Diversity & Inclusion: Policy and Charter Changes

EICUG Diversity & Inclusion ad hoc Committee and the Steering Committee
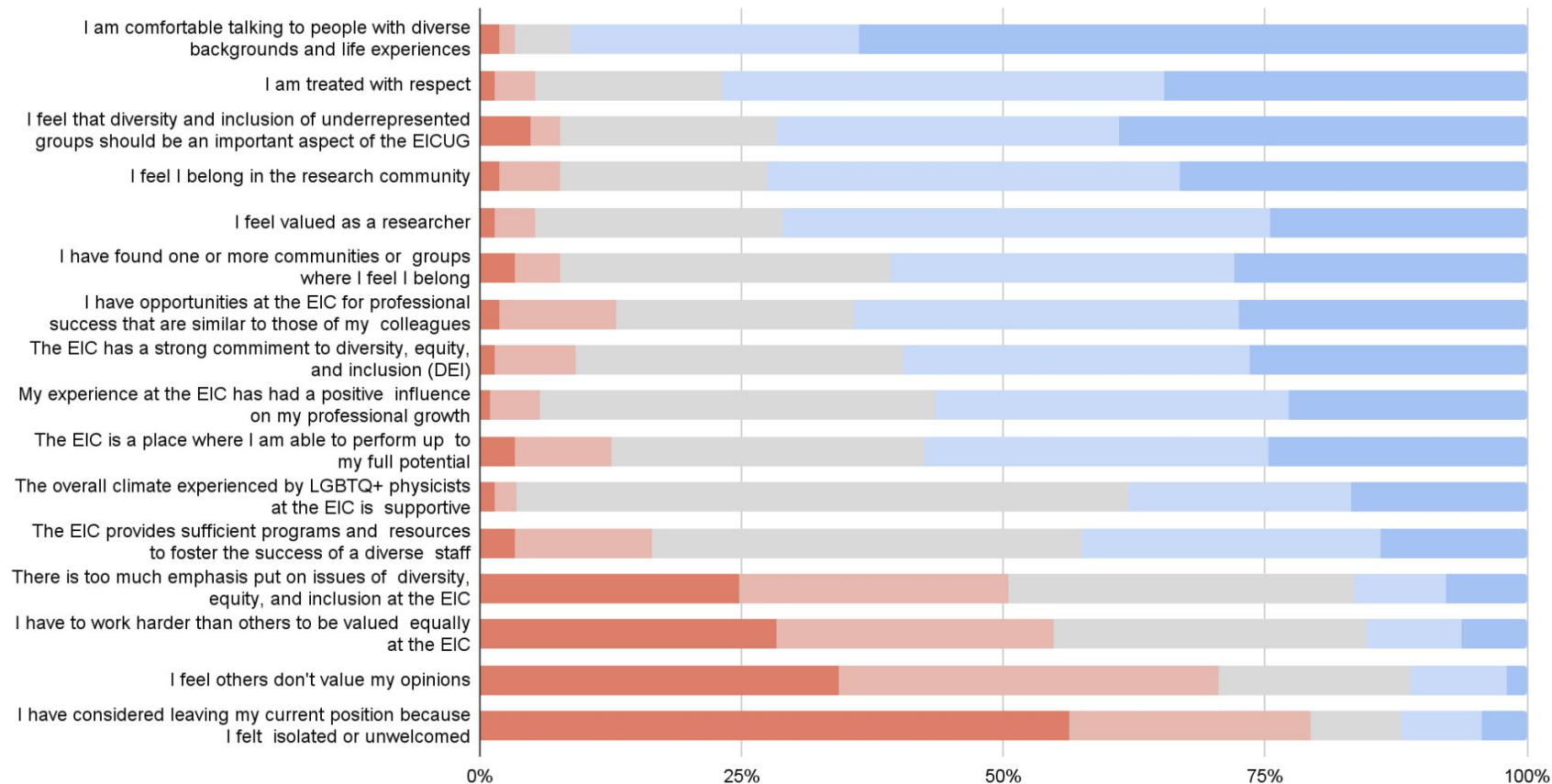
