

# Diversity, Equity, and Inclusion at the Electron-Ion Collider

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reporting on work by the entire EIC community\*



**University  
of Manitoba**

# Intersecting Entities at the Electron-Ion Collider

- EIC project
  - Accelerator vs. experimental program
  - National outreach to historically disadvantaged countries
- EIC Users Group (EICUG)
  - EICUG Diversity, Equity, and Inclusion committee
- ePIC Detector Collaboration (and proposal/proto-collaborations)
  - ECCE Diversity, Equity, and Inclusion committee
  - ePIC Diversity, Equity, and Inclusion committee
- Host laboratories: Brookhaven National Lab and Jefferson Lab
  - Diversity, Equity, and Inclusion Office at Brookhaven National Lab
  - Diversity, Equity, Inclusion, and Accessibility Coordinator at Jefferson Lab
  - Jefferson Lab User Organization Board of Directors Diversity Representative
  - RHIC/AGS Users' Executive Committee Diversity Working Group

# Formation of the EICUG DEI Committee

- 2020 EICUG Charter Survey:
  - “Clear desire to see a committee formed to ensure a diverse and inclusive climate”
- October 2020: Formation of (ad hoc) EICUG D&I 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
  - 1 representative from the EICUG SC (December 2020 election)
  - 2 nominees from the EICUG Elections & Nominations Committee
  - 3 volunteers from the EICUG-wide community (call October 2020)
- Since October 2021 as standing DEI committee at [eicug-dei@eicug.org](mailto:eicug-dei@eicug.org)
  - Chair-elect, chair, past chair (for continuity) and 4 at-large members
  - Chair serves as ex-officio member of the EICUG Steering Committee, and reports to them

# EICUG DEI Committee: Leadership

- **2021:** Taya Chetry (MSU), Wouter Deconinck (Manitoba, chair), Paul Gueye (MSU), Narbe Kalantarians (VUU), Astrid Morreale (LANL), Sanghwa Park (SBU)
- **2022:** Taya Chetry (FIU, chair), Paul Gueye (MSU), Narbe Kalantarians (VUU), Asmita Mukherjee (IITB), Sanghwa Park (JLab), Rosi Reed (Lehigh), Cheuk-Ping Wong (LANL)
- **2023:** Taya Chetry (FIU), Paul Gueye (MSU), Alex Jentsch (BNL, chair), Narbe Kalantarians (VUU), Asmita Mukherjee (IITB), Sanghwa Park (JLab), Rosi Reed (Lehigh), Cheuk-Ping Wong (LANL)
- **2024:** Taushif Ahmed (Regensburg), Fernando Flor (Yale), Alex Jentsch (BNL, chair), Kavita Lalwani (MNIT Jaipur), Asli Tandogan (UConn), Hu Zhi (KEK)

# EICUG DEI Committee: Responsibilities

- Serving as contact point for DEI issues (listening or recommending actions).
- Facilitate connections, 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.

# 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 DEI Committee 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: EICUG DEI Committee ([eicug-dei@eicug.org](mailto:eicug-dei@eicug.org))

# EICUG Statement of Values & Code of Conduct

## Grievance Policy (in the Code of Conduct)

### Philosophy:

- Patchwork of local policies at multiple institutions results in gaps,
- EICUG involved if a) EICUG activity, b) no other policy clearly applies,
- Balance of confidentiality, timeliness, and accountability

### Process outline:

- Reported to chair of EICUG DEI committee (in updated charter)
- Confidential panel makes confidential recommendation to SC chair
- Annual aggregated and anonymized report on actions



# EICUG Climate Surveys: Methodology

- 2021: opened from June 18, 2021 to July 10, 2021
  - Total of 33 questions, both quantitative and qualitative:
    - demographic questions,
    - satisfaction/dissatisfaction with climate in EIC over past 12 months,
    - agreement/disagreement with statements on EIC research community,
    - experiences of discriminatory or exclusionary behavior,
    - open responses.
  - Total responses: 215 (16% of EICUG)
- 2022: opened from August 16, 2022 to August 31, 2022
  - Follow same format as in 2021 for consistency
  - Total responses: 163 (11.5% of EICUG, 24% lower than 2021)
  - Main difference: dedicated link to EIC users in China who could not access Google Forms

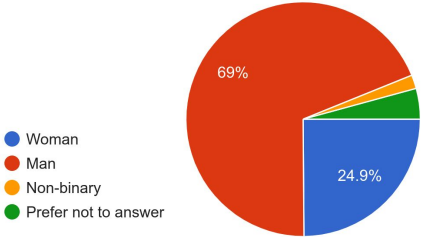
Distribution: EIC Users Group general mailing list, and EIC Institutional Board.

# EICUG Demographic Overview: Identity

2021

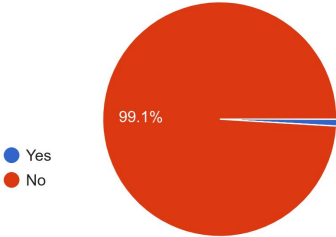
What is your gender/gender identity?

213 responses



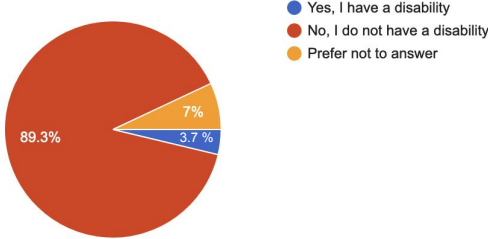
Do you identify yourself as transgender?

212 responses



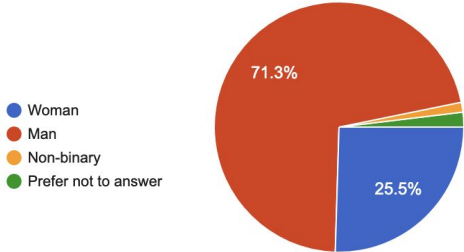
Do you have a disability?

215 responses



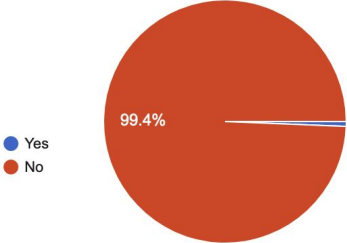
What is your gender/gender identity?

157 responses



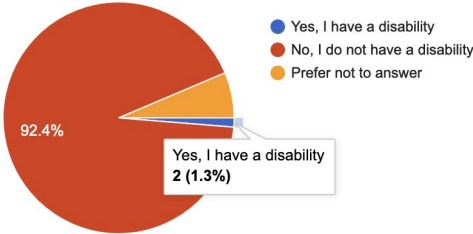
Do you identify yourself as transgender?

