region will gain a dynamic, well connected network of researchers in the field of high energy physics and a new model for specialist education with closer ties to industry partners.
- Become the biggest LatinAmerican scientific community in HEP aimed to spread knowledge both theoretical and experimental while creating opportunities for developing science and technology, helping young scientists to increase their capabilities to influence positively their surroundings
- 
- To be the best opportunity for young physicists in the Latin American region, who want to start developing a career of the highest level, being a reference in curricular content and methodologies used, and inspiring the creation of other similar communities.
- Our students will be able to take leading roles in academia as well as in industry, establishing HEP in LA as a field where young people can thrive and develop a broad range of skills, from computing to instrumentation through particle physics.

### Summary/proposal for LA-CoNGA Physics vision:

At the end of the lifetime of LA-CoNGA Physics we envision the following:

LA-CoNGA Physics builds and cultivates a dynamic, well connected and diverse network of Latin-American researchers in the field of advanced physics with close ties to industry. Together we contribute to the modernisation, accessibility and internationalization of the education systems in the region. LA-CoNGA Physics is a reference in curricular content and methodologies used, and inspires the creation of other likewise communities.

### Our values: Statement of values

*Looking for some inspiration? Check this list:*

<https://liveboldandbloom.com/05/values/list-of-values>

- Knowledge generation and sharing, collaboration, appropriation, commitment, encouragement, leadership, diversity, respect, recognition
- Open Education, Open Research, Open Source, etc.
- Commitment, Cooperation, Diversity, Education, Effectiveness, Excellence, Fairness, Growth, Honesty, Integrity, Leadership, Learning, Openness, Motivation, Organization, Passion, Resilience, Significance.
- Collaboration. Knowledge sharing. Resources sharing.
- Leadership, team working, transparency, respect, integrity, humanism.
- Freedom, beauty, kindness and truth

- Collaboration, cooperation, team work, Educational flexibility, Modernisation of Education

### **Summary/proposal for LA-CoNGA Physics statement of values:**

We collaborate. We are committed to excellence, openness and transparency in our educational and research activities. We communicate with words, actions, and images that inspire greatness, and we avoid those that might make others uncomfortable. We engage in spirited and lively discussions, and we treat each other with respect and consideration. We welcome and mentor newcomers, encourage novel ideas and constructive debate, and support inter-experimental and theory-experiment dialogue and collaboration. We strongly value our diverse backgrounds and talents, and we are always open to suggestions for how to do better.

### **Proposal of Code of conduct for LA-CoNGA Physics:**

*Code of conduct is a central guide and reference for teachers and students in supporting day-to-day decision making. The code should be used as a reference for day to day business related to ethics within the organization.*

### **Summary:**

In order to foster a positive and professional learning environment we encourage the following kinds of behaviours in all platforms and events:

- Use welcoming and inclusive language
- Be respectful of different viewpoints and experiences
- Gracefully accept constructive criticism
- Focus on what is best for the community
- Show courtesy and respect towards other community members

If you believe someone is violating the Code of Conduct, we ask that you report it to the LA-CoNGA Physics Code of Conduct Committee XXXXXX (**shall we use the Diversity Officer information?**), who will take the appropriate action to address the situation.

### **Detailed view:**

LA-CoNGA Physics is dedicated to providing a welcoming and supportive environment for all people, regardless of background or identity. As such, we do not tolerate behaviour that is disrespectful to our teachers or learners or that excludes, intimidates, or causes discomfort to others. We do not tolerate discrimination or harassment based on characteristics that include, but are not limited to, gender identity and expression, sexual orientation, disability, physical appearance, body size, citizenship, nationality, ethnic or social origin, pregnancy, familial status, veteran status, genetic information, religion or belief (or lack thereof), membership of a national minority, property, age, education, socio-economic status, technical choices, and experience

level.