Taya Chetry, Wouter Deconinck, Paul Gueye, Narbe Kalantarians, Astrid Morreale, Sanghwa Park
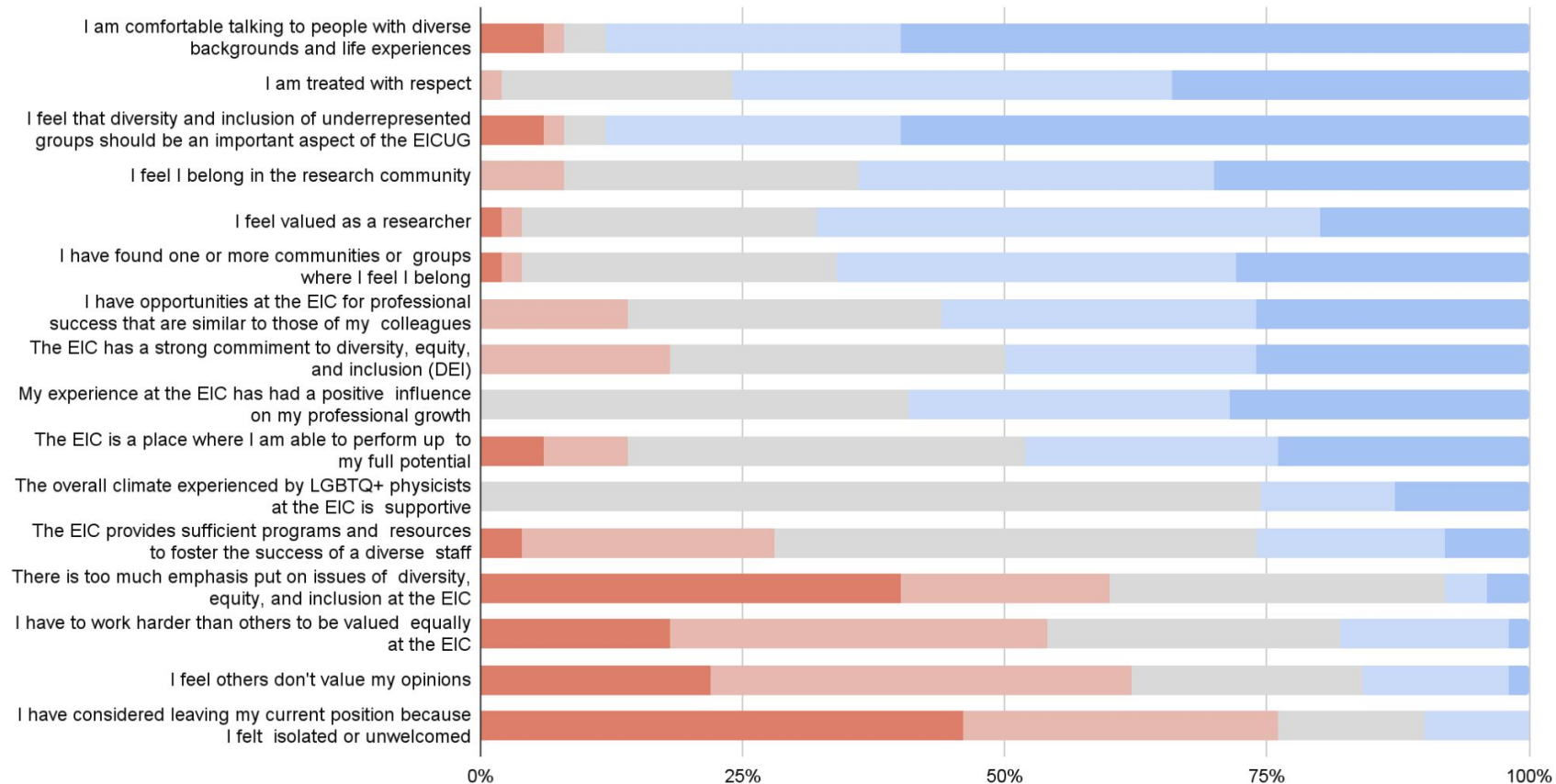
History of the EICUG D&I Committee