157 responses



Do you have a disability?

157 responses

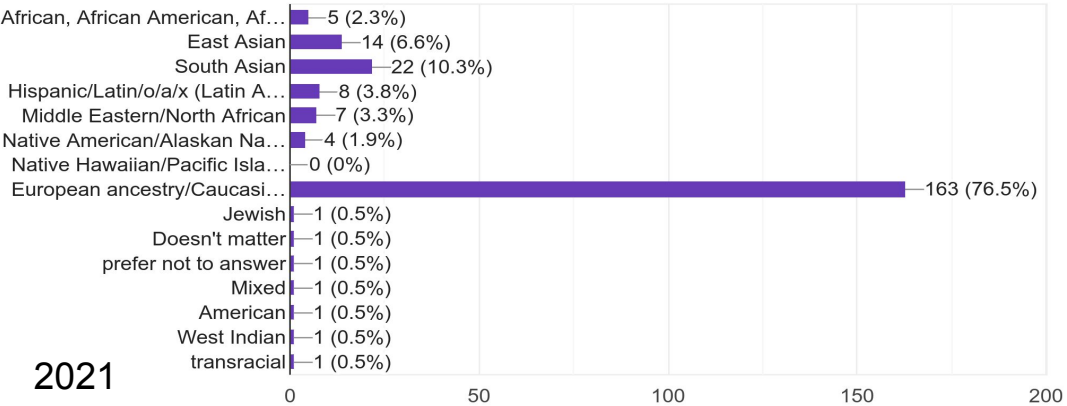


2022

# EICUG Demographic Overview: Ethnic Identity

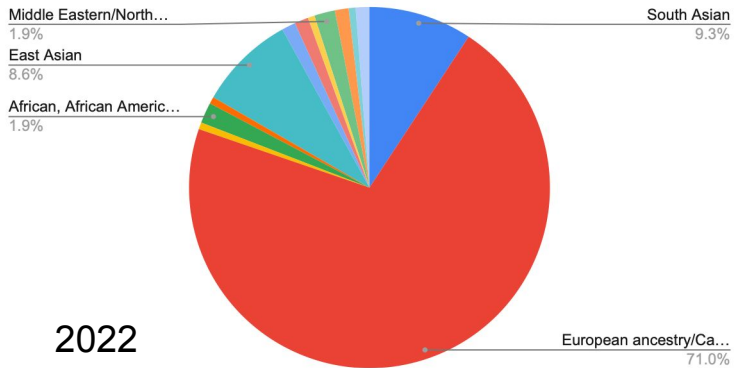
Please indicate the ethnic groups with which you identify. (Check all that apply)

213 responses



2021

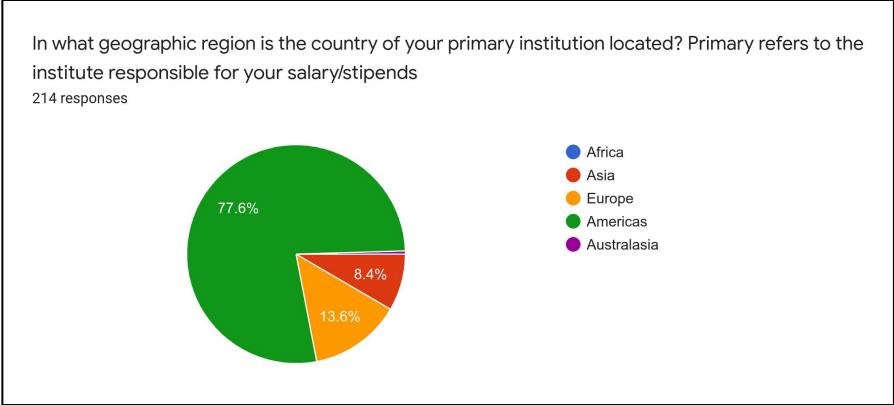
Please indicate the ethnic groups with which you identify. (Check all that apply)



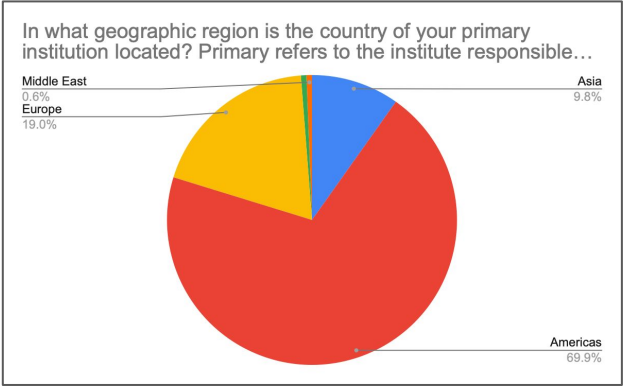
2022

# EICUG Demographic Overview: Geographic Region

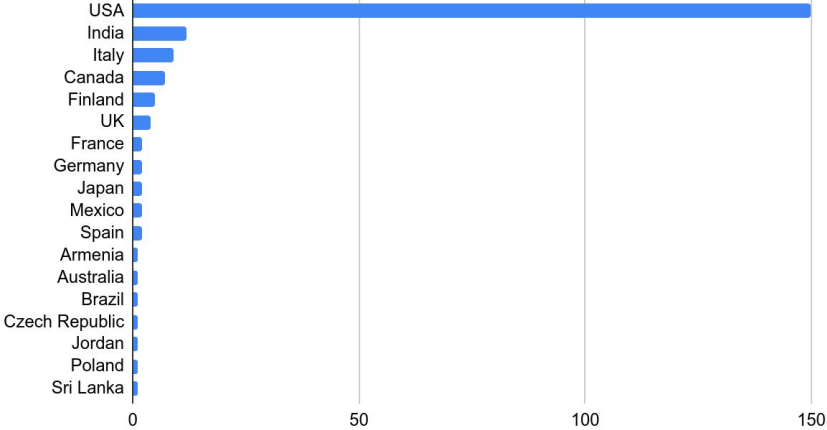
2021



2022

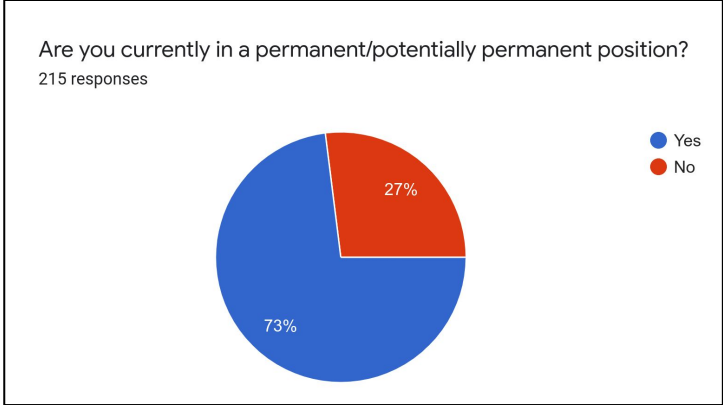


In which country is your primary institution located?

