



ECFA

European Committee for Future Accelerators



NuPECC

A few words about the joint Diversity Charter and Survey

Francesca Moglia, APPEC

JENAS 2019, Paris, 16/10/2019



Motivation

- Having a better overview of the degree of diversity for different aspects in our communities
- A tool to address inequities and towards well-being and work-life balance
- Possibility to learn from other fields, cross-correlations and to improve situation, if needed, thinking about measures (second phase)

The Charter

- Introduction page: <http://ecfa.web.cern.ch/content/diversity-charter>
- Content:
 - Definition of Diversity
 - Commitment to the Charter
 - Data monitoring
 - Annex:
 - Suggestions about survey structure
 - Potential signatories: Collaborations – Organisations - Conferences

The Charter

- Data monitoring:
 - Monitorable variables:
 - Gender
 - Tenure diversity
 - Age diversity
 - Working country
 - Citizenship(s)
 - Non-monitorable variables:
 - Sexual orientation
 - Physical ability
 - Race/ethnicity

The implementation after presentation (@JENAS 2019)

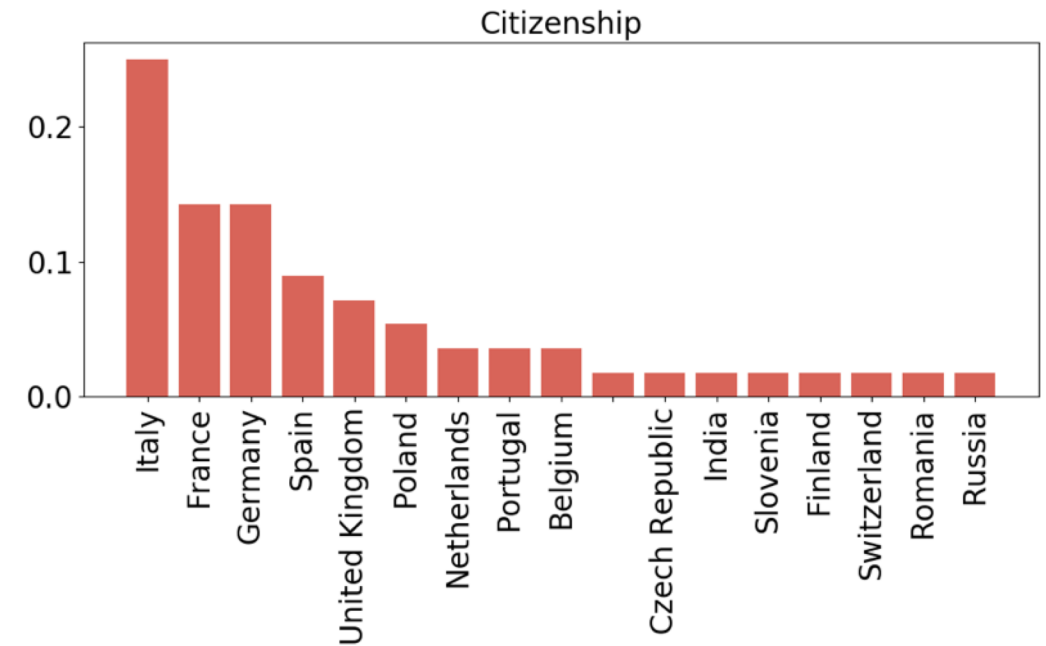
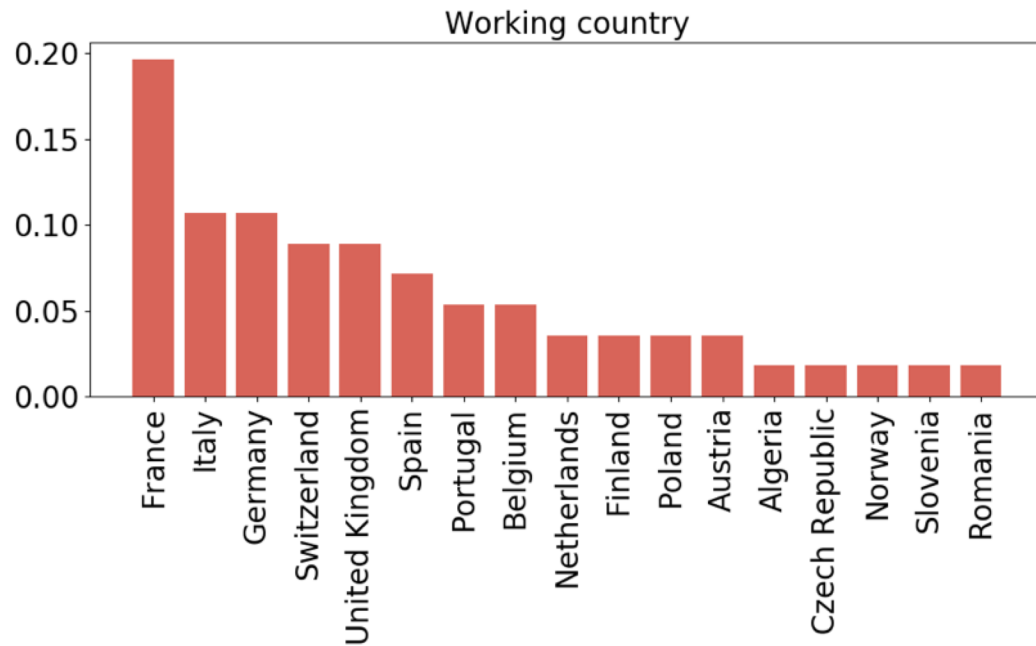
- **First 1.5 year period:**
 - Advertisement of Diversity Charter and collection of signatories
 - Data collection and analysis
- **Second 0.5 year period:**
 - Consideration of measures to overcome possible inequalities
 - Possible implementation of modifications of the Diversity Charter and Survey
- **Third 1 year period:**
 - Approval of modifications by APPEC-ECFA-NuPECC
 - New cycle proposal and renewal of signatures, if needed



