

EICUG Diversity & Inclusion Committee and Survey

EICUG Diversity & Inclusion ad hoc Committee

Taya Chetry, Wouter Deconinck, Paul Gueye,
Narbe Kalantarians, Astrid Morreale, Sanghwa Park

History of the EICUG D&I Committee

- 2020 EICUG Charter Survey: “clear desire to see a committee formed to ensure a diverse and inclusive climate”
- October 2020: Formation of EICUG D&I (ad hoc) Committee, charged with
 - Developing a value statement (and code of conduct),
 - Developing suggestions for changes to the EICUG Charter,
 - Developing one other concrete action to support D&I goals.
- January 2021: Initial composition
 - 2 representatives from the EICUG SC (December 2020 election)
 - 2 nominees from the EICUG Elections & Nominations Committee
 - 2 volunteers from the EICUG-wide community (call October 2020)
 - Membership: Taya Chetry (MSU¹), Wouter Deconinck (Manitoba), Paul Gueye (MSU²), Narbe Kalantarians (VUU), Astrid Morreale (LANL), Sanghwa Park (SBU)

Feel free to contact the EICUG D&I committee at eicug-dei@eicug.org

Interfacing with Other Organizations

D&I committees within the EIC community:

- ECCE collaboration DEI committee
- BNL EIC ID&E council (BNL employees only, no user representation)

D&I committees in our broader community:

- RHIC/AGS Users Group Diversity WG
- JLab D&I council (JLab employees with JLUO user observers)

Philosophy of EICUG D&I committee:

- Our work applies to the entire EICUG, but local organizations can override
- EIC user community may want to be represented on BNL EIC ID&E council

Statement of Values & Code of Conduct

Statement of Values [committee recommendation]

“The EIC User Group is committed to creating an environment where everyone feels welcome and respected.

When individuals with different backgrounds, experiences, and viewpoints come together this leads to innovation and richer research experiences.

Our goal is to actively attract, engage and include individuals from many backgrounds into the EIC User Group community.”

Philosophy: fundamental; short and inspirational; starting point for more detailed policies

Reference: [EICUG D&I Committee Statement of Values recommendation](#)

Statement of Values & Code of Conduct

Code of Conduct [committee draft]

“It is the policy of the EIC User Group that all participants at EIC User Group activities will conduct themselves in a professional manner that is welcoming to all participants and free from any form of discrimination, harassment, or retaliation.”

Inappropriate conduct is defined as:

- actions or statements based on individual characteristics,
- retaliation for complaints.

If you witness a case of harassment...

- reporting channels: EIC User Group Ombudsperson

Reference: [EICUG D&I Committee Code of Conduct draft](#)

Statement of Values & Code of Conduct

Grievance policy [committee draft]:

Philosophy:

- patchwork of local policies between many institutions results in many gaps,
- EICUG should only be involved if a) EICUG activity, b) no other policy applies,
- balance of confidentiality, timeliness, and accountability

Policy

- EICUG Ombudsperson, chair of EICUG D&I committee (in updated charter)
- Confidential panel makes confidential recommendation to SC chair
- Annual aggregated and anonymized report on actions

Reference: [EICUG D&I Committee Grievance Policy draft](#)

Recommended Charter Updates

“The following Standing Committees will report to the Steering Committee:

- the Diversity, Equity & Inclusion Committee.

The Diversity, Equity & Inclusion Committee will consist of seven EICUG members:

- three members-at-large, of which one is an early career researcher (not in a potentially permanent position), elected by the Institutional Board as per the procedures for Steering Committee elections, elected for two year terms, in alternating years,
- two members-at-large, elected by the EICUG members based on a broad call for volunteers in the entire EICUG, elected for two year terms, in alternating years,
- one member of the Steering Committee, nominated by the Steering Committee after the election of the members-at-large, for a one year term,
- one member of the Election and Nominating Committee, nominated by the Election and Nominating Committee after the election of the members-at-large, for a one year term.”

Recommended Charter Updates

No more than four members of the Diversity, Equity & Inclusion Committee can identify as the same gender, or as the same ethnic group.

The responsibilities of the Diversity, Equity & Inclusion Committee will include:

- periodically review the EIC User Group code of conduct
- facilitate connections with and encourage creation of affinity groups related to DEI
- interface with the hosting lab administration and/or DEI council/committee
- provide user awareness and sensitivity training
- presentation at the annual EIC User Group meeting
- chair will report annually to the EIC User Group on the demographics of the membership and its leadership roles
- chair will act as the Ombudsperson of the EIC User Group

Reference: [EICUG D&I Committee Charter Updates recommendation](#) (incl. responsibilities)

Diversity & Inclusion Survey - Methodology

Total of 33 questions; a combination of

- demographic questions,
- satisfaction/dissatisfaction with climate in EIC over past 12 months,
- agreement/disagreement with statements on EIC research community,
- experiences of discriminatory or exclusionary behavior,
- open responses.

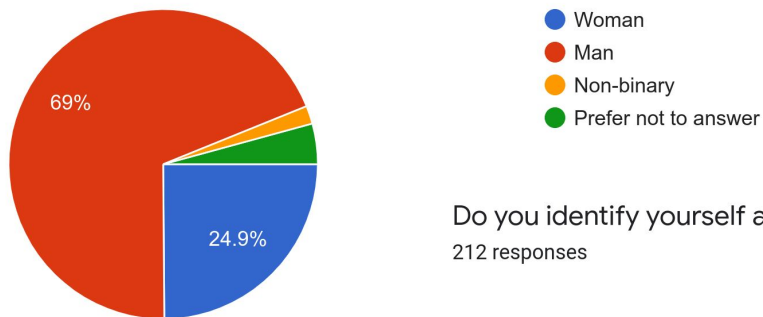
Distribution through EIC Users Group general mailing list (twice), and through EIC Institutional Board (once; to reach newer users).

Accepted responses from June 18, 2021, to July 10, 2021.

Demographic Overview: Gender Identity

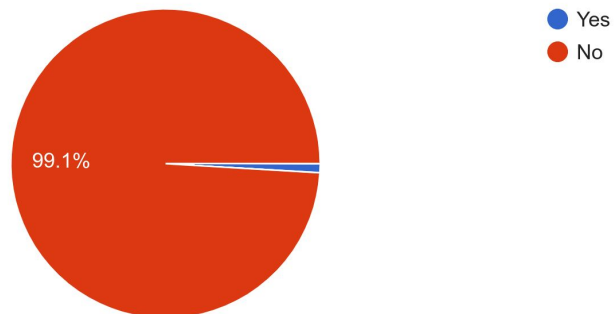
What is your gender/gender identity?

