A few words about the joint Diversity Charter and Survey

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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:
  o Definition of Diversity
  o Commitment to the Charter
  o Data monitoring
  o 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

Working country

Citizenship
Age group and career level

Age group

Career level
Career vs. Age group

![Diagram showing career vs. age group for female and male with tenure status categorized by age groups: 20-30, 31-40, 41-50, 51-60, and above 60. The diagram illustrates the percentages of tenured, tenure track, and not tenured individuals in each age group for both genders.](image-url)
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. Gaardhøje, 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