



and Diversity

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Meeting of ad-hoc panel – January 2021

- CALICE got invited to sign the Diversity Charter formulated by ECFA-NUPECC-APPEC
 - <http://nupecc.org/jenaa/?display=diversity>
 - Clear and strong statement against discrimination
 - Consider diversity as an asset for the success of a collaboration
- Discussion at Institution Board during last Collaboration Meeting
 - Further questions to Diversity WG (see next page)
 - Call for an ad-hoc panel to arrive a balanced view on the topic
 - CALICE has to decide on/care about on two questions
 - Will we sign the Charter?
 - How is the topic to be followed up in CALICE

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.

- Signing the charter entail a few obligations
- Collection of statistics
 - CALICE has no formal membership (i.e. no fees) so information might be incomplete
 - A priori no problem for Diversity WG
 - CALICE Management will assemble relevant numbers on an annual basis and (after endorsement) send it to the Diversity WG (CALICE and Diversity WG will take utmost care of data protection)
- Evaluation of data and potential measures (by the Diversity WG)
 - Data of groups will be subject to statistical analysis
 - Our data will become part of the overall picture
 - There might be dedicated to us feedback from the Diversity WG
 - So far no specific measures in case of non-compliance
 - Important in remark in answer and Charter: Support of Charter can be withdrawn

- There are several options to follow this up from ranging from lightweight to heavyweight
 - (Annual) review of situation in IB when statistics are compiled (and endorsed by IB before transmission)
 - Annual review and nomination (election?) of an Ombudsperson
 - Standing panel of Diversity with regular reports at various occasions (this is what the LHC Collaborations do)

Backup