

[APPEC/ECFA/NuPECC Diversity Charter]



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APPEC/ECFA/NuPECC

- APPEC: Astroparticle Physics European Coordination
- ECFA: European Committee for Future Accelerators
- NuPECC: Nuclear Physics European Collaboration Committee



Diversity charter

- Developed within the three consortia
- Diversity as a motor to boost productivity and innovation, fight prejudice and discrimination
- Focus on Collaborations, Conferences and organisations
- [Diversity Charter web page](#)

Diversity Charter



ECFA

European Committee for Future Accelerators



Diversity Charter APPEC-ECFA-NuPECC

APPEC [⌘], ECFA, and NuPECC [⌘] recognise the importance of diversity as a motor to boost productivity and innovation, fight prejudice and discrimination and contribute to the improvement of social and economical standards.

The three organisations joined together to propose a Diversity Charter to be signed by research organisations, collaborations and conferences within the fields of Particle Physics, Nuclear Physics and Astroparticle Physics, who value diversity and commit to promote equal opportunities at all level.

In a first phase, diversity within the different signatories will be monitored. To simplify the task of monitoring for all partners involved, a survey has been made available to be filled out on a voluntary and anonymous basis by affiliated people and participants to the signatories. Initially, few basic variables are proposed for data collection to simplify privacy issues. If any signatory entity prefers to monitor the data itself, it is free to use any other method and just communicate the results of its analysis.

Surveys to monitor diversity in:

- [Collaborations](#) [⌘]
- [Organizations](#) [⌘]
- [Conferences](#) [⌘]

Find the charter [here](#)

Diversity charter

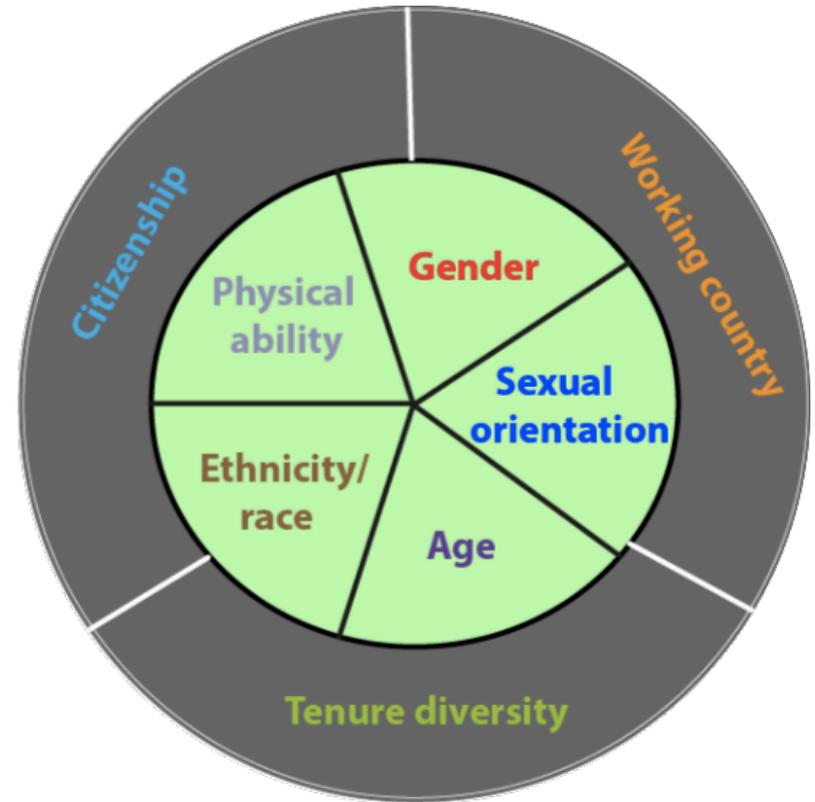
- Acknowledgement, respect and appreciation of the reality that people differ in many ways, visible or invisible, mainly in age, gender and sexual orientation, national and ethnic origin, civil status and familial situation, religious convictions, political and philosophical opinions, and physical ability.

Diversity charter signatories agreement

- Endorsing an enabling environment for the understanding, respect and promotion of diversity at all levels of the entity
- Balancing diversity composition of coordinating committees
- Developing an organizational culture based on mutual respect, recognition and appreciation of individual differences and talents
- Monitoring, analyzing, evaluating and sharing monitoring information
- Encouraging the creation of work teams based on the principles and values of the Charter, highlighting the distinctive features and the merit of each individual
- Promoting understanding, learning about other practices, sharing of experiences among the various signatory organizations, and wider public initiatives.

Monitoring Diversity

- Monitorable variables:
 - Age, gender, career level, working country, citizenship
- Non-monitorable variables:
 - Sexual orientation, physical ability, race/ethnicity
- Prepared a survey to collect information from the Diversity Charter signatories



Status

- Announced at JENAS 2019 last year
- Starting the distribution to collect signatures from collaborations
 - ▶ Conferences delayed due to COVID-19 situation
- First data to be collected and analysed within 1.5 years
 - ▶ Results will guide future steps

Thanks!

