Diversity Charter of APPEC, ECFA, NuPECC

May 15, 2019

1 Definition of Diversity

The joint Diversity Charter proposed by the consortia APPEC [1], ECFA [2] and NuPECC [3] has Diversity as its principle, understood as the **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.**

It is recognized that identifying, accepting and valuing diversity and capitalizing on it in Research Performing and Funding Organizations, Committees and Collaborations can:

- Create a work environment that accelerates productivity and innovation and promotes life-work balance;
- Have a positive impact in attracting, retaining, and promoting diverse sets of skills;
- Represent an added value by making them a mirror of the society in which they exist; this added value has been demonstrated in industry (e.g. see Ref. [4]) as well as in research, where mostly effects on gender and ethnic inclusions have been studied so far. For example, a correlation between an increased ethnic diversity and a stronger impact in international publications has been found [5], [6] and positive effects of gender, ethnic and ability inclusions in STEMM have been highlighted [7];
- Fight prejudice and discrimination, fostering a culture of inclusion based on respect for individual human beings. Valuing the characteristics, skills and talents of each person promotes equal treatment and opportunities;
- Contribute to personal and professional development, efficiency and competitiveness of an organization, as well as towards the improvement of social and economic standards.

2 Commitment to this Diversity Charter

The role of this Charter is the active support of an inclusive Policy in Science, similar to other initiatives of commitment that have been recently launched (e.g. see Ref. [8] for diversity and Ref. [9] for gender equality).

The signatory entities of this Charter are committed to:

- Endorsing an enabling environment for the understanding, respect and promotion of all diversity items listed in Sec. 1 and at all levels of the entity, from top management to each and every other hierarchical level;
- Balancing diversity composition of coordinating committees of the three involved organizations (APPEC, ECFA and NuPECC), leadership of working packages of collaborations and of organization and advisory committees of conferences;
- Developing an organizational culture based on mutual respect, recognition and appreciation of individual differences and talents;
- Monitoring, analyzing, evaluating and sharing the five variables listed in Sec. 3;
- 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.

The signatories of this Charter receive written notice of any change in the document approved by the APPEC, ECFA, NuPECC assemblies. They can provide feedback and propose changes as well for evaluation by these assemblies.

Signatories may withdraw their commitment to the Charter at any time with written notice to the APPEC, ECFA, NuPECC coordinating committees.

3 Data Monitoring

The signatory organizations are committed to striving for equality of treatment based on eight variables listed below. Five of these are monitorable and the other three are not, primarily due to the privacy concerns. They can also be divided in internal and external dimensions of an individual (see Fig. 1).

Monitorable variables

- Gender;
- Tenure diversity - Career level: not tenured, tenure track, tenured;
- Age diversity - Age groups (20 - 30, 31 - 40, 41 - 50, 51 - 60, > 60);
- Working country;
- Citizenship.

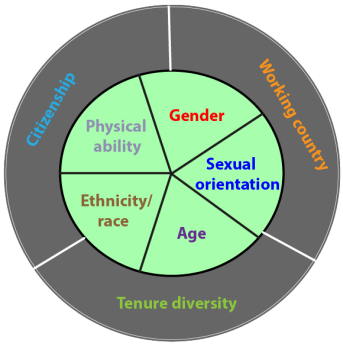

Figure 1: Monitorable and non-monitorable variables divided in those regarding the internal and the external dimensions of an individual.

Non-monitorable variables

- sexual orientation;
- physical ability;
- race/ ethnicity.

The collected data on the monitorable variables will be used for the three groups (involved organizations, collaborations and conferences) to evaluate the commitment for the promotion of diversity by studying correlations of gender/age with career level, career level with working country and country of origin.

For the case of Collaborations, the above-mentioned variables have to be provided for all members and for coordinators of work-packages and members of relevant committees, separately. The only additional required information will concern assigned talks on behalf of the collaboration. This will enable the following study:

- Coordination positions as a function of gender, nationality, age/career level, and working country;
- Assigned talks on behalf of the collaboration as a function of gender, nationality, age, and career level;
- Talks at plenary collaboration meetings as a function of gender, nationality, age and career level.

