

Diversity, Equity, and Inclusion Team Report

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2nd ECCE Institutional Board Meeting

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Diversity, Equity, and Inclusion Team

Team Members Alphabetically by Last Name:

Marie Boër -- mboer@vt.edu

Narbe Kalantarians -- NKalantarians@vuu.edu

Elena Long – elena.long@unh.edu

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Current Goals

1. Create a Statement of Values for the ECCE
2. Create a Code of Conduct for the ECCE
3. Develop Guidelines for Inclusive and Accessible Meeting Venues

Draft Statement of Values

The ECCE is an inclusive and diverse international scientific collaboration, committed to sustaining a welcoming scientific environment free from all forms of prejudice, discrimination, and harassment. The ECCE will ensure that all physicists, particularly those from historically or currently marginalized or underrepresented backgrounds or identities, will be fully included and have the opportunity to thrive within the ECCE community.

Code of Conduct

- Currently in progress
 - Drawing upon existing Codes of Conduct from the [APS](#), the [National Society of Hispanic Physicists \(NSHP\)](#), [Out in STEM \(oSTEM\)](#), the [Society for Advancement of Chicanos/Hispanics and Native Americans in Science \(SACNAS\)](#), and the [National Society of Black Engineers \(NSBE\)](#)
- Importance of Code of Conduct
 - Within the 1st week of the DEI Team's formation, we received multiple serious reports of misconduct
 - The ECCE Steering Committee has been informed
 - These events speak to the need for a Code of Conduct to ensure that the ECCE is a sustainable, safe, and inclusive environment for current and future physicists, particularly those from historically or currently marginalized or underrepresented backgrounds or identities
 - Also speak to need for clear consequences for violations of the Code of Conduct once it is in place

Guidelines for Inclusive and Accessible Meeting Venues

- Currently in progress
- Guidelines will include considerations such as:
 - Accessibility for people with disabilities, including temporary disabilities without requiring attendees to disclose their ability status
 - Accessible restrooms, including gender neutral restrooms
 - Ensuring that any 'converted' restroom contains trash receptacles in all stalls
 - Meetings that are inclusive of DEI issues that are scheduled alongside, and not separated from, physics talks
 - The recent [Aspen Physics Center Conference, 'A Rainbow of Dark Sectors'](#), provides an example of what this could look like
 - Consideration of Police Conduct in choice of meeting locations, similar to the [APS's recently updated criteria](#)

Diversity, Equity, and Inclusion Team

Comments/Concerns can be sent to any of our DEI Team Members:

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- Marie Boër -- mboer@vt.edu
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- Elena Long – elena.long@unh.edu
- Simonetta Liuti -- sl4y@virginia.edu
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