- 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 (MSU[1]), Wouter Deconinck (Manitoba), Paul Gueye (MSU[2]), Narbe Kalantarians (VUU), Astrid Morreale (LANL), Sanghwa Park (SBU)

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

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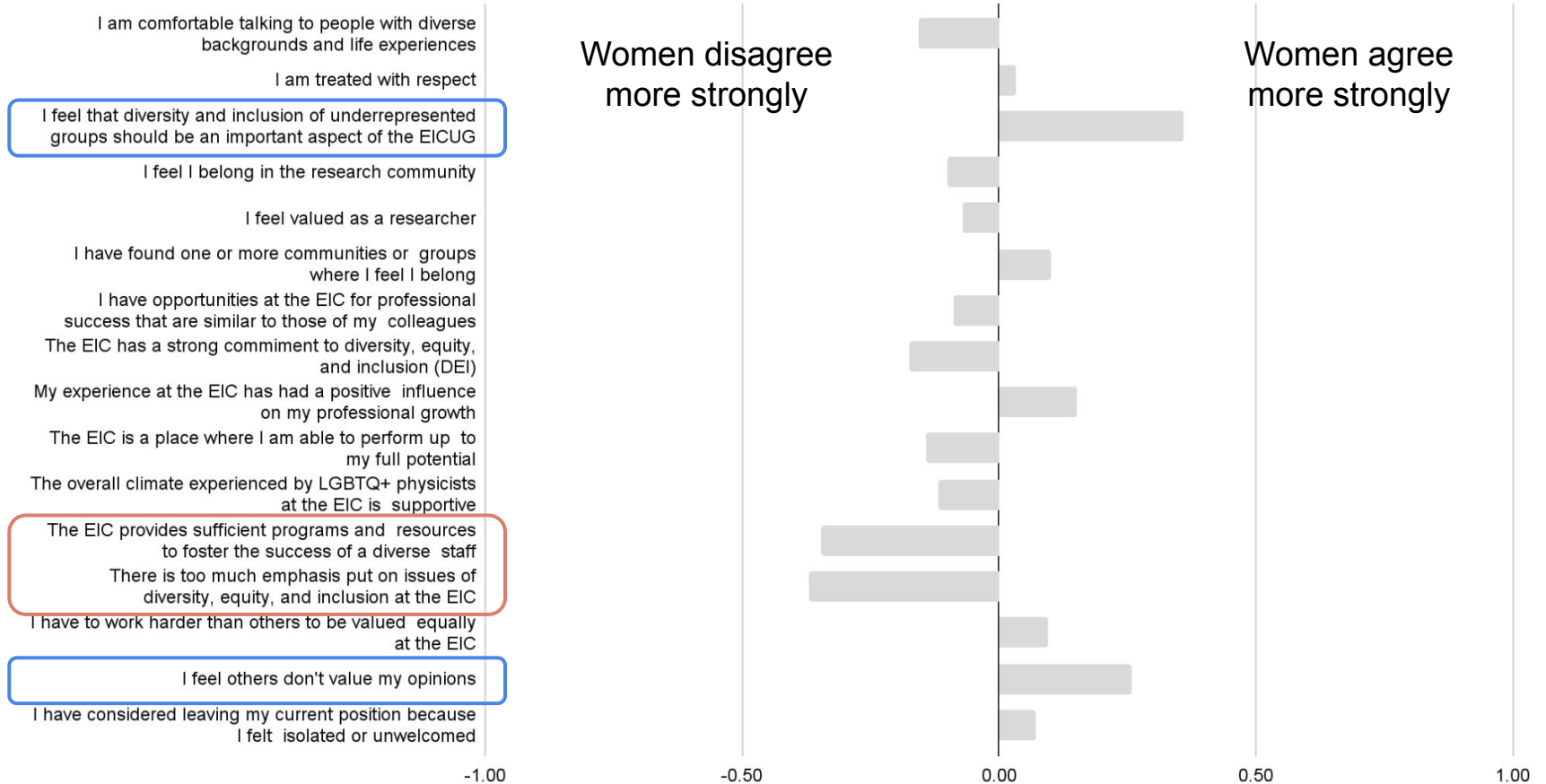
Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Women)