213 responses



Do you identify yourself as transgender?

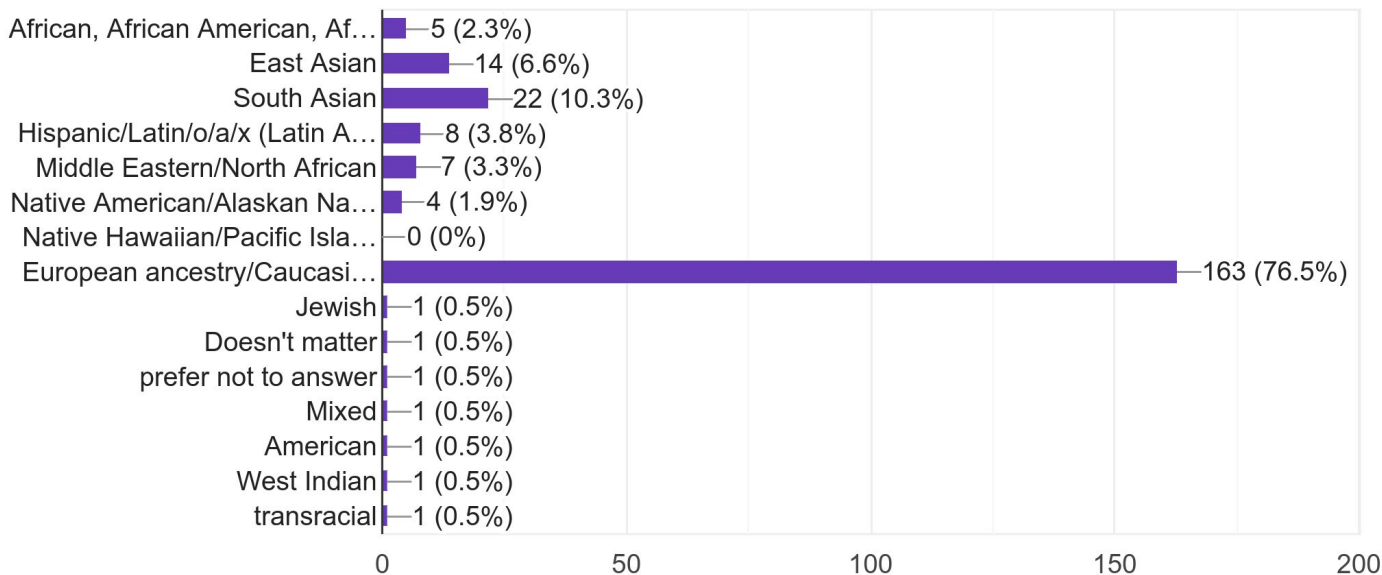
212 responses



Demographic Overview: Ethnic Identity

Please indicate the ethnic groups with which you identify. (Check all that apply)

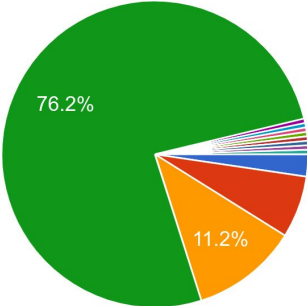
213 responses



Demographic Overview: Educational Background

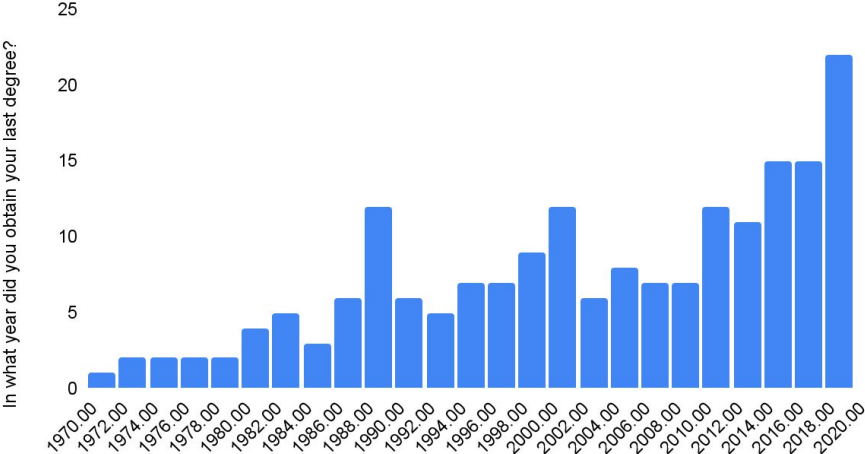
What is currently your highest degree?

214 responses



- High School
 - Bachelors/Licence/Laurea
 - Master's degree
 - Ph.D
 - PHD & MBA
 - Associates
 - Associate Degree
 - AAS
- ▲ 1/2 ▼

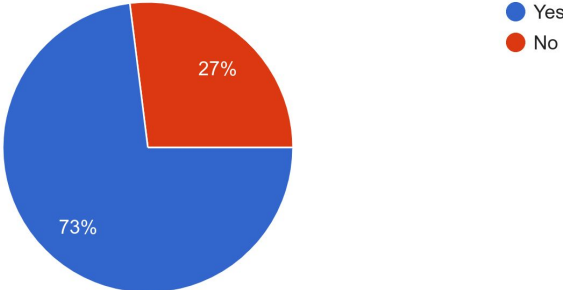
In what year did you obtain your last degree?



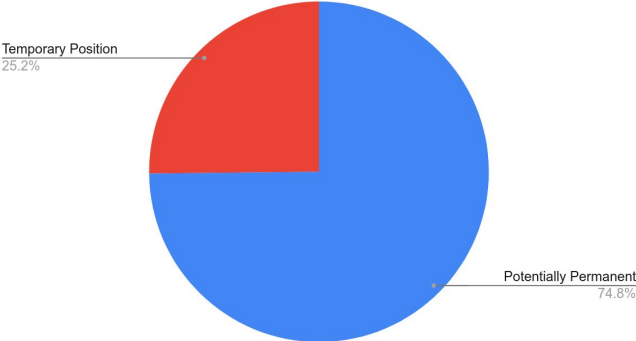
Demographic Overview: Employment Security

Are you currently in a permanent/potentially permanent position?

