

DE&I Committee

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Status

- Draft of [Code of Conduct](#)
 - Need a short list of people who could serve on investigatory committees to speed up the process. **Volunteers? Email christine.nattrass@utk.edu**
- Discussed documentation with comp conveners - beginning discussions with labs to understand options better
- Plans after Code of Conduct
 - Develop guidelines for meetings
 - Think about an effective approach for the integration of DE&I into bylaws



Main ideas for Code of Conduct



Statement of Values:

The ECCE collaboration 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 collaboration 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.

Main ideas for Code of Conduct

Where it applies:

- Any event which would not happen without ECCE
 - Internal meetings
 - Social gatherings associated with those meetings
 - When representing ECCE
 - Online interactions where representing ECCE
- Past behavior may be considered when relevant to ECCE, including the working environment

Main ideas for Code of Conduct

We accept these underlying principles:

1. We all make mistakes.
2. We recognize that mistakes may be harmful to people and we must all try to do better.
3. We recognize that the physics community has a history of excluding and discriminating against women and marginalized groups.

Other points:

You can't behave in a way which prevents others from doing their job. Just because it isn't clearly discriminatory or prohibited does not mean that it's OK. For example, "Equal opportunity jerk" is not an effective defense.

Bystander intervention is expected, particularly of people in leadership positions. Institutions are expected to be responsive to complaints against collaborators at their institution.

Retaliation for complaints prohibited.

Conflicts of interest (ex: romantic relationships): You must recuse. Disclosure is encouraged.



Reminder!

Main ideas for Code of Conduct

Process:

- Reports may be made to Steering Committee or DE&I Committee
- DE&I Committee makes recommendations to Steering Committee on which reports to investigate
- Steering Committee forms Investigatory Committee of three people (outside of ECCE), who collect evidence and speak to involved parties as appropriate.
- Investigatory Committee makes recommendations to Steering Committee
- Three tiers of responses:
 - No impact: no Investigatory Committee or Steering Committee approval required
 - Examples: Discussion with initiator, keep a record of report, voluntary no-contact order
 - Minimal impact: majority vote of Steering Committee required
 - Examples: No-contact order, recusal from decision making
 - Significant impact: unanimous* vote of Steering Committee required
 - Examples: Removal from leadership position, suspension from mailing lists, expulsion from ECCE



* ongoing discussion