For the case of Conferences adhering to the Charter, the 5 variables above should be provided for all participants, for invited speakers, for all speakers, and for poster presenters, separately.

The first results of the monitoring will be published in a common document at the latest two years after its entry into force. In the event that the monitoring of these variables will show an inequality of treatment at different levels for the signatory entities, a list of further measures will be proposed to eventually contribute towards the solution of such issues.

A Annex to the Diversity Charter

A.1 Possible templates for monitoring

A way to minimize the work load for all partners concerning the monitoring is to ask participating institutes, organisations, conferences and experiments to fill in an *ad-hoc*, anonymous Survio form, in order to further protect the data of the individuals.
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.

A.2 Potential signatories of the Diversity Charter

The present Charter is primarily intended to be used and enforced in the organizations and activities directly related to the consortia establishing it. Nevertheless, the adhesion to the Charter is open to any interested entity and APPEC, ECFA and NuPECC would be pleased to welcome every committed signatory.
Organizations, collaborations and conferences with large European participation are the primary focus of this Charter and are listed below. Note that the list is not exhaustive and will be expanded in the course of time.

- APPEC, ECFA and NuPECC as Consortia/Committees
- Collaborations (> 100 members):
  - Particle Physics: ATLAS, CMS, LHCb, ToTem,...
  - Astroparticle Physics: ANTARES, Borexino, CTA, Dune, HyperKamiokande, KM3NeT, LEGEND, IceCube, Pierre Auger Observatory, Virgo, ...
  - Nuclear Physics: ALICE, CBM, NUSTAR, PANDA, ...
- Conferences > 100 participants (sponsored and invited by the Consortia/Committees)
  - Conferences on Astroparticle Physics
    - International Cosmic Ray Conference;
    - Texas Symposium;
    - Neutrino Conference;
    - Neutrino Telescopes;
    - TeVPA.
  - Conferences on Nuclear Physics
    - International Nuclear Physics Conference (INPC)
    - European Nuclear Physics Conference (EUNPC)
    - International Conference on Nucleus-Nucleus Collisions (NN)
    - International and European Few-Body Conferences (FB and EFB)

    - International Conference on Electromagnetic Isotope Separators (EMIS)
    - International Conference on Advances on Radioactive Isotope Science (ARIS)
    - International Conference on Collective Motion in Nuclei under Extreme Conditions (COMEX)
  - Conferences in Particle Physics (in this case conferences > 250 participants)
    - European Physical Society Conference in High Energy Physics: EPS-HEP
    - International Conference on High Energy Physics, ICHEP
    - Large Hadron Collider Physics Conference, LHCP
    - Hard Probes 2018: International Conference on Hard & Electromagnetic Probes of High-Energy Nuclear Collisions
    - International Conference on Supersymmetry and Unification of Fundamental Interactions, SUSY
    - International Workshop on Deep Inelastic Scattering and Related Subjects, DIS
    - Phenomenology Symposium
    - International Conference on Particle Physics and Astrophysics
    - Computing in High Energy Physics, CHEP
    - International Workshop on Advanced Computing and Analysis Techniques in Physics Research, ACAT
    - IEEE Nuclear Science Symposium and Medical Imaging Conference, IEEE-NSS
    - Particles and Nuclei International Conference, PANIC
    - Quark Matter Conference
    - Reencontre de Moriond
    - ...

References

[1] `http://www.appec.org`

[2] `https://ecfa.web.cern.ch`

[3] `http://www.nupecc.org`

[4] R. Lorenzo, N. Voigt, M. Tsusaka, M. Krentz and K. Abouzhr, *How diverse leadership teams boost innovation*, `https://www.bcg.com/publications/2018/how-diverse-leadership-teams-boost-innovation.aspx`

[5] Nature **497**, 557 (2013)

[6] Nature **513**, 305 (2014)

[7] Westminster Business School, *Diversity in STEMM: establishing a business case*, `https://royalsociety.org/topics-policy/diversity-in-science/business-case/`

[8] Nature.com, *Reaching diversity in science*, https://www.nature.com/collections/qsgnpdtgbr

[9] The GENERA Network and its Memorandum of Understanding, https://genera-project.com/?option=com_content&view=article&id=87.