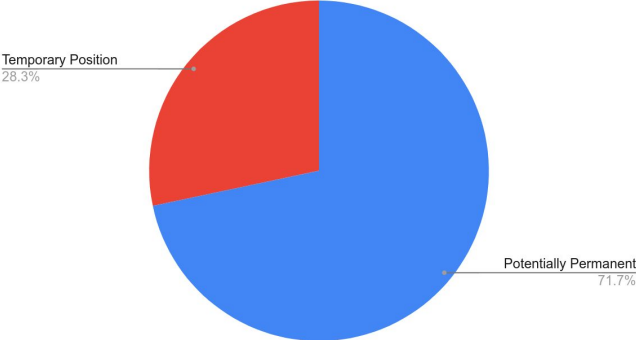
215 responses



Employment Security by Gender: Men



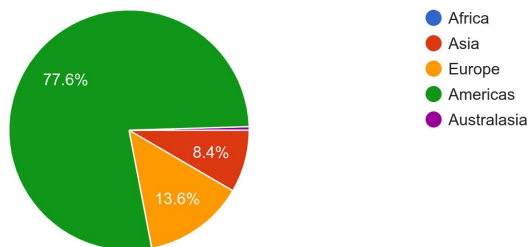
Employment Security by Gender: Women



Demographic Overview: Geographic Distribution

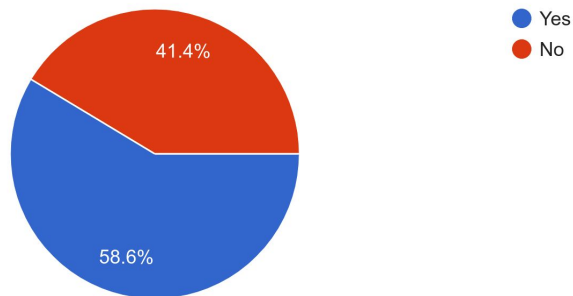
In what geographic region is the country of your primary institution located? Primary refers to the institute responsible for your salary/stipends

214 responses

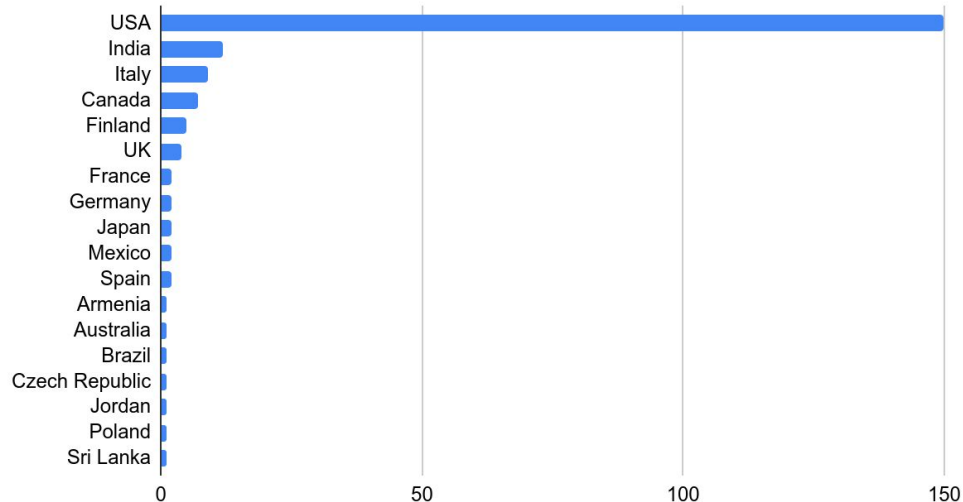


Were you born in the country you reside?

