

LA-CoNGA Physics: Diversity & Inclusion initial discussion

General:

The following measures will be put in place to counteract the gender and diversity imbalance historically present in the field of high-energy physics (and complex systems?). The main hubs of high energy physics have been for many years Europe and US, driven mainly by having the experiments geographically located there. LA-CoNGA Physics looks to improve this aspect by increasing the capacity of students in these research areas in Latin-America. It is also important to involve in our activities junior researchers/junior faculty/early career scientists, as we have been doing so far. Regarding the gender imbalance in our project, it is apparent already from the comparison between the involvement of female researchers in our activities, with respect to the world average, well represented by the CERN Laboratory Users (the fraction of women in the CERN Laboratory Staff is about 10%, and about 17% considering all the CERN Laboratory Users). This is why **as a community we need to pay attention to monitoring the diversity factor in LA-CoNGA Physics.**

When we talk about diversity, we mean the wide range of differences, visible and invisible, which exist amongst all peoples. And by working on diversity we mean all sorts of actions from monitoring our organisational practices and processes, through to constantly updating our support structures.

Special attention will be devoted to female role models in promoting their involvement in scientific activities, and in supporting them in assuming leadership positions. At the same time, we consider relevant the training of young students, to trigger their interest in the fundamental research and to raise their awareness of the prime role they can play there.

Consolidate the existing collaborations in the frame of a single coherent structure and create a long term community that will survive the end of this project.

Significantly improve the gender equality in the collaboration, with respect to the average distribution in the high-energy physics field.

Specific measures :

Appointment of a diversity officer:

- Among the collaborators a diversity officer could be appointed.
- Some training will be probably needed in order to bring discussions about diversity to professional settings. Think about making the training for all the LA-CoNGA Physics core members not only for the diversity officer.
- Among the responsibilities of the diversity officer it will be :
 - Advise the organizer team of seminars, committees, and conferences about diversity matters.

- Surveys: to understand the community culture. We need to foster diversity at all levels. Surveys will help us understand if we are achieving our goals
- Keep the relevant statistics about participation.
- The diversity officer or a named representative, should be part of the organizing team of seminars, workshops, and other scholarly endeavors to make sure they are balanced and diverse.

Regarding the courses and teachers:

- Gender balance and origin of the teachers should be looked up and ensure as much as possible.

Regarding students:

Focus on two fronts recruiting and retention of the students.

- Recruiting:
 - Advertising as widely as possible in order to reach students from all possible backgrounds. Some ideas will be:
 - Seminar in each faculty open to all students in the field
 - Students mailing list
 - Posters placed in University common areas
 - Collect data for further studies on composition of the student quorum
- Retention:
 - Follow the group composition during the master year, are the students from underrepresented background performing the same?
 - A mentoring structure should be put in place to support and advise students during the master year.

Events & workshops:

- Videoconference access should be always be assured.
- Speakers:
 - Gender balance and origin of the speakers should be assured.

Media:

- Monitor the diversity & inclusion in our posts/videos
- Promote the image of our female participants in the media

Support structures for diversity inside LA-CONGA

- Mentoring program open to all students could be created
- Alumni network open to all the students of LA-CONGA
- Diversity dashboard from The Turing Institute:
 - <https://diversity-dashboard.azurewebsites.net/controldash/> ... We will have a chat with the developers in May to see if this tool can be useful

- Diversity officer and representatives

Other ideas?