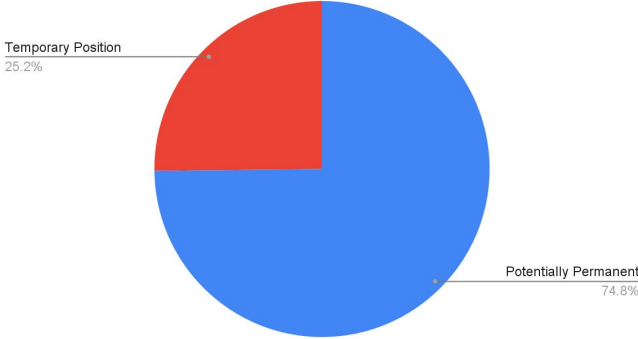


# EICUG Demographic Overview: Job Security

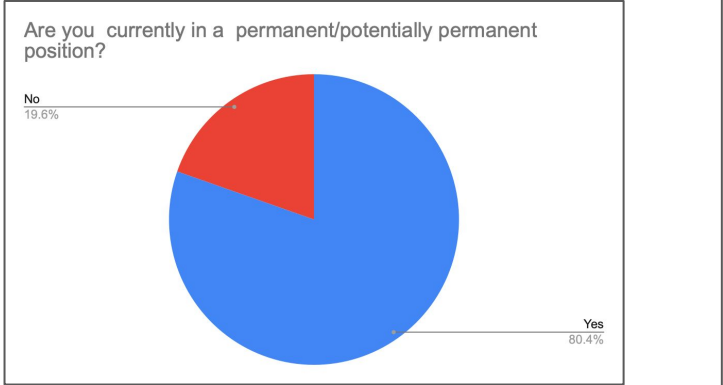
2021



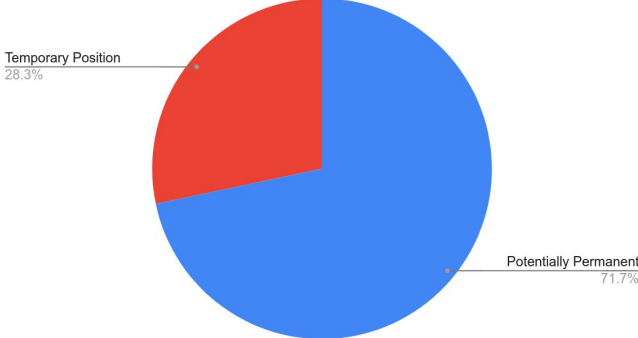
Employment Security by Gender: Men



2022



Employment Security by Gender: Women

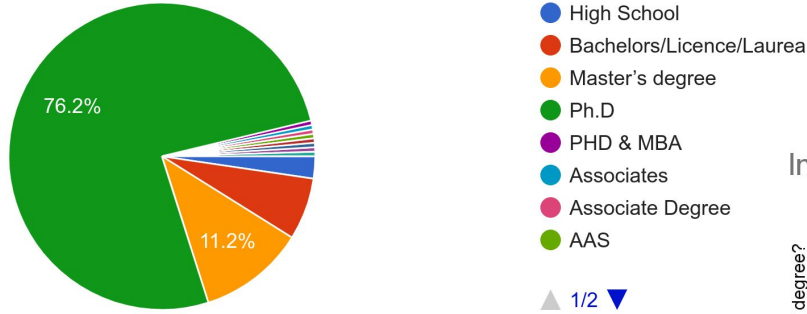


# EICUG Demographic Overview: Education

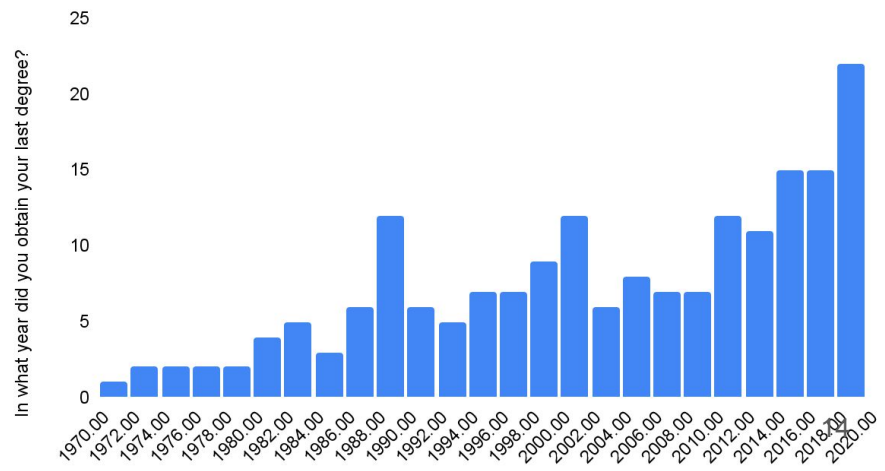
What is currently your highest degree?

214 responses

2021



In what year did you obtain your last degree?