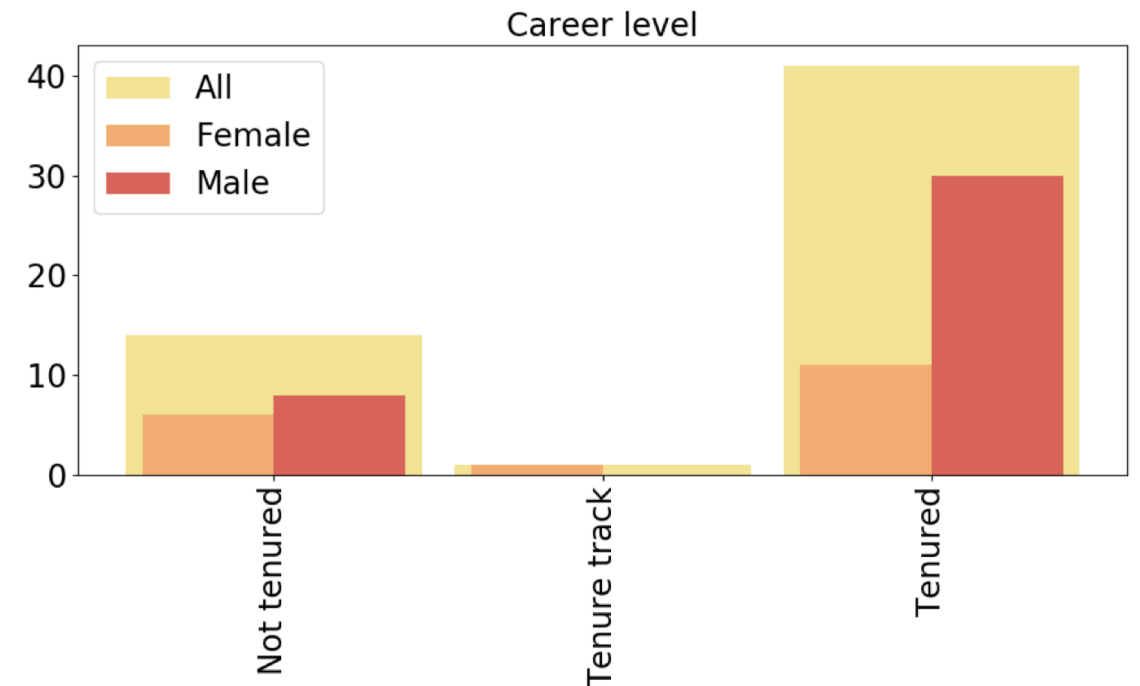
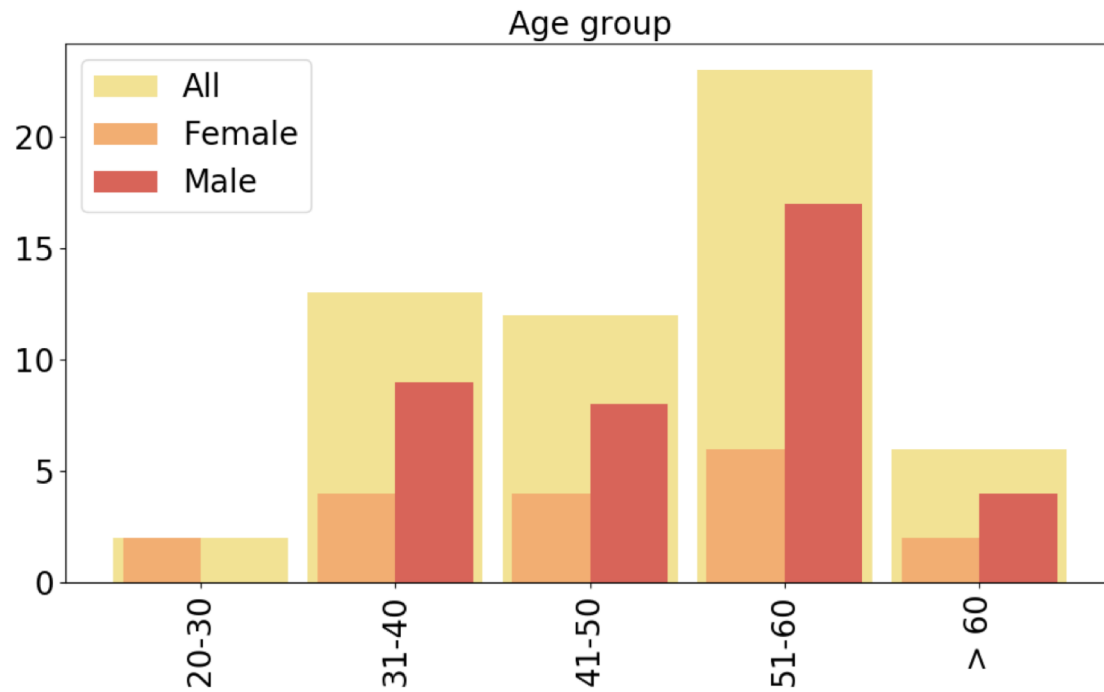
Example: results of survey about JENAS 2019 (M.Heller)