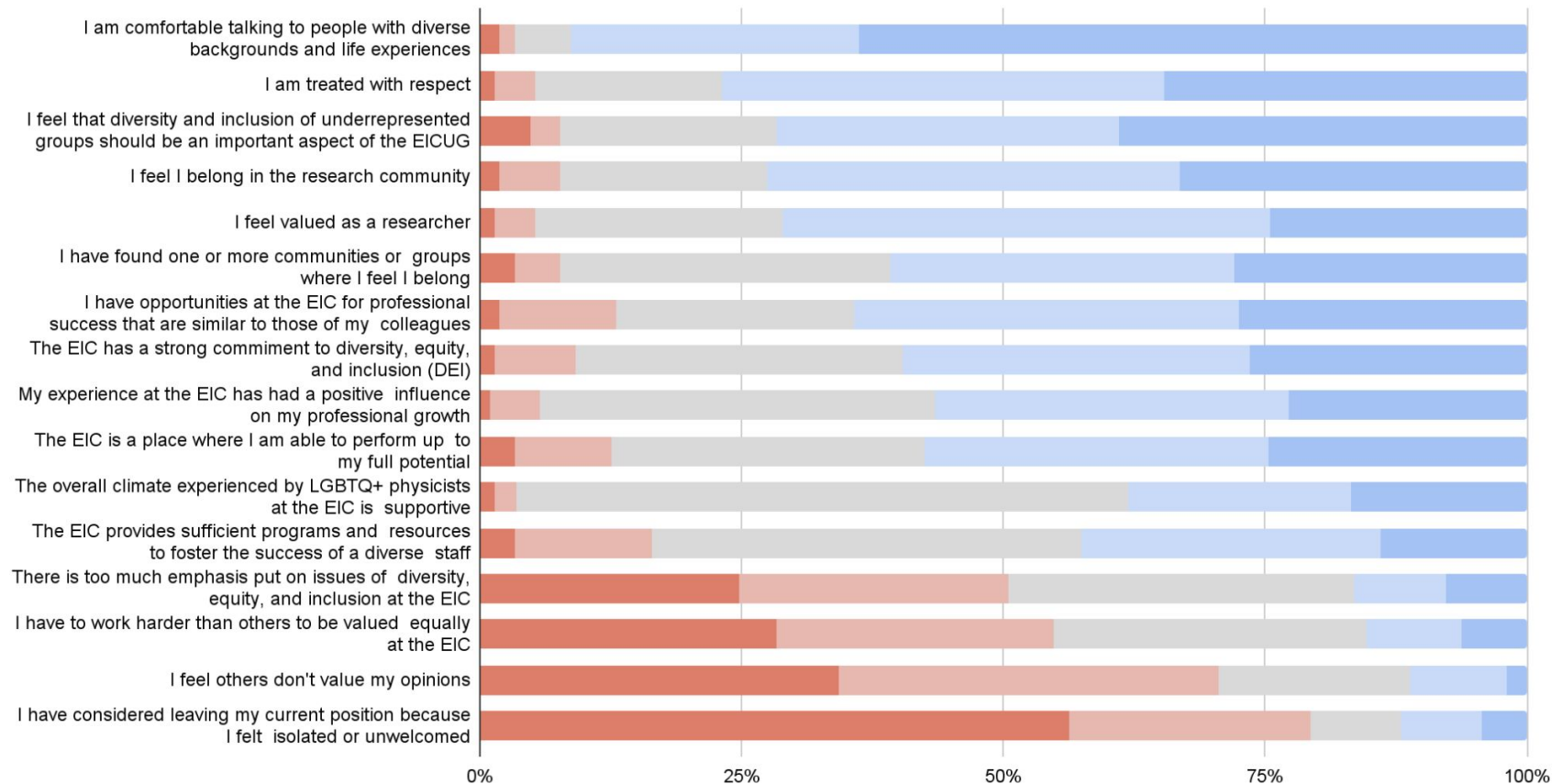
215 responses



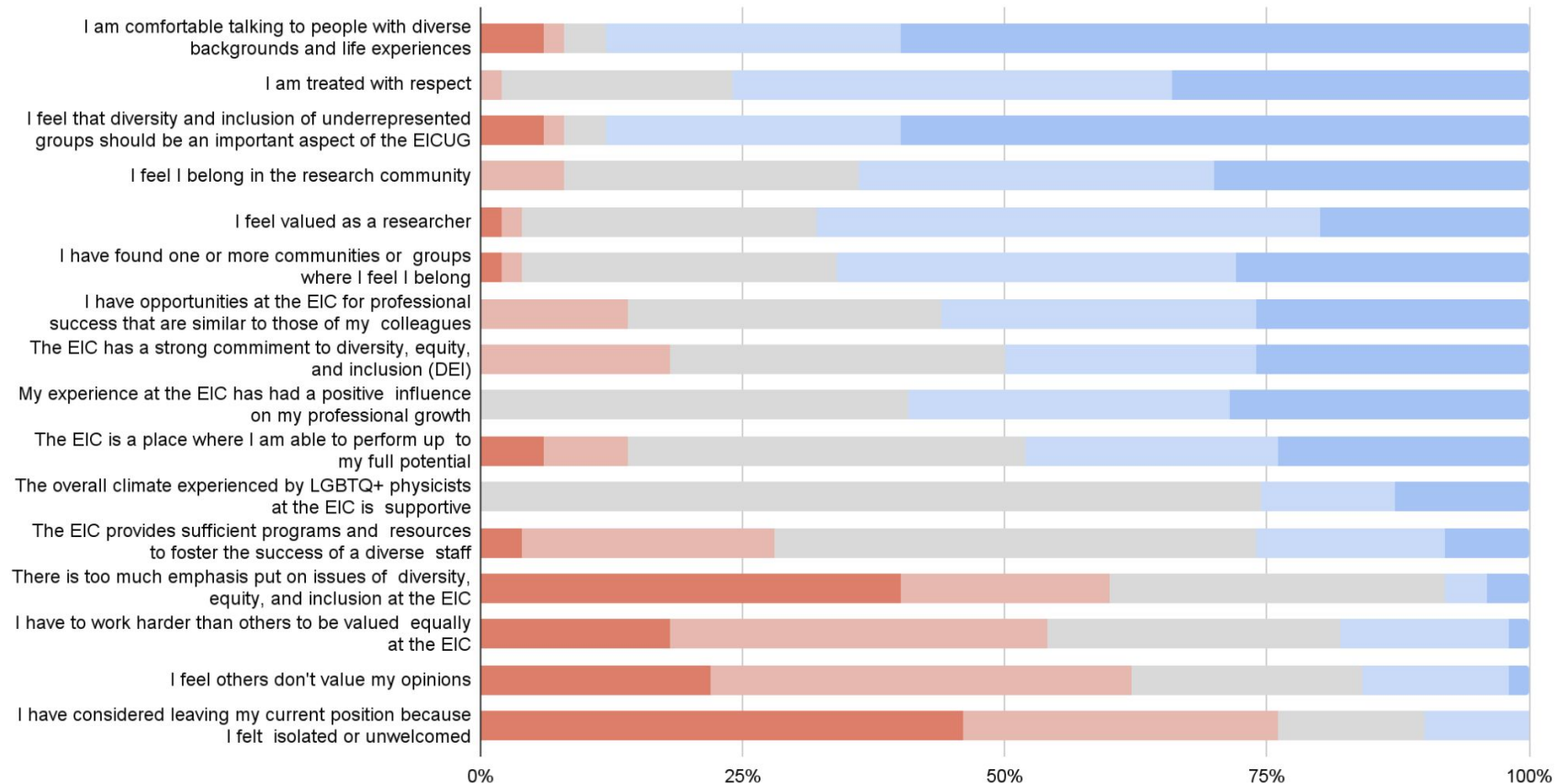
In which country is your primary institution located?