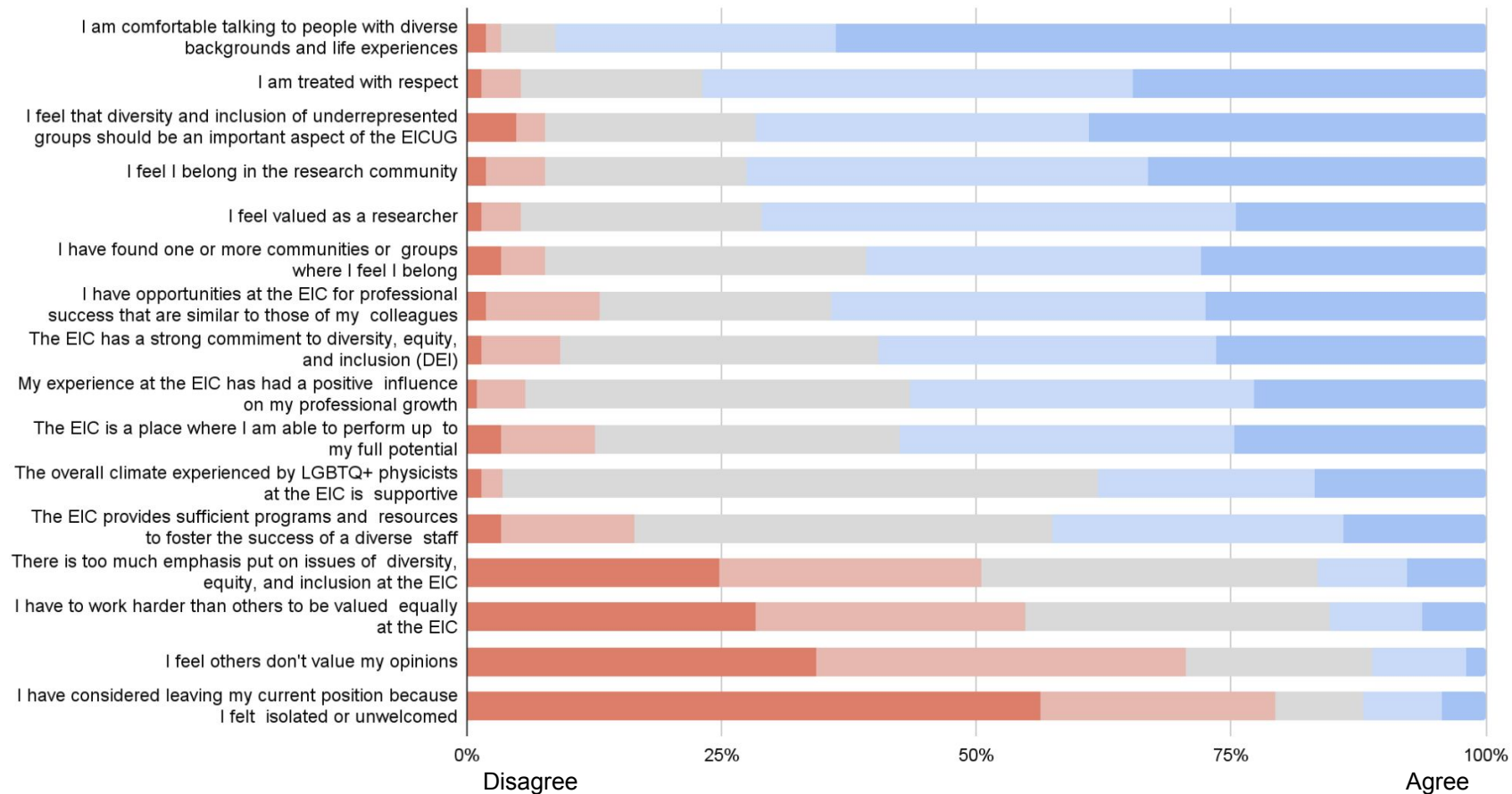


# EICUG Climate Surveys: Experiences and Attitudes

Source of primary climate indicators:

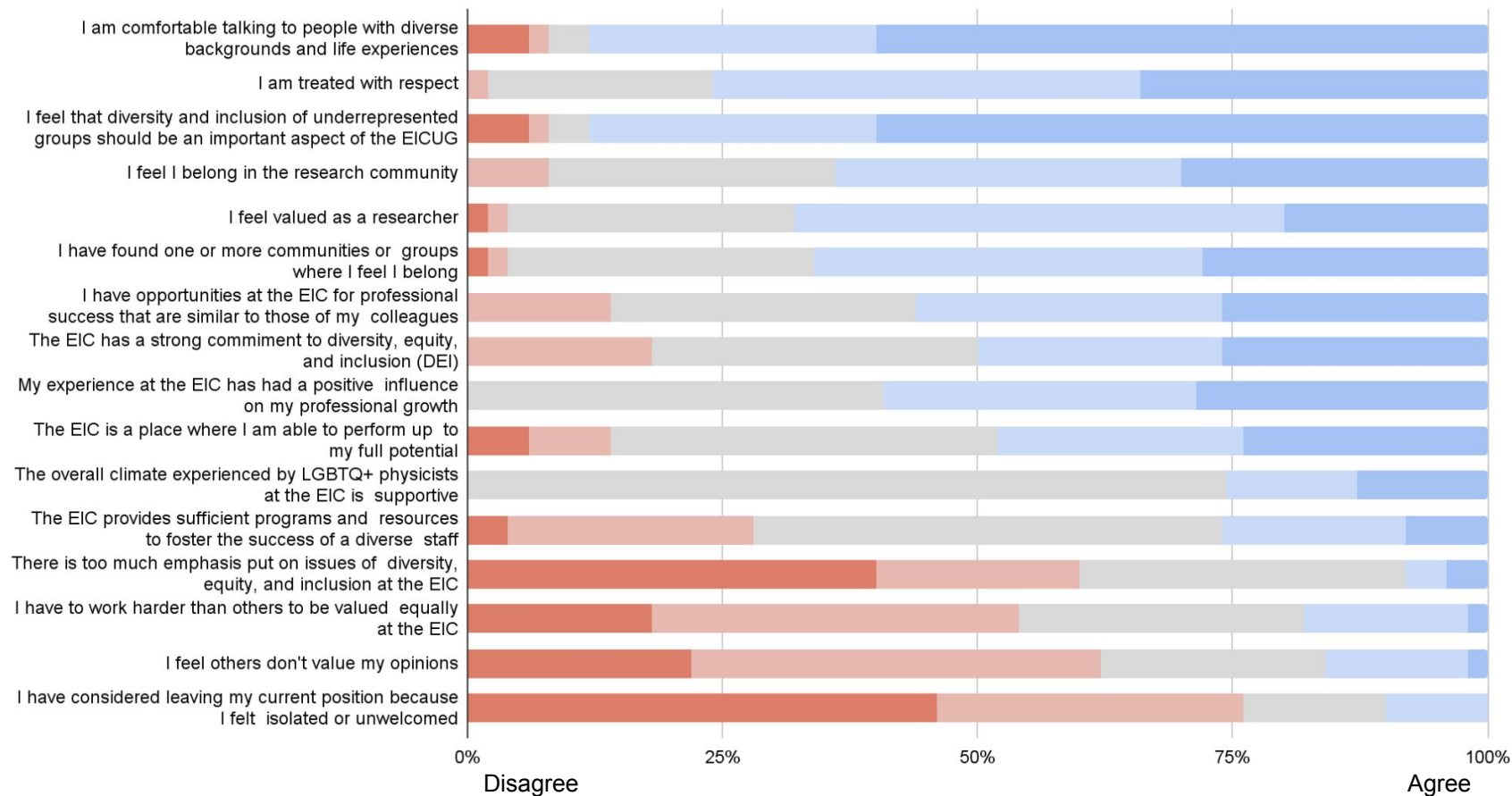
- Level of agreement with experience statements and climate descriptors
- Responses on 5-point Likert scale: **Strongly Disagree** to Neutral to **Agree**
- Separated by gender and job security, look for shifts in the average score compared to the complement or the entire population.
  - Note: It does not make sense to expect a “5-sigma discovery” standard on individual attitude shifts for Likert scores (nor does it make sense to use averages or subtract these scores as if they are vectors in some N-dimensional space). This analysis is meant to point out where there are potential systemic issues that we should investigate further and address.

