

Panel Discussion: A community perspective on Equity in HEP

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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

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- **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