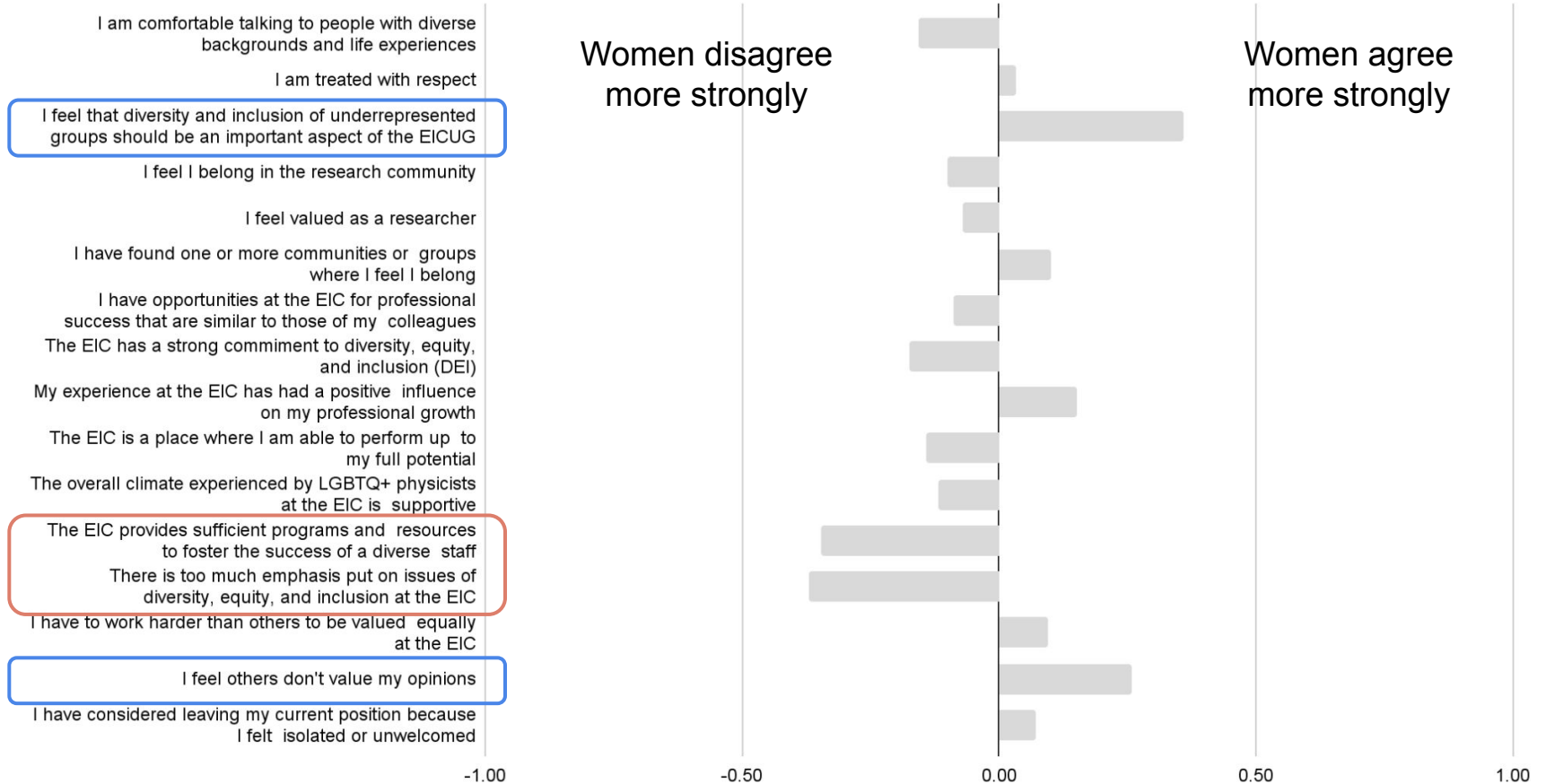
Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (All)



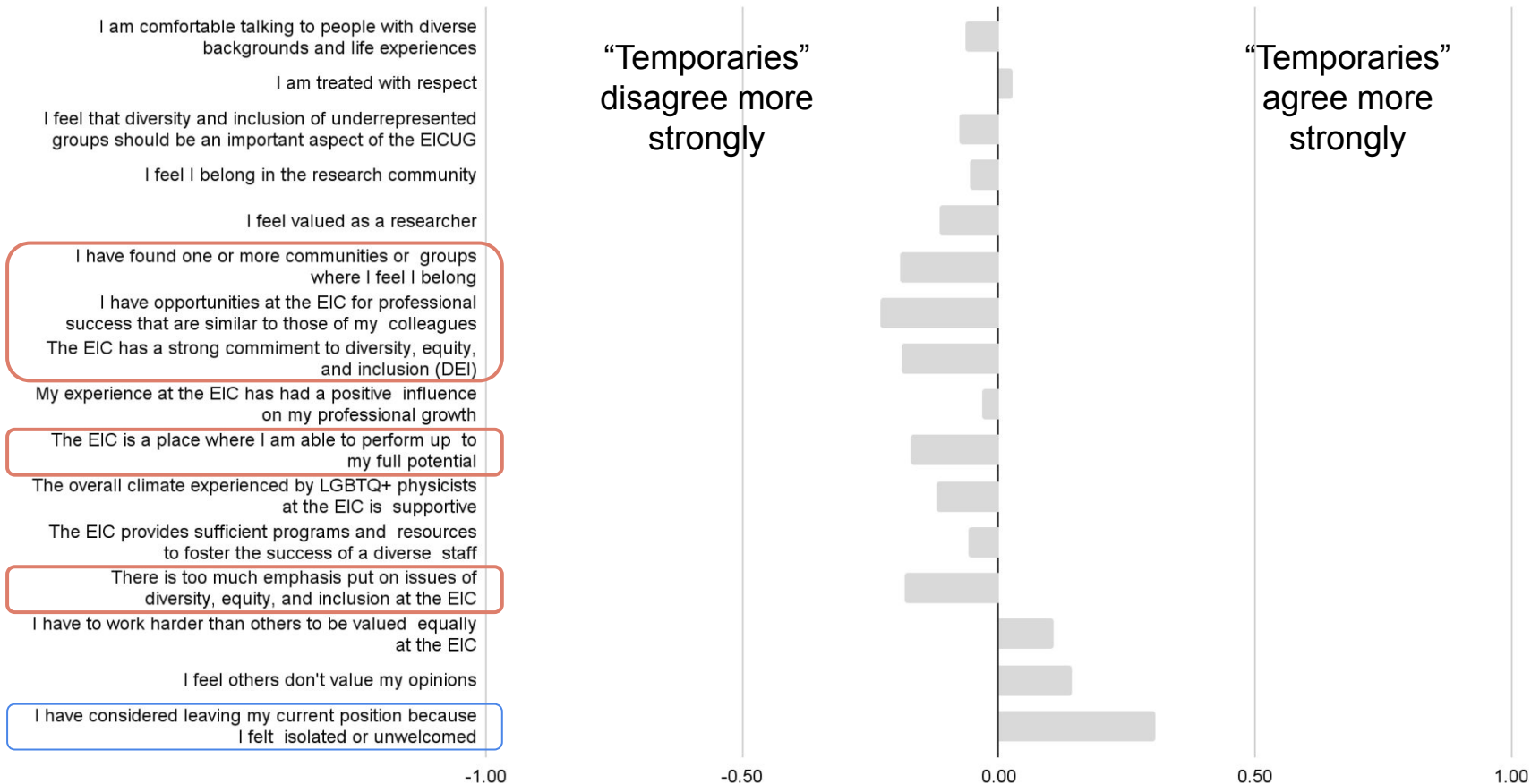
Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Women)