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)

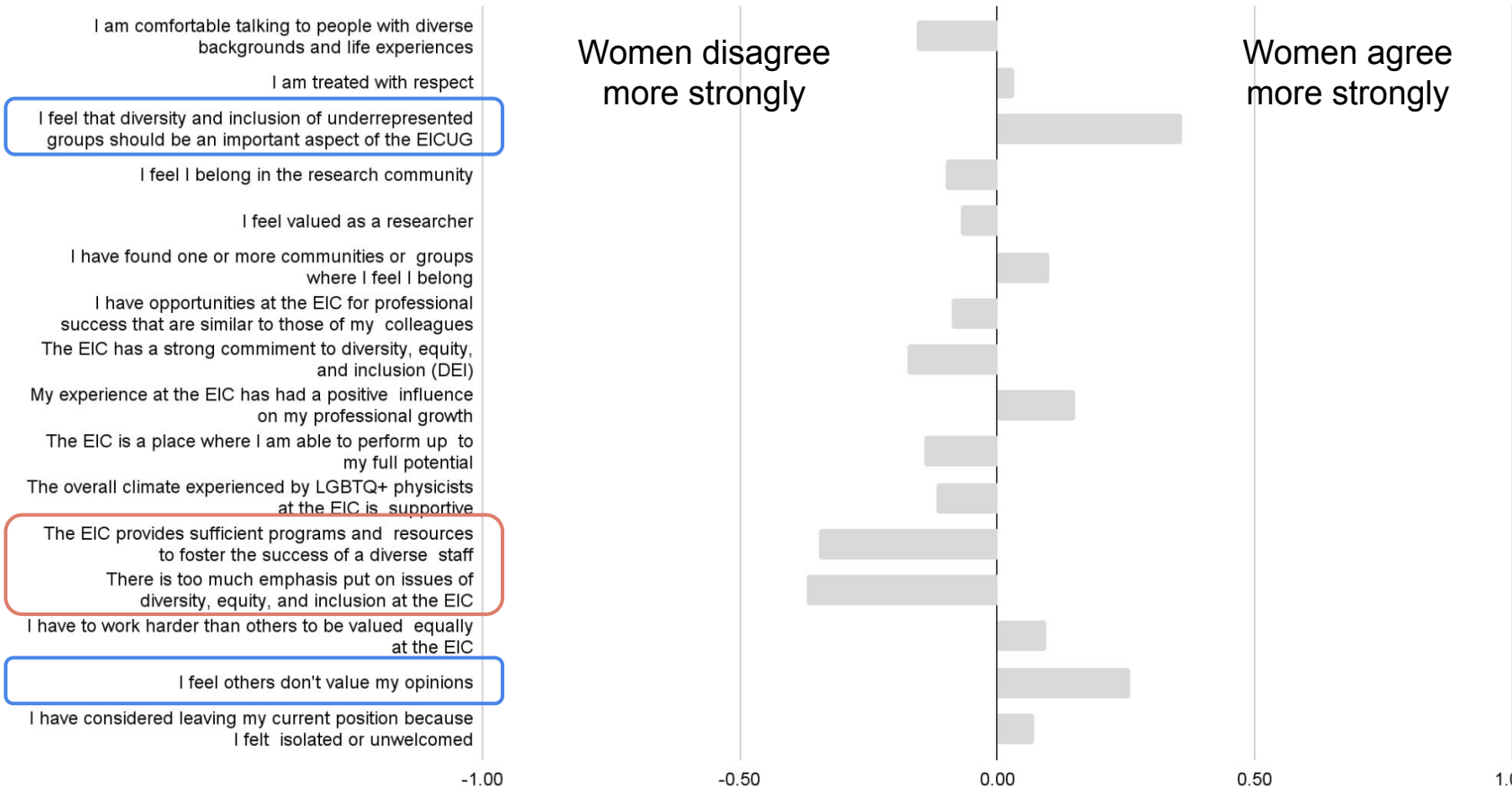




Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Women)



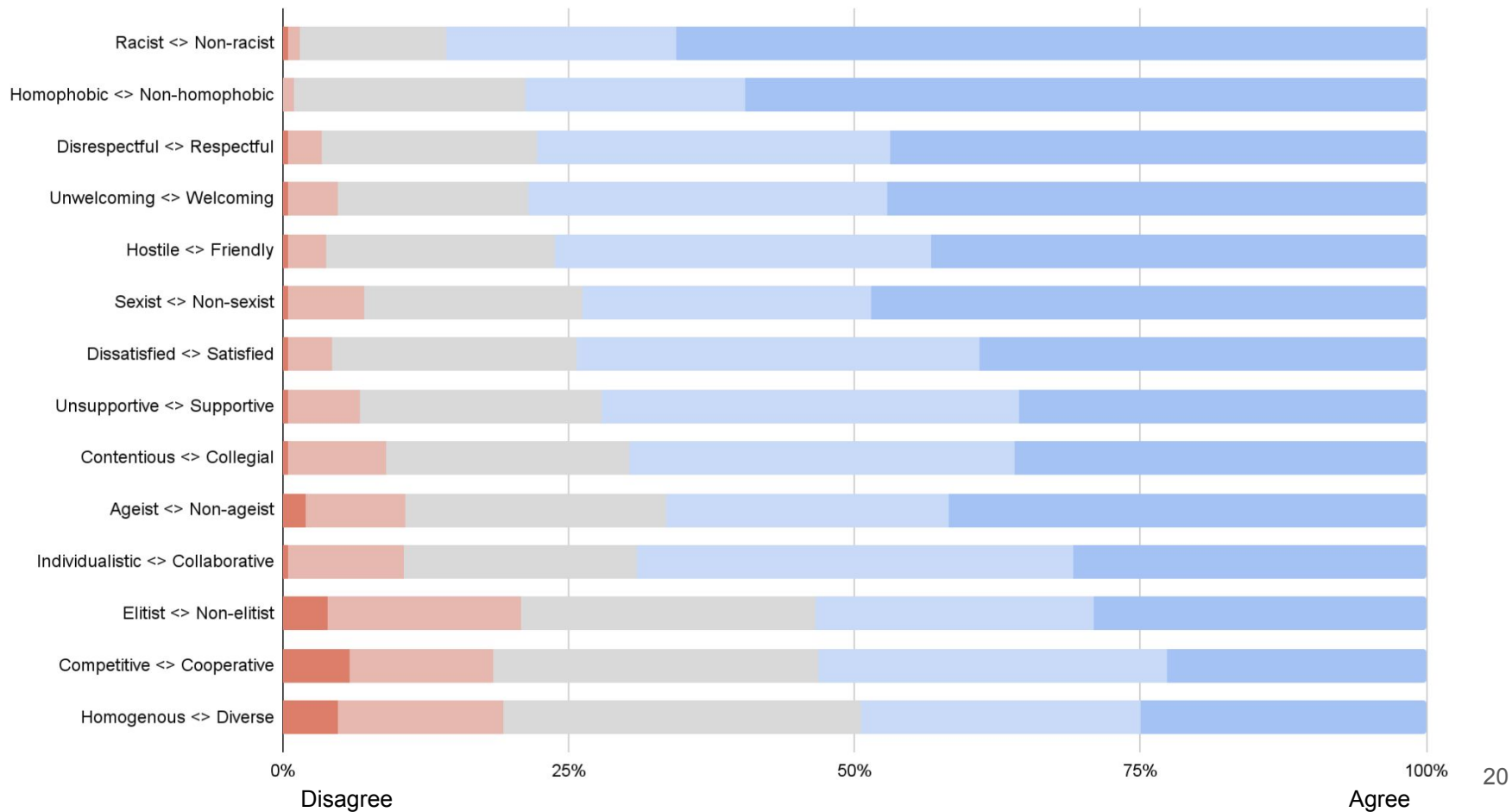
Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Women vs All)