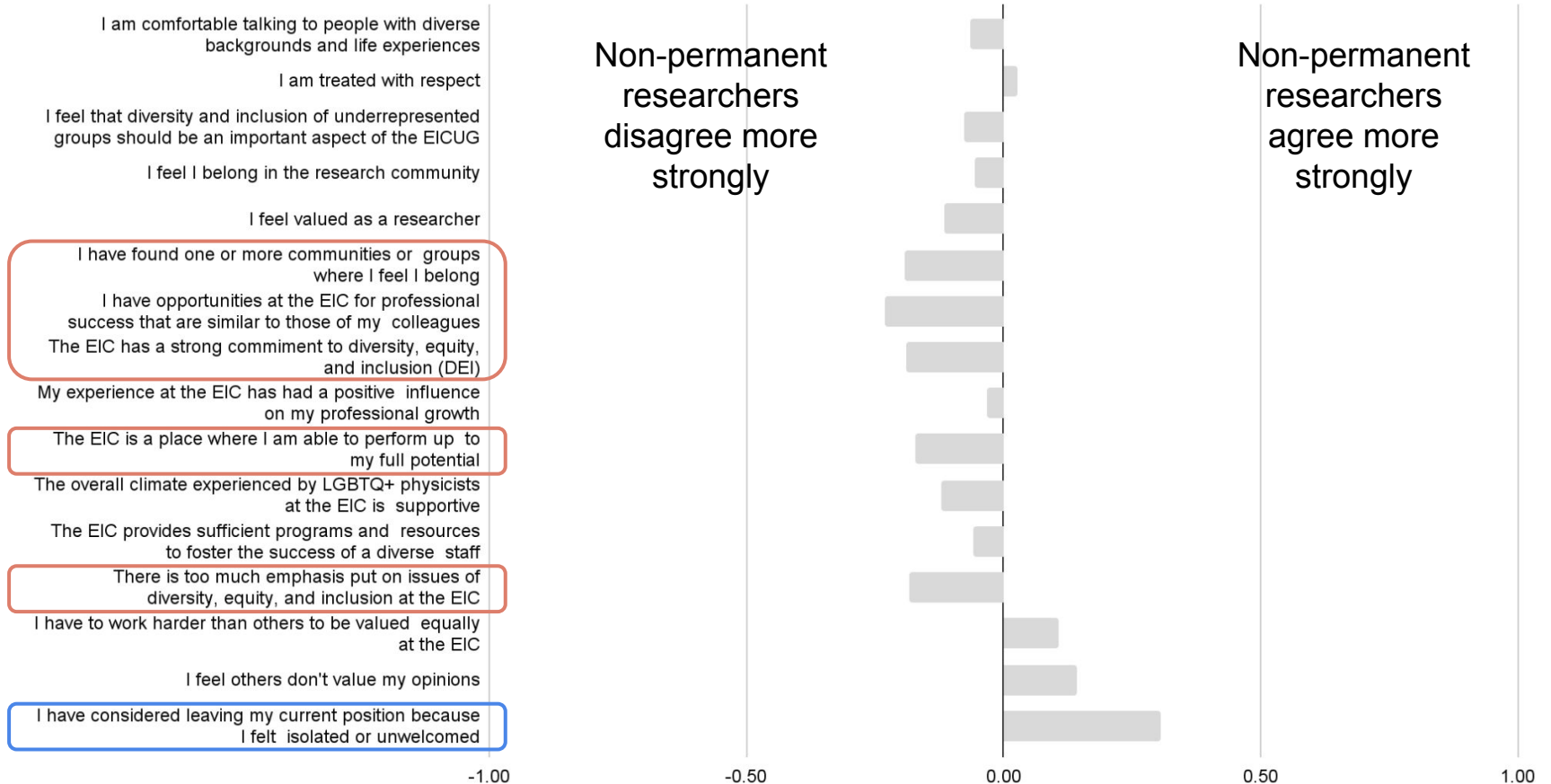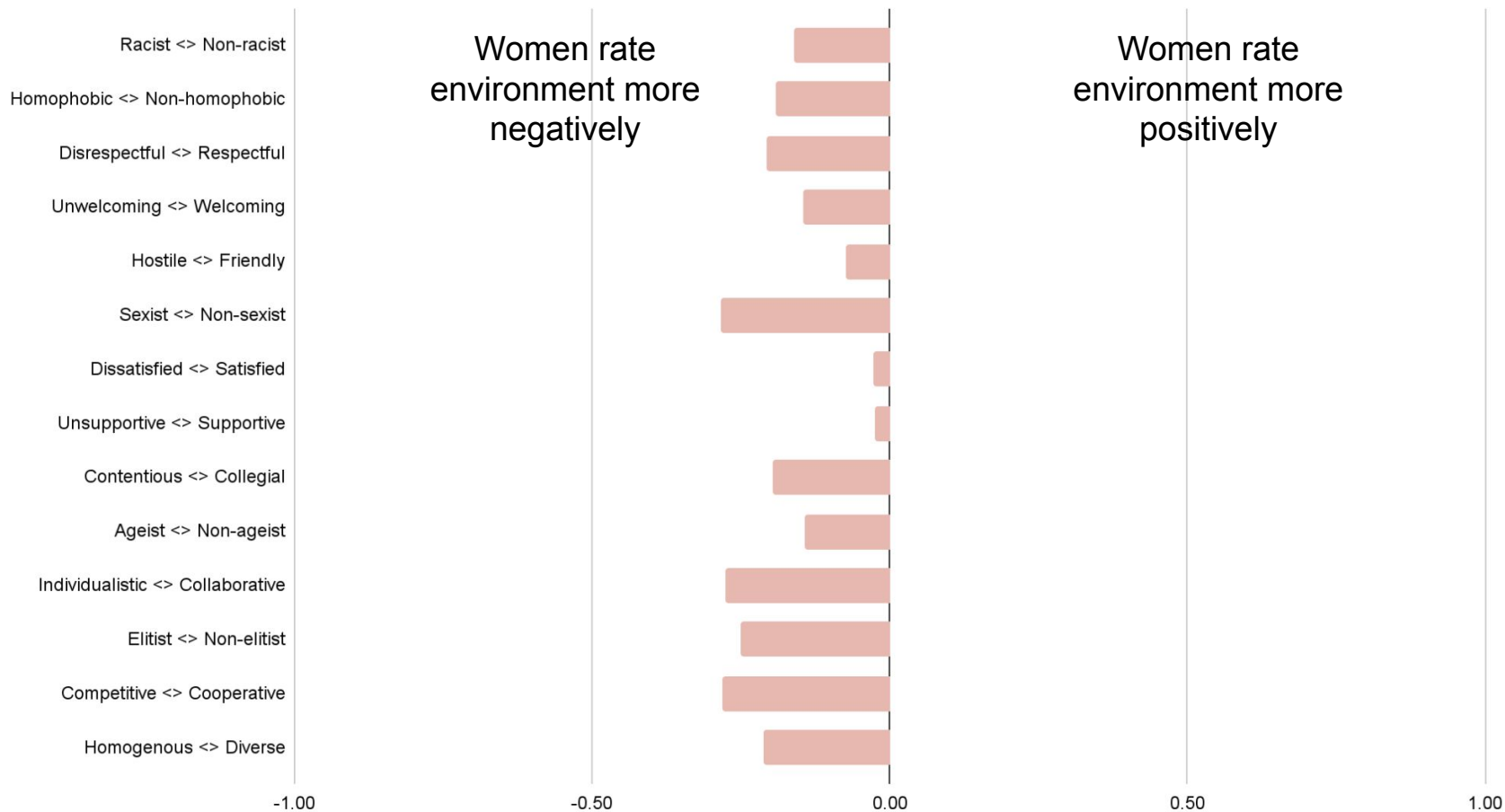| Statement					
I am comfortable talking to people with diverse backgrounds and life experiences					
I am treated with respect					
I feel that diversity and inclusion of underrepresented groups should be an important aspect of the EICUG					
I feel I belong in the research community					
I feel valued as a researcher					
I have found one or more communities or groups where I feel I belong					
I have opportunities at the EIC for professional success that are similar to those of my colleagues					
The EIC has a strong commiment to diversity, equity, and inclusion (DEI)					
My experience at the EIC has had a positive influence on my professional growth					
The EIC is a place where I am able to perform up to my full potential					
The overall climate experienced by LGBTQ+ physicists at the EIC is supportive					
The EIC provides sufficient programs and resources to foster the success of a diverse staff					
There is too much emphasis put on issues of diversity, equity, and inclusion at the EIC					
I have to work harder than others to be valued equally at the EIC					
I feel others don't value my opinions					
I have considered leaving my current position because I felt isolated or unwelcomed					