- Roughly 160 participants – roughly 70% men and 30% women
- Only roughly 1/3 filled out the form

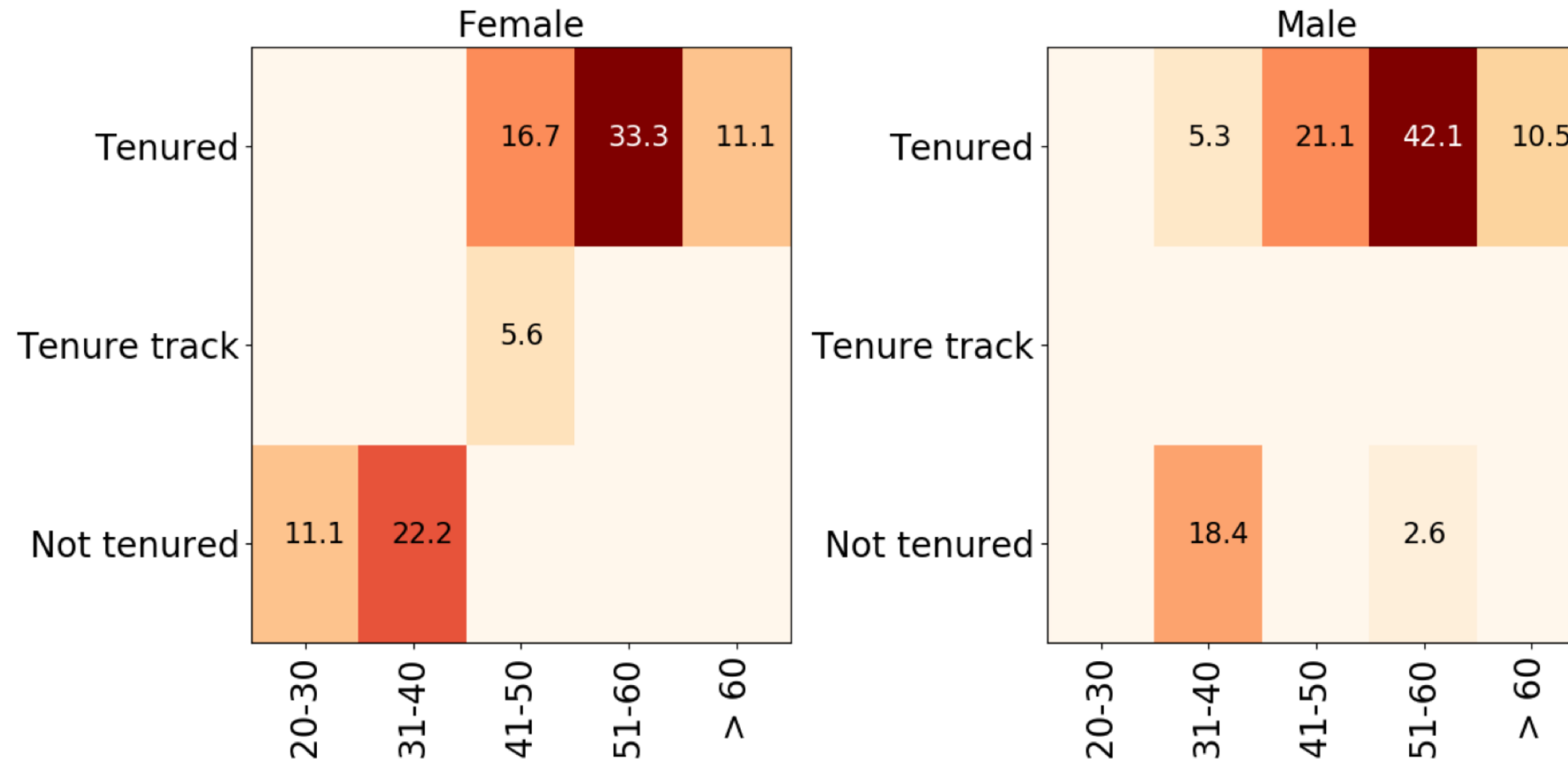
Working place and citizenship



Age group and career level



Career vs. Age group



Feedbacks survey about JENAS 2019

- Password -> simplify first choice
- Multiple citizenship -> done!
- Statistics on LGTBQ* -> „non monitorable“ due to data protection (for now)
- Cross-correlations, e.g. among conferences and collaborations -> why not?
- More questions request vs. most of people do not fill it out -> survey already at registration



Thank you:

- Working group: P. Conde, J. Gaardhoeje, M. Heller, N. Kalantar, F. Moglia, N. Pastrone, J. Wambach
- Three chairs of APPEC, ECFA, NuPECC: T. Montaruli, J. D'Hondt, M. Lewitowicz
 - > (Almost) CO₂ – footprint free working group!
- To those who filled out the survey
- G. Wormser for local support