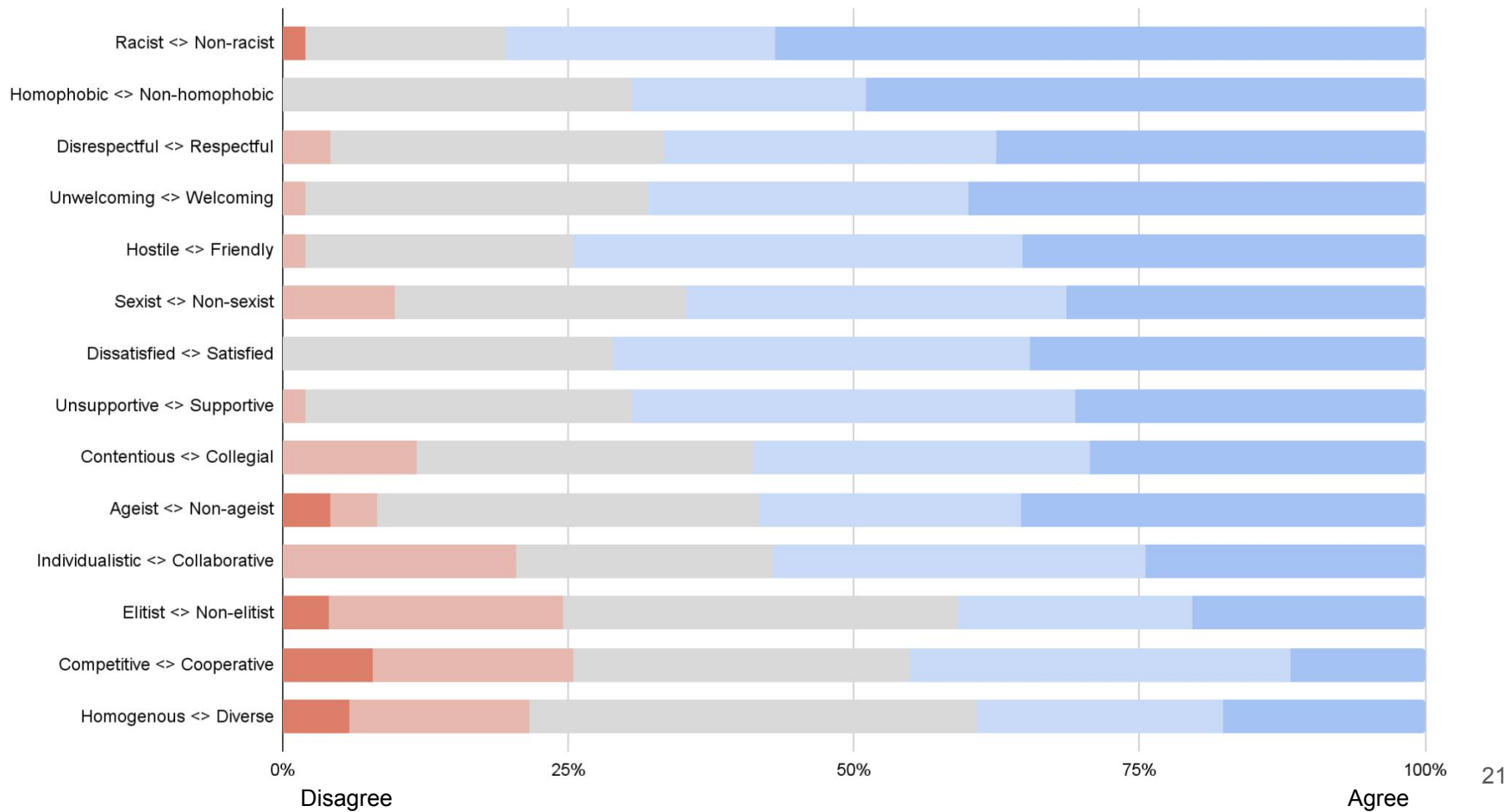
Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements regarding your EIC research experiences: (Temporary vs All)