Everyone who participates in LA-CoNGA Physics activities is required to conform to this Code of Conduct. It applies to all spaces managed by LA-CoNGA Physics including, but not limited to, workshops, email lists, and online forums such as GitHub, Slack and social network. Workshop hosts are expected to assist with the enforcement of the Code of Conduct. By participating, participants indicate their acceptance of the procedures by which LA-CoNGA Physics resolves any Code of Conduct incidents, which may include storage and processing of their personal information.

## **Expected behaviour**

We are confident that our community members will together build a supportive and collaborative atmosphere at our events and during online communications. The following bullet points set out explicitly what we hope you will consider to be appropriate community guidelines:

- **Be respectful of different viewpoints and experiences.** Do not engage in homophobic, racist, transphobic, ageist, ableist, sexist, or otherwise exclusionary behaviour.
- **Use welcoming and inclusive language.** Exclusionary comments or jokes, threats or violent language are not acceptable. Do not address others in an angry, intimidating, or demeaning manner. Be considerate of the ways the words you choose may impact others. Be patient and respectful of the fact that English is a second (or third or fourth!) language for some participants.
- **Do not harass people.** Harassment includes unwanted physical contact, sexual attention, or repeated social contact. Know that consent is explicit, conscious and continuous—not implied. If you are unsure whether your behaviour towards another person is welcome, ask them. If someone tells you to stop, do so.
- **Respect the privacy and safety of others.** Do not take photographs of others without their permission. Do not share other participant's personal experiences without their express permission. Note that posting (or threatening to post) personally identifying information of others without their consent ("doxing") is a form of harassment.
- **Be considerate of others' participation.** Everyone should have an opportunity to be heard. In update sessions, please keep comments succinct so as to allow maximum engagement by all participants. Do not interrupt others on the basis of disagreement; hold such comments until they have finished speaking.
- **Don't be a bystander.** If you see something inappropriate happening, speak up. If you don't feel comfortable intervening but feel someone should, please feel free to ask a member of the Code of Conduct response team for support.
- As an overriding general rule, please be intentional in your actions and humble in your mistakes.

All interactions should be professional regardless of platform: either online or in-person. See this explanation of the four social rules - no feigning surprise, no well-actually's, no back-seat driving, no subtle -isms - for further recommendations for inclusive behaviours.

## Unacceptable behaviour

Examples of unacceptable behaviour by participants at any LA-CoNGA Physics event/platform include:

- written or verbal comments which have the effect of excluding people on the basis of membership of any specific group
- causing someone to fear for their safety, such as through stalking, following, or intimidation
- violent threats or language directed against another person
- the display of sexual or violent images
- unwelcome sexual attention
- nonconsensual or unwelcome physical contact
- sustained disruption of talks, events or communications
- insults or put downs
- sexist, racist, homophobic, transphobic, ableist, or exclusionary jokes
- excessive swearing
- incitement to violence, suicide, or self-harm
- continuing to initiate interaction (including photography or recording) with someone after being asked to stop
- publication of private communication without consent

## Consequences of Unacceptable behaviour

Participants who are asked to stop any inappropriate behaviour are expected to comply immediately. This applies to any LA-CoNGA Physics events and platforms, either online or in-person. If a participant engages in behaviour that violates this code of conduct, the organisers may warn the offender, ask them to leave the event or platform (without refund), or engage LA-CoNGA Physics Code of Conduct Committee to investigate the Code of Conduct violation and impose appropriate sanctions.

## Incident Reporting Guidelines

---

### Contact points

If you feel able to, please contact XXX by email at XXX

### What to do if someone is in physical danger

If you believe someone is in physical danger, please contact the appropriate emergency responders.

## **Code of Conduct Enforcement**

A detailed enforcement policy is available in the Enforcement Manual below.

### **Enforcement Manual**

This is the enforcement manual followed by the LA-CoNGA Physics team. It's used when we respond to an issue to make sure we're consistent and fair. Enforcement of the Code of Conduct should be respectful and not include any harassing behaviours.