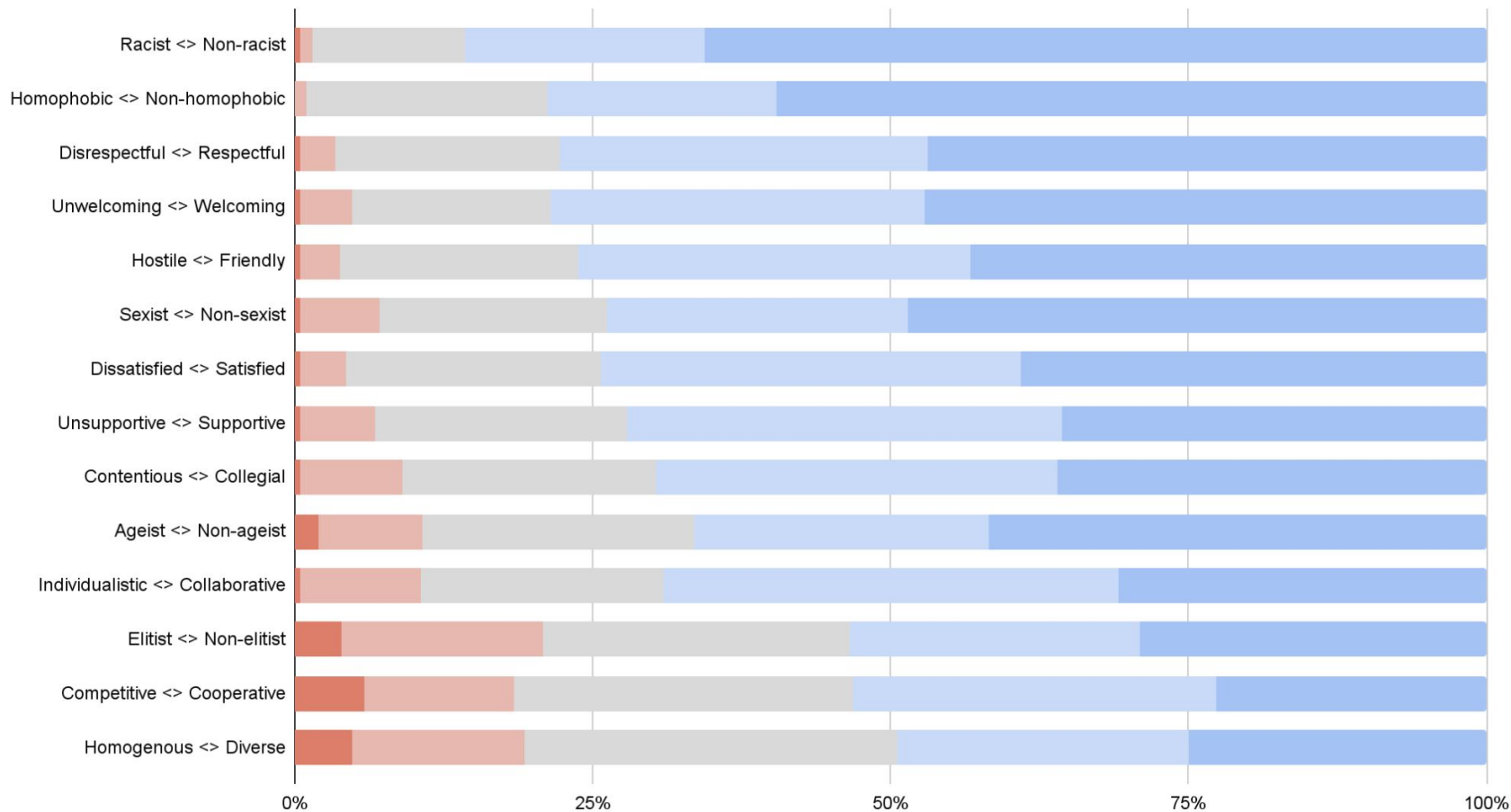
Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Women vs All)



