

# EICUG Diversity, Equity, and Inclusion

## EICUG DEI Committee

EICUG/ePIC Joint Meeting - Lehigh U., Bethlehem, PA (USA)  
July 21st to 26th, 2024

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# The EICUG DEI Committee

- **Consists of seven members:** chair-elect, chair, past chair, and 4 at-large members.
- Chair serves as ex-officio member of the EICUG steering committee, and reports to them.

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

- Serving as contact point for people DEI issues (for listening or recommending actions).
- Facilitate connections with and encourage creation of affinity groups related to DEI
- Providing expertise in DEI issues to the EIC Users.
- Advocating for DEI issues that affect Users when they arise.
- Serving as liaisons to DEI groups and administration at the host Laboratories, especially to advocate for relevant issues (e.g. childcare, campus climate).
- Collecting and providing by request diversity statistics and developing DEI awareness and sensitivity training for the EIC Users.
- DEI committee will periodically review the EICUG code of conduct.

Reference: [Page 6 of EICUG Charter Revisions](#) (incl. responsibilities)

# Initial Goals of the DEI Committee

- First meetings took place in Dec. 2023.
- Establish basic items - Statement of Values and Code of Conduct.
  - Mostly compiled by previous group iteration.
- Finalize 2022 climate survey and make it public.
  - Lots of editing was done early this year to accommodate feedback from the SC → final sign-off was achieved.
  - **Final report still needs to be publicly released.**
- Formalize a lived-name policy for the EICUG (see later slides).
- Change approach to DEI workshop at the EICUG meeting → leverage local resources at host institution to get experts to help lead discussions.
  - **Thanks to Rosi for helping us achieve that for this meeting!**
- Begin work on outreach (big goal for the coming year).
- Plan for next iteration of the climate survey (plan is to have survey every two years).

# 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

# Statement of Values & Code of Conduct

## **Professional Conduct:**

All participants will conduct themselves in a professional manner that is welcoming to all and free from any form of discrimination, harassment, or retaliation. Participants will treat each other with respect and consideration to create a collegial, inclusive, and professional environment. Creating a supportive environment to enable scientific discourse is the responsibility of all participants.

# Statement of Values & Code of Conduct

## **Inappropriate Actions or Statements:**

Participants will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, educational background, or any other characteristic protected by law. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

## **Reporting Violations:**

Violations of this code of conduct policy should be reported to the EICUG and ePIC DEI Chairs, Megan Connors ([mconnors@gsu.edu](mailto:mconnors@gsu.edu)) and Alex Jentsch ([ajentsch@bnl.gov](mailto:ajentsch@bnl.gov)), who will confer with the local organizers on appropriate action. Sanctions may range from verbal warning, to ejection from the meeting without refund, to notifying appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated.

# Lived Name Policy (to be added to the charter)

- **The general problem:** people do not have easy access to control their personal information.
- Examples of people being asked for “papers” to change their name in the collaborations (e.g. proof of name change).
  - The collaborations do not “employ” these people → should not be asking people for this information.
- Collaborators should have ability to control their information, for any reason.

# Lived Name Policy (to be added to the charter)

- The EICUG will ensure that the official phone book is updated with the lived name of members in a timely manner.
- Name change requests (email) will be sent to the DEI committee ([eicug-dei@eicug.org](mailto:eicug-dei@eicug.org)) which is responsible, in general, for ensuring the phone book and website are updated. They will coordinate the change of any identifying information (name, email, institution, etc.) with the webmaster.
- Initial email request must come from address on-record for requesting user in the phone book for information security.
- No reason or documentation need be provided by the requesting collaborator.
- The name of a user listed on the website and author list need not match their legal name.
- We encourage members to provide/register ORCIDs to ensure credit for work is always properly assigned.



# Outreach

- Goal is to ensure a welcoming and productive scientific effort and to increase participation from a diverse workforce.
- Aim is to leverage existing organizations and use the EICUG to bridge those organizations to EIC science.
  - Others have already had success in doing this, e.g. efforts from Elke related (see her talk later today).
  - We need to develop this corridor within the EICUG.
- We have had some recommendations from EICUG members already that we will begin following up on.
- Lots of discussion of programs at local US-based universities and labs - all great, but we also need to build-out our outreach efforts to enable international benefit.
  - Summer schools are GREAT, but very short term. We need options which enable larger participation, like internships and full summer programs - but THEY must allow international participation.

**Have some ideas we could follow-up on? Let us know!!**

# Outreach - Local Efforts (example from Fernando)



## *Let Us Smash Some Protons*

- Run thru *Yale Pathways Program*
  - Spearheaded at **New Haven, CT** by *Raghav Kunnawalkam Elayavalli* since 2022
  - Expanded to **Nashville, TN** the following year
- **Weeklong Program for High School Students (~14 students per session)**
  - Lecture-based days introducing students to subject matter (e.g. QCD, EIC Physics, etc.)
  - Mixed with *in silico* experimentation in *PYTHIA* thru *Jupyter Notebooks* ([link](#))
  - One day is dedicated for a visit to Yale University's Wright Laboratory
  - Additional day dedicated for building a *Miniature DIY Cloud Chamber*
- Organized by admixture of faculty, postdocs, graduate and undergraduate students
- Relatively minimal barriers to entry and low overhead costs
- Easy to replicate and adapt to various audiences and diverse settings

# Joint EICUG/ePIC DEI Workshop

- Happening today from 4:30pm to 6:00pm.
- **1-hour of expert-led discussions:**
  - a. Former Dean of the College of Arts and Sciences and current STEM professor at Lehigh University, Anne Meltzer. She will lead a discussion on DEI issues faced in STEM.
  - b. Deputy Vice President for Equity and Community and Associate Provost for Academic Diversity, Henry Odi. He will lead a discussion on DEI initiatives employed in academia, and discuss how they have been used to improve the diversity of the university.
- Half-hour of discussions of issues raised by EICUG and ePIC members/collaborators.

**Please attend!**

Thank you!

