

DE&I Committee

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Requests

- Need examples of bylaws - please forward them to us! Email cnattras@utk.edu & NKalantarians@VUU.EDU
- Need a short list of people who could serve on investigatory committees to speed up the process. Volunteers? Email christine.nattrass@utk.edu

In response to last week's discussion emphasizing that we probably won't get the bylaws right on the first pass, we are proposing an approach which would make changes easier.

- Separate documents (bylaws, talks policy, publication policy)
- Explicit amendment procedure which allows all to propose amendments

Bylaws - proposed approach (1/2)

based on previous discussions

Bylaws cover

- Who is a member
- How you join
- What boards/positions exist (eg publication board, talks committee), any requirements of those boards (they must have a written publication policy which is voted on by the IB, but may also have additional policies which do not require votes)
- Including governance, ie, spokesperson/people, IB

Should have some principles for how we want ECCE to function. Vision, values, and mission.

Separate documents for, e.g.

- Publication policy
- Talks policy
- Code of conduct

Separate committees can focus on different documents.

Bylaws - proposed approach (2/2)

based on previous discussions

Amending bylaws

- Should not require voting on the entire document
- There should be a procedure for the entire collaboration to make suggestions for amendments on documents voted on by the entire collaboration (bylaws, publication policy, etc)
 - Could stipulate that if X% of people or X people want to see the change, it triggers the procedure
 - And/or have fixed times when this is automatically considered
 - Should be some threshold to start this, but it should not be *too* difficult
 - Similar procedure for other documents which require an IB vote

Any documents outlining procedures, in their current form, should be clearly and publicly posted for all (including outside the collaboration).

Outline of values, vision & mission

To be crafted into prose

- Want the mission of ECCE to be successful
- Open/transparent (with allowance for exceptions but for good reason)
- Fair
- People should be comfortable working in this environment and able to do their best work
- We value the advancement of junior scientists to future successful careers
- Collaborators from underrepresented groups have a seat at the table and are considered equals
- Everyone can contribute and speak up. Titles are secondary. We are all here for a common goal, physics.
- Everyone is responsible for making this a productive environment.
- Help and support a healthy scientific field.

Guidelines for practical implementation

- Should be some process to review decisions, actions and possibly appeal for most procedures.
 - Generally individuals should not be allowed to make unilateral decisions or block talks/papers without review.
 - This should not be an add-on DE&I thing but part of the culture.
- A reasonable attempt to distribute work, responsibilities, & leadership positions should be made, as well as tracking statistics on these things.
- Junior representatives should be included on various bodies as well.
 - But shielded from career-damaging situations!
- By default, information & meetings should be open.
 - Exceptions: some discussions of individuals under consideration for leadership positions, some aspects of DE&I investigations (but be aware records can be FOIA'd)
- Bureaucracy should serve a necessary function

Opt-in vs opt-out

Examples of differences

- Alphabetical author list vs primary authors
- Everyone on the author list vs a barrier to entry (which also impacts service to the collaboration)
- Speakers speak for the entire collaboration → need talks committee, speakers speak for themselves/small group

We anticipate this will be a major culture clash

We request that the steering committee form a committee to compile information on pros and cons of each approach, seek the input of the collaboration, and make a recommendation for how to proceed, to be put to a vote by the IB.