

# APPEC, ECFA, NuPECC Diversity Monitoring

May 11, 2021

## 1 Introduction

APPEC [1], ECFA [2] and NuPECC [3] recognise the importance of diversity as a motor to boost productivity and innovation, fight prejudice and discrimination and contribute to the improvement of social and economical standards.

To support diversity, the three consortia proposed a Diversity Charter to be signed by research organisations, collaborations and conferences within the fields of Particle Physics, Nuclear Physics and Astroparticle Physics, who value diversity and commit to promote equal opportunities at all levels. The agreement foresees that the signatories provide monitoring data on the diversity variables described in Section 2. To facilitate the data collection, a survey has been made available by the three consortia, as described in Annex A.1.

In collecting the relevant data for the purpose of monitoring, the European laws regarding GDPR will be strictly respected. In short, the monitoring group appointed by the three consortia makes sure that the data collected will only serve to achieve the goals of the study of the diversity in research organisations, collaborations and conferences. The questions raised in the survey are all needed for the study and the answers will be strictly used for these studies and will be deleted after the analysis results are obtained, leaving no trace behind from individual answers. All the results that will be published will ensure anonymity of all the individuals. During the data collection and analysis phase, the data will be stored in the Survio servers, in accordance with all the European data protection laws. The data will be processed lawfully and transparently at all times.

## 2 Data Monitoring

The signatory organizations are committed to striving for equality of treatment based on eight variables listed below. Five of these are monitorable and the other three are not, primarily due to privacy concerns. They can also be divided in internal and external dimensions of an individual (see Fig. 1).

## Monitorable variables

- Gender;
- Tenure diversity - Career level: not tenured, tenure track, tenured;
- Age diversity - Age groups (20 - 30, 31 - 40, 41 - 50, 51 - 60, > 60);
- Country where working;
- Citizenship.

## Non-monitorable variables

- sexual orientation;
- physical ability;
- race/ ethnicity.

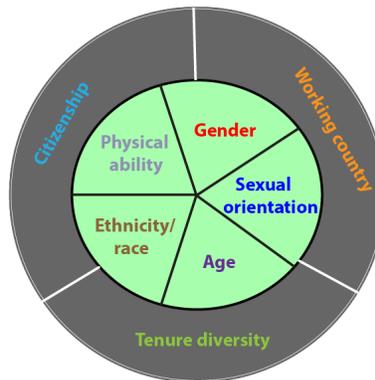


Figure 1: Monitorable and non-monitorable variables divided in those regarding the internal and the external dimensions of an individual.

The collected data on the monitorable variables will be used for the three groups (involved organizations, collaborations and conferences) to evaluate the commitment for the promotion of diversity by studying correlations of gender/age with career level, career level with working country and country of origin.

For the case of Collaborations, the above-mentioned variables have to be provided distinguishing coordinators of working groups at various levels, members of relevant committees and all the other members, respectively. The only additional required information will concern assigned talks on

behalf of the collaboration. The data can be provided through the voluntary survey mentioned in Annex A.1 or by any other means available to the collaboration. If available, collaborations may decide to invoke their Diversity and Inclusion Committees to provide the available information. This will enable the following studies:

- Coordination positions as a function of gender, citizenship, age/career level, and working country;
- Assigned talks on behalf of the collaboration as a function of gender, citizenship, age, career level and working country;
- Talks at plenary collaboration meetings as a function of gender, citizenship, age, career level and working country.

For the case of Conferences adhering to the Charter, the five variables above should be provided for all participants, for invited speakers, for all speakers, and for poster presenters, separately.

The first results of the monitoring will be published in a common document at the latest two years after its entry into force. In addition, measures, that successfully contribute towards equality of treatment, will be established.

## **A Annex to the Diversity Charter**

### **A.1 Possible templates for monitoring**

To simplify the task of monitoring for all partners involved, three surveys have been made available to be filled out on a voluntary basis by affiliated members or participants of the organizations, collaborations and conferences:

- Survey for organizations
- Survey for collaborations
- Survey for conferences

If any signatory entity prefers to monitor the data itself, e.g. via the Diversity and Inclusion Committees in large collaborations, it is free to use any other method and just communicate the results of its analysis.

### **A.2 Potential signatories of the Diversity Charter**

The present Charter is primarily intended to be used and enforced in the organizations and activities directly related to the consortia establishing it. Nevertheless, the adherence to the Charter is open

to any interested entity and APPEC, ECFA and NuPECC would be pleased to welcome every committed signatory.

Organizations, collaborations and conferences with large European participation are the primary focus of this Charter and survey and are listed below. Note that the list is not exhaustive and will be expanded in the course of time.

- APPEC, ECFA and NuPECC as Consortia/Committees
- Collaborations (> 100 members):
  - Particle Physics: ATLAS, CMS, LHCb, ToTem,...
  - Astroparticle Physics: ANTARES, Borexino, CTA, Dune, HyperKamiokande, KM3NeT, LEGEND, IceCube, Pierre Auger Observatory, Virgo, ...
  - Nuclear Physics: ALICE, CBM, NUSTAR, PANDA, ...
- Conferences > 100 participants (sponsored and invited by the Consortia/Committees)
  - Conferences on Astroparticle Physics
    - \* International Cosmic Ray Conference;
    - \* Texas Symposium;
    - \* Neutrino Conference;
    - \* Neutrino Telescopes;
    - \* TeVPA.
  - Conferences on Nuclear Physics
    - \* International Nuclear Physics Conference (INPC)
    - \* European Nuclear Physics Conference (EUNPC)
    - \* International Conference on Nucleus-Nucleus Collisions (NN)
    - \* International and European Few-Body Conferences (FB and EFB)
    - \* International Conference on Electromagnetic Isotope Separators (EMIS)
    - \* International Conference on Advances on Radioactive Isotope Science (ARIS)
    - \* International Conference on Collective Motion in Nuclei under Extreme Conditions (COMEX)
  - Conferences in Particle Physics (in this case conferences > 250 participants)
    - \* European Physical Society Conference in High Energy Physics: EPS-HEP
    - \* International Conference on High Energy Physics, ICHEP
    - \* Large Hadron Collider Physics Conference, LHCP
    - \* Hard Probes 2018: International Conference on Hard & Electromagnetic Probes of High-Energy Nuclear Collisions

- \* International Conference on Supersymmetry and Unification of Fundamental Interactions, SUSY
- \* International Workshop on Deep Inelastic Scattering and Related Subjects, DIS
- \* Phenomenology Symposium
- \* International Conference on Particle Physics and Astrophysics
- \* Computing in High Energy Physics, CHEP
- \* International Workshop on Advanced Computing and Analysis Techniques in Physics Research, ACAT
- \* IEEE Nuclear Science Symposium and Medical Imaging Conference, IEEE-NSS
- \* Particles and Nuclei International Conference, PANIC
- \* Quark Matter Conference
- \* Reencontre de Moriond
- \* ...

## References

- [1] <http://www.appec.org>
- [2] <https://ecfa.web.cern.ch>
- [3] <http://www.nupecc.org>