

Discussion of Concerns within the EICUG and ePIC community

Contact Information:

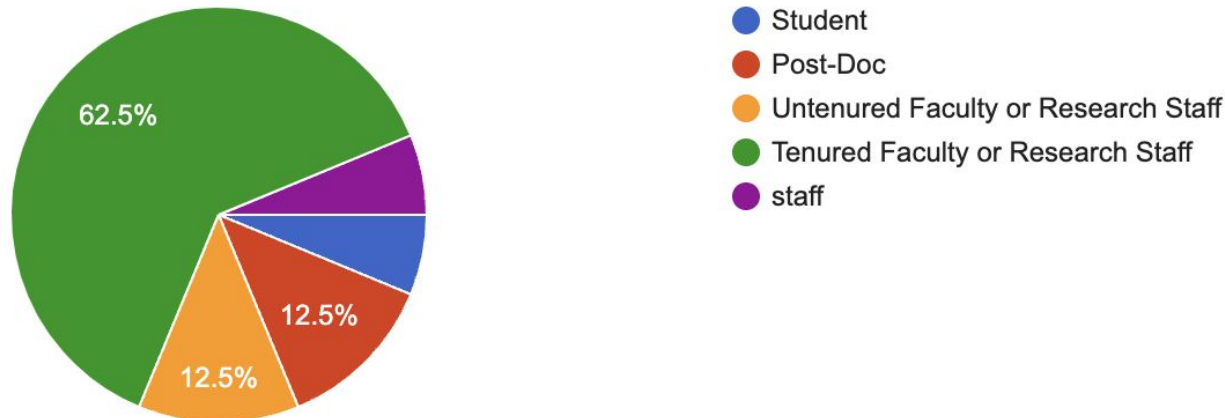
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Simple topic-collecting survey

Anonymous form: <https://forms.gle/QDzQLPSi9JXkuwLZ9>

1. Example(s) of situation(s) you have faced or are aware of which created a significant hurdle to your or a colleagues research progress.
2. Any other topics you would like to see the DEI groups address in this discussion or in the future
3. What is your career stage



16 Responses

Broad set of topics raised

- Challenges faced by international colleagues which add barriers for research work (visas, permanent residency, conference travel, financial burdens for in-person meetings, etc.).
- Issues related to all forms of bullying.
- Discrimination based on gender, race, sexual orientation, etc.
- Political backlash to DE&I initiatives seen in the US (potentially elsewhere, too).
- Quality of life issues at the laboratories (e.g. issues raised by RHIC users with housing and food at BNL).

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Issues faced by International Collaborators

- General challenges with obtaining visas (highly dependent on country of origin).
 - Informational page which summarizes different kinds of visas, where they apply, etc.?
- Inconsistent rules at different institutions for obtaining permanent residency in the US (green card) → each institution has its own rules for supporting a green card application.
 - Can the EICUG be used to encourage institutions to make this process simpler, and reduce the wait time for even *starting* the process.
- Visas for conferences → can be damaging to a career to miss out on a major conference due to visa issue.
 - From discussions with colleagues, trying to apply for a visa for a smaller conference and getting it done can help protect against a problem for a few years.
 - Should we emphasize small workshops for early-career scientists to help protect them for attending a larger conference?
 - Availability of resources (e.g. travel).
- Time zone differences for scheduling meetings
 - Consider more than standard ET worktimes in polls
 - Share the burden without complaint
- In-person conferences → impact on climate change and inclusivity.
 - See the analysis by the AAS: <https://arxiv.org/abs/2406.10451>