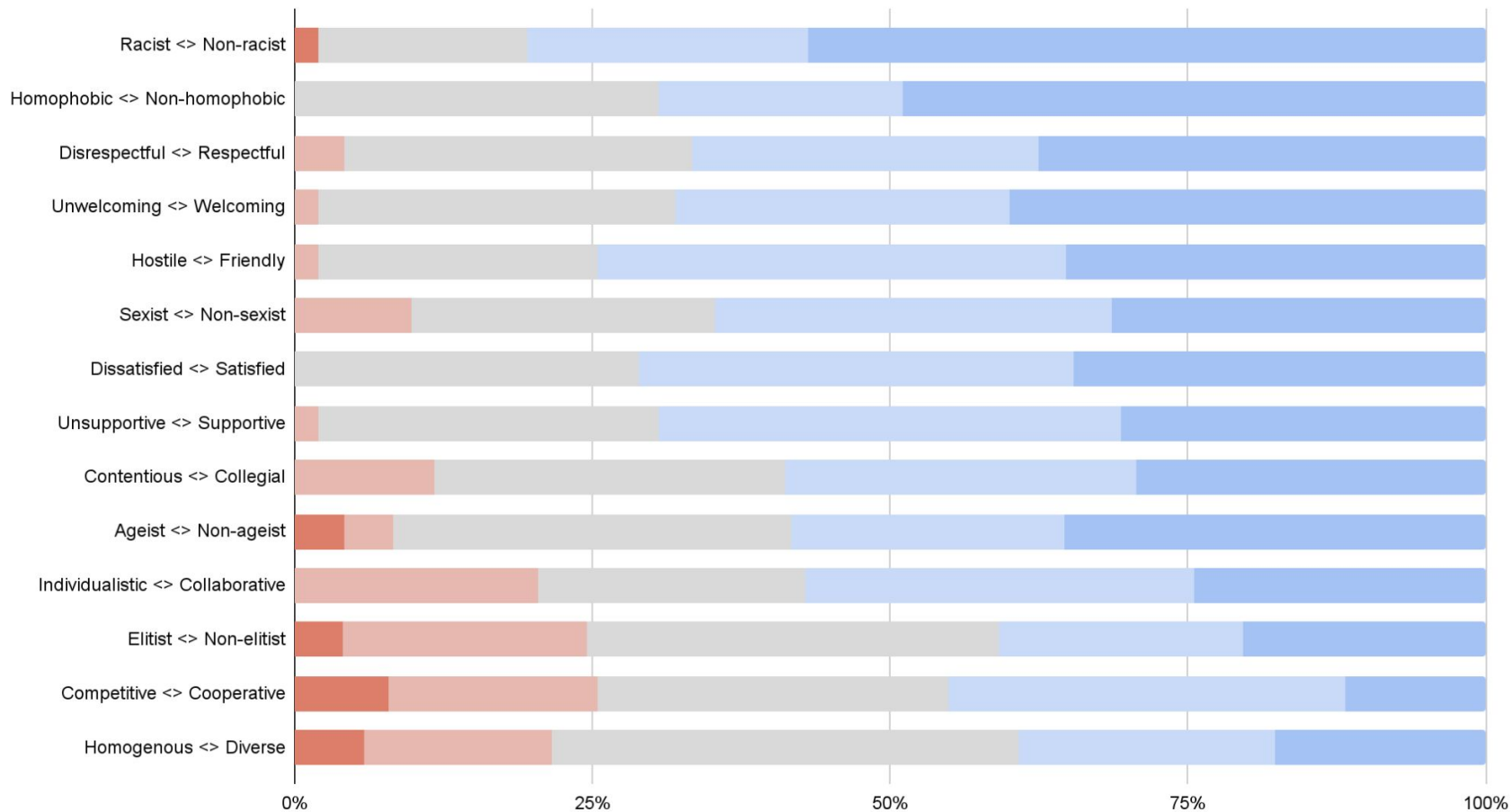
Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Temporary vs All)



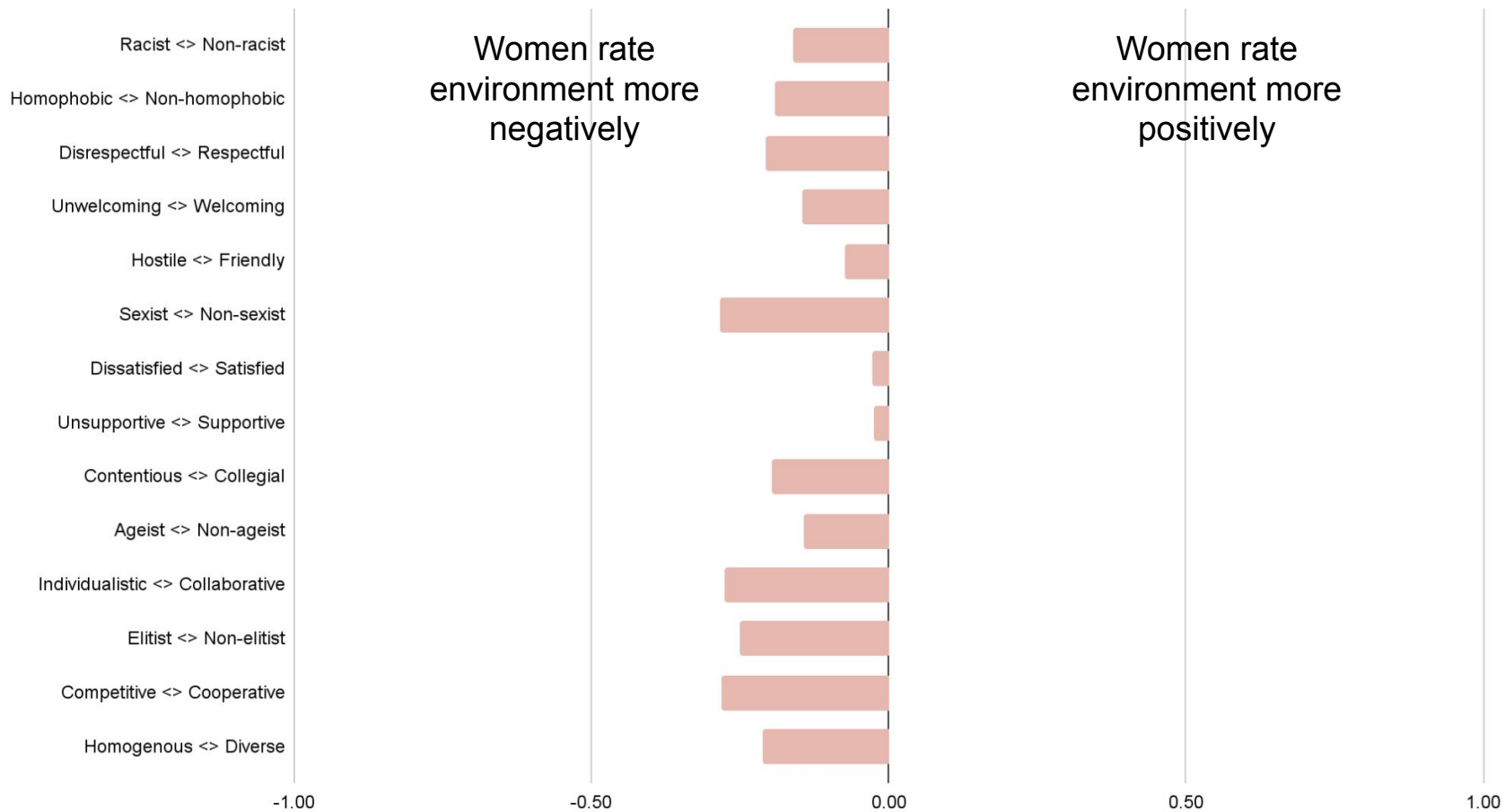
How you would rate the EIC research environment based on your direct experiences? (All)