0%   25%   50%   75%   100%

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)

Non-permanent researchers disagree more strongly

Non-permanent researchers agree more strongly

I am comfortable talking to people with diverse backgrounds and life experiences

I am treated with respect

I feel that diversity and inclusion of underrepresented groups should be an important aspect of the EICUG

I feel I belong in the research community

I feel valued as a researcher

I have found one or more communities or groups where I feel I belong

I have opportunities at the EIC for professional success that are similar to those of my colleagues

The EIC has a strong commitment to diversity, equity, and inclusion (DEI)

My experience at the EIC has had a positive influence on my professional growth

The EIC is a place where I am able to perform up to my full potential

The overall climate experienced by LGBTQ+ physicists at the EIC is supportive

The EIC provides sufficient programs and resources to foster the success of a diverse staff

There is too much emphasis put on issues of diversity, equity, and inclusion at the EIC

I have to work harder than others to be valued equally at the EIC

I feel others don't value my opinions

I have considered leaving my current position because I felt isolated or unwelcomed

-1.00   -0.50   0.00   0.50   1.00

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

Women rate environment more negatively

Women rate environment more positively

- Racist <> Non-racist
- Homophobic <> Non-homophobic
- Disrespectful <> Respectful
- Unwelcoming <> Welcoming
- Hostile <> Friendly
- Sexist <> Non-sexist
- Dissatisfied <> Satisfied
- Unsupportive <> Supportive
- Contentious <> Collegial
- Ageist <> Non-ageist
- Individualistic <> Collaborative
- Elitist <> Non-elitist
- Competitive <> Cooperative
- Homogenous <> Diverse

-1.00   -0.50   0.00   0.50   1.00

EICUG Policy and Charter Changes

- Statement of Values: aspirational and foundational statement
- Code of Conduct: what is (in)appropriate conduct, reporting channel
- Grievance Policy: process for grievances, ultimate authority with SC chair
- Charter Updates: elected D&I committee with responsibilities

Past steps:
- Presented at Summer 2021 User Group Meeting for discussion
- Presented to Steering Committee on October 14

Next steps:
- Statement of Values, Code of Conduct, Grievance Policy will be put to a vote by the Steering Committee for formal adoption
- Charter Updates will be put to a vote by the membership for formal adoption

EICUG Statement of Values & Code of Conduct

Statement of Values

"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 Statement of Values

EICUG Statement of Values & Code of Conduct

Code of Conduct

"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 Code of Conduct

EICUG Grievance Policy

Grievance policy:

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 Grievance Policy

EICUG Grievance Policy

1. A grievance is received by the Ombudsperson
2. Ombudsperson determines whether or not the issue may be dealt with through this grievance process (rather than another policy framework)
3. Ombudsperson empanels a confidential three-person review panel:
   1. One person from a list of three EIC Users suggested by the aggrieved party
   2. One person from a list of three EIC Users suggested by the accused party
   3. One current or former Steering Committee member or Institutional Board chair/vice-chair
4. Within 30 days, the review panel will assess and provide a recommendation for a resolution to the Ombudsperson
5. The recommendation will forward the recommendation to the Steering Committee chair, with a concurrence or dissent
6. The Steering Committee chair determines the ultimate course of action

EICUG 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:

- chair line, with a vice-chair elected by the EICUG members each year based on a broad call for volunteers, to serve for one year as vice-chair and for one year as chair,
- 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,
- 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."

EICUG 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
- chair will report annually to the EIC User Group on the demographics of the membership and its leadership roles, and (in aggregate and anonymized) on grievances and their resolution
- chair will act as the Ombudsperson of the EIC User Group

Reference: EICUG Charter Updates (incl. additional responsibilities)

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.

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

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.

"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.