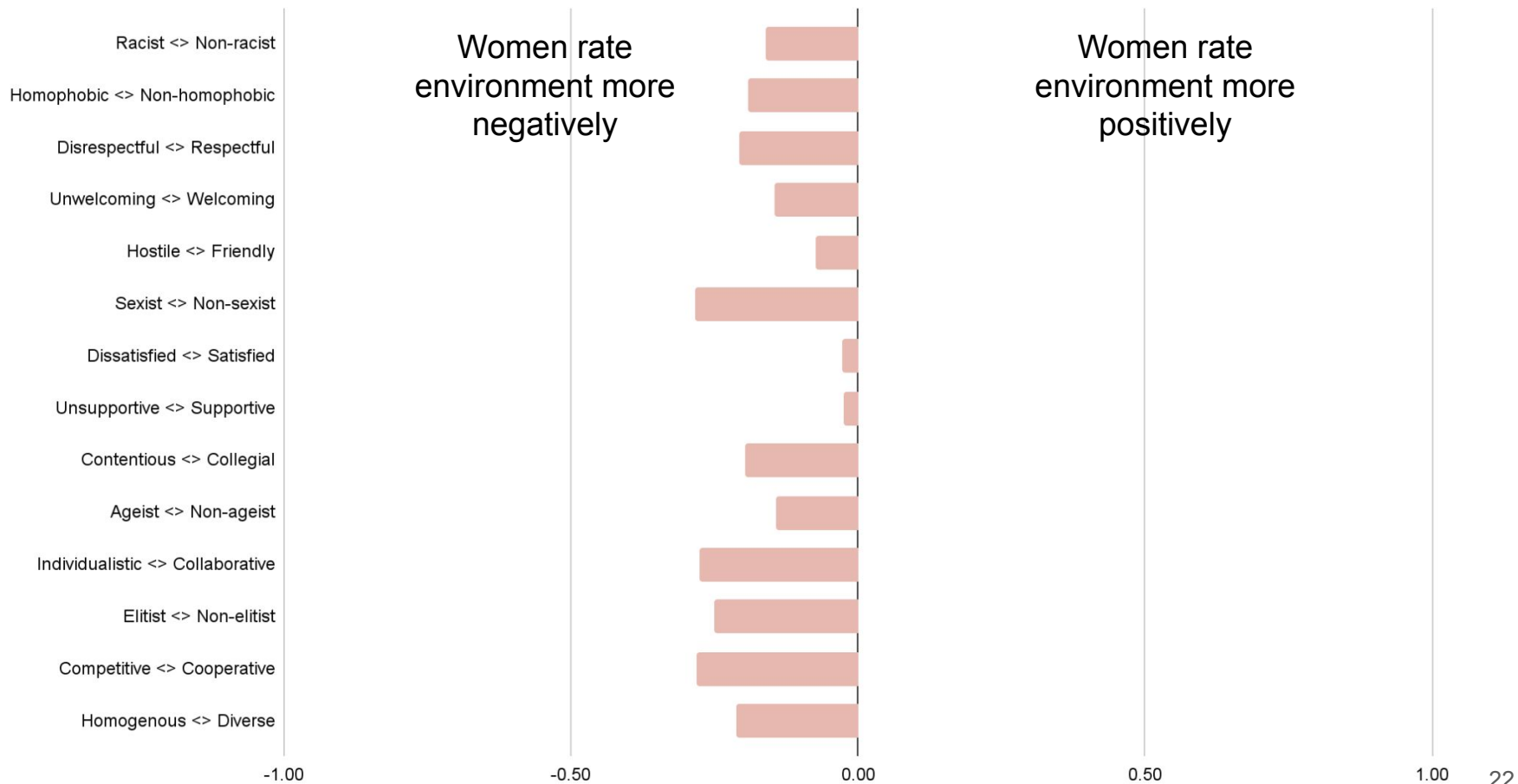
# How you would rate the EIC research environment based on your direct experiences? (All)



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



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

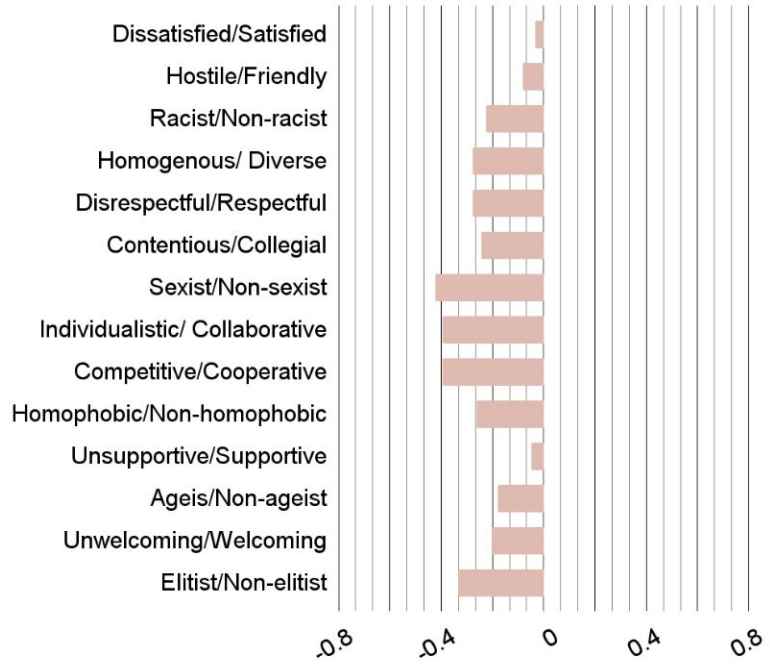


# How you would rate the EIC research environment based on your direct experiences? (Temporary vs All)

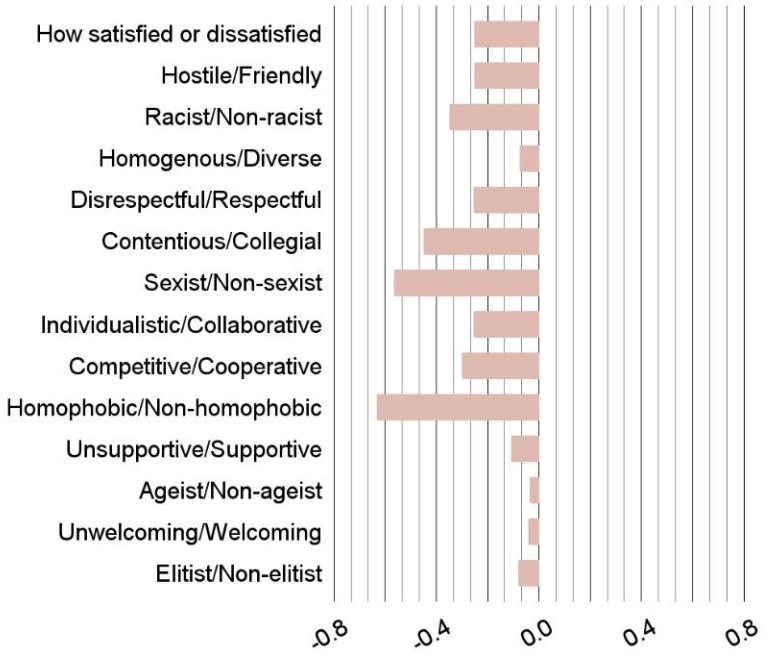


# EICUG Climate Surveys: Year-to-Year Changes

[2021 survey] How you would rate the EIC research environment based on your direct experiences? (Women - Men)



[2022 survey] How you would rate the EIC research environment based on your direct experiences? (Women - Men)

