Diversity* + Inclusion** at Belle II: Who we are, what we’ve done and where we want to be

Shanette De La Motte

ICHEP 2020 | @SubatomicSADLM

* differences in gender, race, sexual orientation, socio-economic status, ability, religious belief
** the actions we can make to ensure that each difference is given an equal opportunity to do good physics

I acknowledge and pay my respects to the Kaurna people, the traditional custodians whose ancestral lands the University of Adelaide is located on.
2011: 12.2±1.5% women
2019: 15.5±1.1% women
Our Diversity Officers, Matt and Kay

Collab. Poll -
“Have you ever withdrawn from consideration for a leadership role at Belle II (implicitly or explicitly) because of the impact it would have on your family life?”

74.2% Withdrawn
25.8% No

Our Diversity Officers, Matt and Kay

...what we’ve done

manpower
peoplepower

git branch -m master main
“The Belle II collaboration is committed to fostering an open, diverse and inclusive working environment that nurtures growth and development of all, and believes that an array of values, interests, experiences, and cultural viewpoints enriches our learning and our workplace. Thus, members shall not engage in violent, harassing, sexist, racist, or discriminatory behaviour.”

--Extract from the Belle II Code of Conduct

...Support for under-represented groups...

...Leads to more diverse approaches in analysis...

...And better Physics!

...and where we want to be!