Panel Discussion: A community perspective on Equity in HEP

Ketevi Assamagan
Kyle Cranmer
Chanda Prescod-Weinstein
Brian Shuve
1. Accessibility
2. Building the pipeline
3. Recruitment, evaluation, recognition, promotion
4. Climate
5. Mental health
6. Self-education
7. Societal impacts
8. Resources and recommendations for funding agencies
   a. Make Community Outreach and I&D a separate budget item to be tracked on Field Work Proposals (DOE labs) or grant proposals (DOE Universities). All proposals to devote 5% of FTE hrs included in the proposal to Community Outreach, Inclusion and Diversity activity and each grant proposal has to justify the 5% - or be cut. NSF has a specific mission for education and workforce development and the grants always have to address that, but DOE doesn’t. DOE is a mission driven agency – not an educational one, and they fund the very large projects in HEP as well as significant portion of University research funding.
   b. Form a HEPAP subpanel to produce a report that includes a concrete set of recommendations on best practices to address racism and I&D issues for DOE/NSF. Include social scientists on the subpanel. HEP has a unique sociological model with large collaborations and will need its own approaches. The HEPAP subpanel report will act as a manual for DOE/NSF to judge the funding requests in proposal 8a.
I support creation of HEPAP subpanel with social scientists

NAS study and report on Sexual Harassment a good model [video]
  ○ “Research shows we must do more than attend training sessions and review vague policy”
  ○ “As a country we have woken up to …. The time has come to focus on institutions.”
    ▪ Integrate values into system
    ▪ change power dynamic
    ▪ support targets of injustice
    ▪ improve transparency and accountability
  ○ conduct outreach activities including talks at universities campuses, national labs. Video.

D&I strategic plans in operations programs of large projects alone is ineffective
  ○ Need transparency and accountability
  ○ The HEP community crosses many institutional boundaries, need an integrative approach

Clarify policies around communication on these issues in labs and projects
  ○ communication is hampered if human rights, civil rights, injustice are seen as “political” issues

Open Access and Open Data policies connect to larger picture of Inclusion
Chanda Prescod-Weinstein
Assistant Professor, Department of Physics and Astronomy
Core Faculty, Department of Women’s and Gender Studies
University of New Hampshire
Chanda Prescod-Weinstein: Recommendations

- **HEPAP-appointed commission to identify structural problems** in high energy physics and recommend mechanisms to address them
- **NSF broader impacts** should **incentive supporting ongoing community work**
- Expand NSF Broader Impacts so PI **support for minoritized student and faculty campus demands satisfies criteria**, even if not STEM specific
  - e.g., providing funding for Black student spaces.
  - A failure to participate in past proposed broader impacts activities should be catastrophic to future funding applications
- Create DoE broader impact incentives for PIs
- There is no substitute for hiring minoritized faculty
- **Fund and implement** research by scholars of science, humanities, social sciences, arts that illuminate systems of injustice and show how to materially improve conditions for minoritized physicists.

- **Assess funding proposals equitably**, taking into account the different circumstances each scientist faces
  - Structures, rubrics, transparency important

- **Have PIs/collaborations articulate codes of conduct, hiring/student selection practices, etc.**, and hold them accountable

- For any proposed change: **assess whether it centers the lives and needs of those with the least privilege**, or if it is a box-ticking exercise