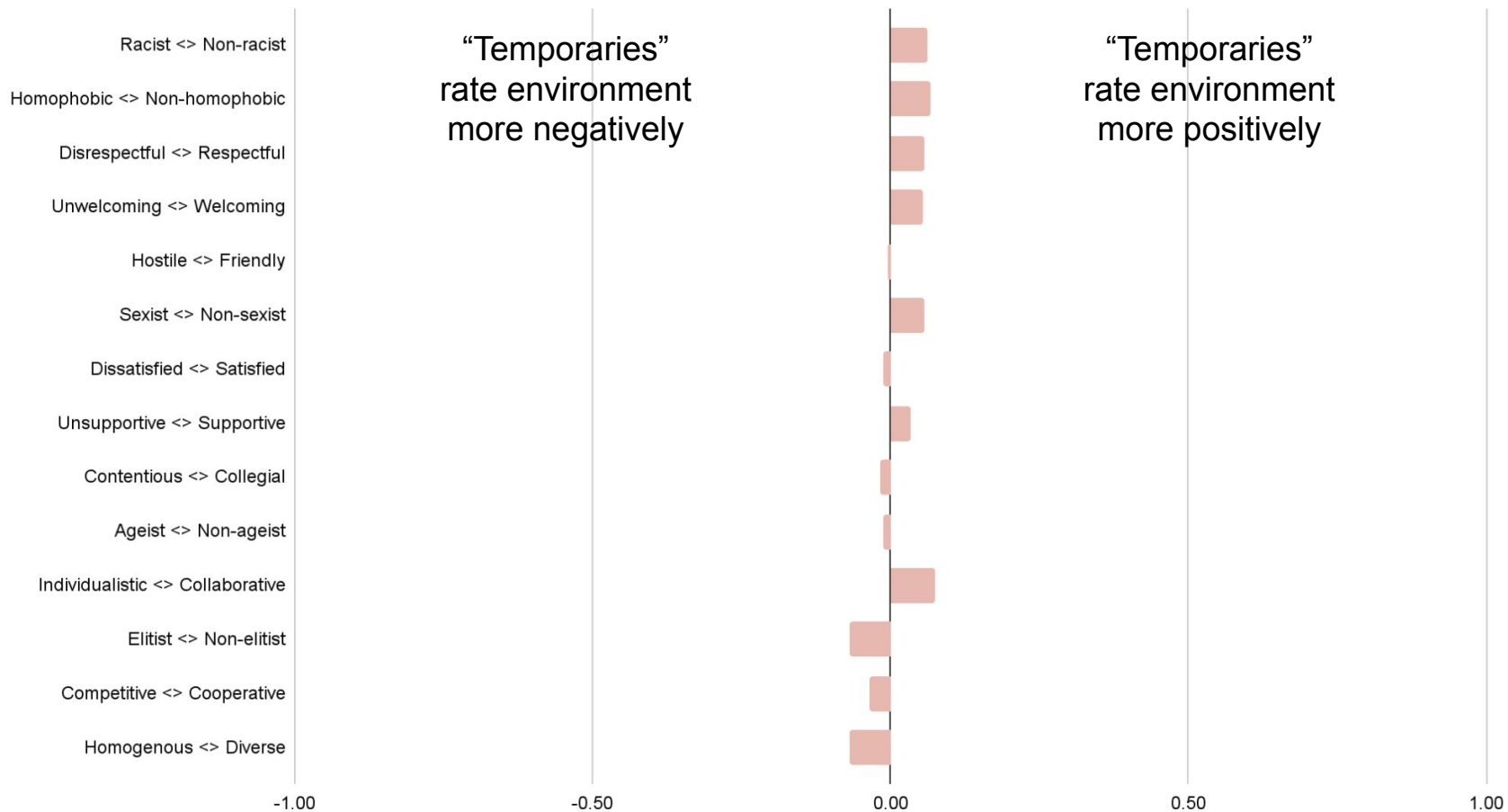
How you would rate the EIC research environment based on your direct experiences? (Women)



How you would rate the EIC research environment based on your direct experiences? (Women vs All)



How you would rate the EIC research environment based on your direct experiences? (Temporary vs All)



Highlighted Narrative Comments: Gender

If I made a suggestion in the meeting, they were easily were neglected. But another senior or male colleges made the same suggestion later, the suggestion were immediately adopted.

I feel that females are often used as tokens by some male colleagues.

As the only woman in weekly meetings with approximately 10 people, being treated many times by a particular individual as if I didn't exist.

Research implicitly assigned to others when it was done primarily by a woman

There is no restroom that I am comfortable with at JLab.

Highlighted Narrative Comments: Pressure

As physicists, we are trained to critique our own work, as well as the work of others. The higher the stakes [...] the more stringent the critique. **However, we have NOT been trained to recognize the (fine?) line between critique and bullying.** I feel there is a great deal of bullying going on both within the EIC project and the larger EIC community. To paraphrase the recent Physics Today article on the attraction of Biophysics for women: We all find it a little too easy to act as A-holes from time to time.

The culture of severe competition coming from part of the community **worsens the issue of objectivity and collegiality** overall. The situation is much better within the smaller groups operating at lower levels.

There is a feeling that there are not enough resources to support everyone, so this leads to some zero sum game.

"Management" does not seem to care about anything other than work product. This comes up in terms of schedules (i. e. the Yellow Report, detector proposal deadlines) and in the responses to complaints about these items. We are **very often expected to do major projects with unreasonable timelines**, and this can make for unpleasant situations (pressure to work over vacations, when we need to take care of our children, give up sleep for meetings at all hours of the day and night...) [...]

Highlighted Narrative Comments: Age and Seniority

There seems to be no or little chance for upward mobility in this collaboration.

Choice talks are given almost exclusively to young people.

Highlighted Narrative Comments: Geography

It is very US-centric. Institutions from abroad are frequently treated as second rate. Not given the same space, information, and recognition.

Chinese and Russian researchers are discriminated against

discrimination because of geographic location/time zone

Highlighted Narrative Comments

Definitely have made the personal decision not to work on the EIC in the future.

Next Steps in EICUG Diversity & Inclusion Survey

- We are developing a public report with an analysis that allows us to draw conclusions beyond the summary statistics and comparisons shown here
- The conclusions will allow for recommendations to the Steering Committee and the proto-collaboration leadership teams
 - Though these initial results and the narrative comments are already painting a picture that is not likely to change
- We plan to make this an annual survey, with next edition in June 2022. Using with similar questions will make comparison from year to year possible.