

On 01/12/2020 22:58, Patricia Conde Muíño wrote:

Dear Roman,

We have discussed these issues. Please, see our answers below.

On 02/10/2020 10:43, poeschl wrote:

- > Dear Colleagues,
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- > as said earlier we have discussed the Diversity Charter in our
- > Institution Board at the CALICE Collaboration meeting.
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- > CALICE supports the values expressed in the Charter. However, there
- > are two issues for which we would like to ask for clarification.
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Thank you very much. These are good news.

- > - Completeness of information: CALICE is different from e.g. the LHC
- > Collaborations, which have a well-defined membership both through
- > CERN
- > registration procedures and through financial implications of
- > collaboration membership. We will assemble information of CALICE
- > Members on gender, tenure, age, country and citizenship in our annual
- > review of membership. While this is comparatively easy for the various
- > boards and also for the CALICE Speakers at conferences and workshops
- > we may not always have the complete information for all members. We
- > hope that this is not a fundamental problem since the text could be
- > interpreted as if completeness is a strong requirement ("... have to
- > be provided ..." on Page 3 of the Charter).
- >

OK. We appreciate any information you can give us. Are you going to use our survey?

We have received some questions/comments on data protection issues. After consultation with the CERN Data Protection Office, we are going to introduce small modifications to ensure that no single person can be identified (for instance, a person in small country, in a small experiment, in a certain tenure level, ... there might not be so many, and it may be possible to identify names).

- > - Measures in case variables show an inequality of treatment: The
- > CALICE IB was wondering about the criteria that would be used to show
- > an inequality of treatment, and the measures considered in such a
- > case, as mentioned in the final paragraph of the Charter. Here we
- > would like to ask you for further explanation to better understand
- > this aspect of the Charter.
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- > We are looking forward to your comments and further clarifications.
- >
- > Best regards,
- >
- > Roman
- >

With respect to the definition of inequality, we are going to compare the fraction of people in a specific category (for instance age, country of citizenship) and compare if the amount of responsibility positions/talks in conferences, ... that they get corresponds to that fraction or if they deviate significantly (for instance one or two sigma with respect to the statistical fluctuations in that specific bin).

For the moment we have not discussed specific measures. The main purpose of this first data collection is to understand the overall situation, spot any issues and make everybody aware of those. We hope that collaborations will react to that, but after analysing the data we may propose new actions. In that case, you will be informed and you will be able to decide if you continue to support the Diversity Charter in those conditions or not.

Best regards,
Patricia

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