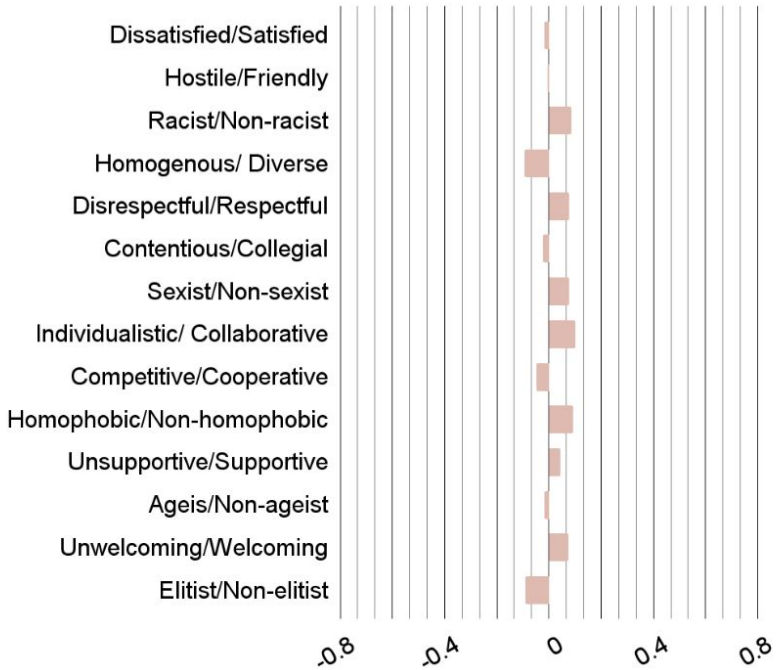


- Clear trend of women-identifying EIC researchers having a more negative view of EIC activities.
- From 2021 to 2022, this negative viewpoint for women worsened.

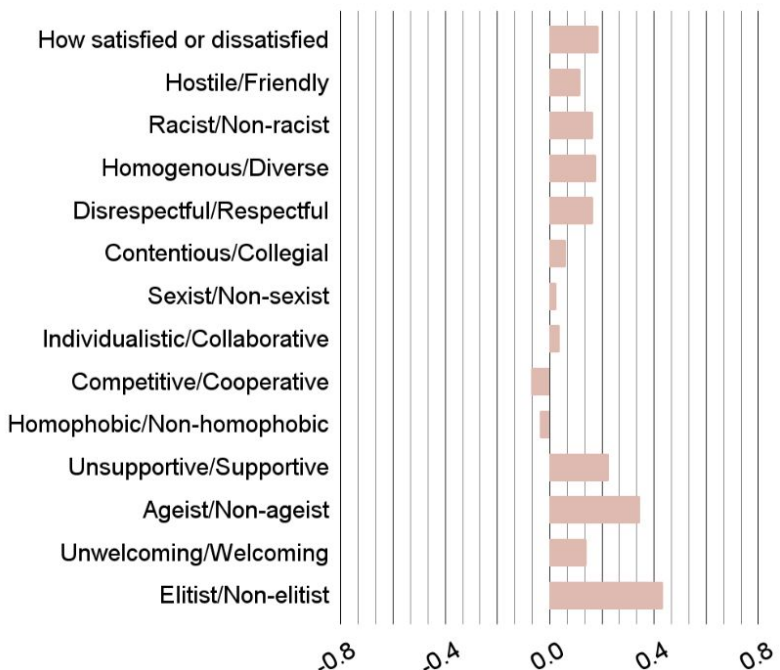


# EICUG Climate Surveys: Year-to-Year Changes

[2021 survey] How you would rate the EIC research environment based on your direct experiences? (Temporary-Permanent Position)



[2022 survey] How you would rate the EIC research environment based on your direct experiences? (Temporary - Permanent Position)



- From 2021 to 2022, researchers in temporary positions increasingly have a **positive** view of the EIC research environment.

# EICUG Climate Surveys: Open-Ended Comments

In addition to the quantitative questions before, the climate survey allowed for qualitative open-ended comments.

These were often the most enlightening.

And they are the most heartbreaking.

# 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

Definitely have made the personal decision not to work on the EIC in the future.

# EICUG Climate Surveys: Recommendations

Details of this analysis (for 2021 and 2022) have been written up in a report by the DEI committee, currently under review by the SC. The report recommends:

1. Foster a culture of inclusiveness and respect and encourage user engagement and feedback.
  - a. Adhering to the code of conduct for interactions with colleagues, finding ways to improve user experience at meetings (e.g. advocating for provision of childcare), offer DEI training options for EIC Users.
2. Improve diversity, equity, and inclusion in EICUG policies and practices.
  - a. Continue to refine the Climate Survey, and conduct survey at intervals (TBD) to continue to collect data on the health of the EICUG to provide recommendations to improve.
3. Improve Climate Survey Participation

# Formation of the ePIC DEI Committee

- Fall 2022 through Summer 2023: ePIC Collaboration Council formation, Spokesperson Office election, Management Plan ratification, standing committee formation
- Fall 2023: Election of chair and vice-chair of the DEI Committee:
  - Chair: Megan Conners (GSU)
  - Vice-chair: Christine Natrass (UTK)
- January 2024: Approval of members of the DEI Committee
  - Francesco Bossu (CEA), Wouter Deconinck (Manitoba), Narbe Kalantarians (VUU), Shimomura Maya (Nara Women's), Iris Ponce (Yale), Allison Zec (UNH)
  - First meeting to be held later this week.
- Priorities: development of ePIC Code of Conduct

# Conclusion

Through the EICUG DEI Committee, the EIC community has developed a statement of values, code of conduct, and organized two climate surveys.

The results of the climate surveys translate into recommendations to the EICUG leadership for implementation.

The ePIC collaboration is taking a similar role with the development of a code of conduct for collaboration activities.





# 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.

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.

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

"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

Are these results going to be public? Given the community is majority white male, how does the committee going to support those minority group whose voice will always much smaller than the dominated group? Are there going to be any reporting mechanism and what are the consequences for those who harass others?

The approach of senior people towards some juniors can be really borderline when it comes to bullying, etc.

Similar events as described above happened to other colleagues who also opposed the ideas and claims of the said participant.

While I do not experience prejudice or discrimination from specific members of the EIC community, I do repeatedly observe prejudice on behalf of the editors from "prestigious" journals ... the editors give a higher weight to the authors and opinions from "highly-ranked" institutions, even if this preference is not supported by the views among the experts.

Non Binary student being harassed

Personal bias, hidden agendas, and disrespect by colleagues in key positions towards other colleagues.

I think DEI EICUG group should move on from just questionnaires, and instead put in place pro-active actions to fight discriminatory practices, as well as positive actions to promote diversity. Too often now in research there is an aspiration to diversity&inclusion but no actions are put in place.