### **The Code of Conduct Committee**

The Code of Conduct committee is:

- **XXX**

### **Urgent Situations: Acting Unilaterally**

If the incident involves physical danger, or involves a threat to anyone's safety (e.g. threats of violence), any member of the community may -- and should -- act unilaterally to protect the safety of any community member. This can include contacting law enforcement (or other local personnel) and speaking on behalf of LA-CoNGA Physics team.

If the act is ongoing, any community member may act immediately, before reaching consensus, to diffuse the situation. In ongoing situations, any member may at their discretion employ any of the tools available in this enforcement manual, including bans and blocks online, or removal from a physical space.

In situations where an individual community member acts unilaterally, they must inform the CoC as soon as possible, and report their actions for review within 24 hours.

### **Less-Urgent Situations**

Upon receiving a report of an incident, the CoC committee will review the incident and determine, to the best of their ability:

- whether this is an ongoing situation
- whether there is a threat to anyone's physical safety
- what happened
- whether this event constitutes a Code of Conduct violation
- who, if anyone, was the bad actor

This information will be collected either in person or in writing. The CoC committee will provide a written summary of the information surrounding the incident. All participants will be anonymised in the summary report, referred to as "Community Member 1", "Community Member 2", or "Research Team Member 1". The "de-anonymising key" will be kept in a separate file and only accessed to link repeated reports against the same person over time.

The CoC committee will aim to have a resolution agreed upon within one week. In the event that a resolution can't be determined in that time, a member of the CoC committee will respond to the reporter(s) with an update and projected timeline for resolution.

## **Resolutions**

The CoC committee will seek to agree on a resolution by consensus of all members investigating the report in question. If the committee cannot reach consensus and deadlocks for over a week, XXX, will break the tie as an external member of the CoC committee, will make the decision.

Possible responses may include:

- A mediated conversation or agreement between the impacted community members.
- A request for a verbal or written apology, public or private, from a community member.
- A public announcement clarifying community responsibilities under the Code of Conduct.
- Nothing, if the issue reported is not a violation or outside of the scope of this Code of Conduct.
- A private in-person conversation between a member of the research team and the individual(s) involved. In this case, the person who has the conversation will provide a written summary for record keeping.
- A private written reprimand from a member of the research team to the individual(s) involved. In this case, the research team member will deliver that reprimand to the individual(s) over email.
- A public announcement of an incident, ideally in the same venue that the violation occurred (i.e. on the listserv for a listserv violation; GitHub for a GitHub violation, etc.). The committee may choose to publish this message elsewhere for posterity.
- An imposed "time out" from online spaces. The CoC will communicate this "time out" to the individual(s) involved.
- A permanent or temporary ban from some or all LA-CoNGA Physics project spaces (GitHub, in-person events etc). The research team will maintain records of all such bans so that they may be reviewed in the future, extended to a Code of Conduct safety team as it is built, or otherwise maintained. If a member of the community is removed from an event they will not be reimbursed for any part of the event that they miss.

Once a resolution is agreed upon, but before it is enacted, a member of the CoC committee will contact the original reporter and any other affected parties and explain the proposed resolution. The CoC committee member will ask if this resolution is acceptable, and must note feedback for the record. However, the CoC committee is not required to act on this feedback.

## **Conflicts of Interest**

In the event of any conflict of interest such that a member of the CoC committee is not able to evaluate or enforce the reported violation, the other members of the committee will take their place.



## **Acknowledgments/Inspiration:**

The Turing Way code of conduct:

[https://github.com/alan-turing-institute/the-turing-way/blob/master/CODE\\_OF\\_CONDUCT.md](https://github.com/alan-turing-institute/the-turing-way/blob/master/CODE_OF_CONDUCT.md)

BOOST conference:

<https://indico.cern.ch/event/753914/page/18011-draft-boost-community-values>

The Carpentries code of conduct:

[https://docs.carpentries.org/topic\\_folders/policies/code-of-conduct.html](https://docs.carpentries.org/topic_folders/policies/code-of-conduct.html)

Software Sustainability Institute: <https://www.software.ac.uk/cw20/code-conduct>