

Diversity Charter of APPEC, ECFA, NuPECC

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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 STEM 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 Section 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 information on gender, tenure and age diversity, citizenship and workplace (country);
- 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.

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