DIVERSITY AND INCLUSION ACTIVITIES AT THE BELLE II COLLABORATION

SHANETTE DE LA MOTTE (SHE/HER)
UNIVERSITY OF ADELAIDE

EPS-HEP 2021
SHANETTE.DELAMOTTE@ADELAIDE.EDU.AU
DIVERSITY & INCLUSION AT BELLE II: EPS-HEP 2021 SHANETTE.DELAMOTTE@ADELAIDE.EDU.AU

ACKNOWLEDGEMENT OF COUNTRY

- I acknowledge the Traditional Owners and Custodians of the lands I live and work on.
- I pay my respects to the Kaurna people and to Indigenous Elders past, present and emerging.
- Sovereignty has never been ceded. It always was and always will be Aboriginal land.

The University of Adelaide is situated on the traditional lands (orange) of the Kaurna people.
WHAT IS MEANT BY DIVERSITY & INCLUSION?

- **Diversity:** the differences in gender, race, sexual orientation, socio-economic status, ability, religious belief.

- **Inclusion:** The actions we can make to ensure each difference is given an equal opportunity to do good Physics.

Diversity: Our Demographics
“WHO” IS BELLE II?

In May 2021, SuperKEKB broke the world record for integrated luminosity in a single month and integrated 40.3 fb⁻¹. This can be compared to the B factories: KEKB integrated 29.4 fb⁻¹ in its best month in 2006 while PEP-II integrated 19.7 fb⁻¹ in its best month in 2007.
<table>
<thead>
<tr>
<th>Region</th>
<th>#People</th>
<th>%People (in Collab)</th>
<th>#Women</th>
<th>%Women (in Region)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td>175</td>
<td>16.2</td>
<td>32</td>
<td>18.3</td>
</tr>
<tr>
<td>Asia (excl. Japan)</td>
<td>228</td>
<td>21.2</td>
<td>50</td>
<td>21.9</td>
</tr>
<tr>
<td>E.Europe</td>
<td>107</td>
<td>9.93</td>
<td>22</td>
<td>20.6</td>
</tr>
<tr>
<td>Med.</td>
<td>151</td>
<td>14.0</td>
<td>24</td>
<td>15.9</td>
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<tr>
<td>N.America</td>
<td>165</td>
<td>15.3</td>
<td>16</td>
<td>9.70</td>
</tr>
<tr>
<td>N.Europe</td>
<td>221</td>
<td>20.5</td>
<td>32</td>
<td>15.4</td>
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<tr>
<td>S.Hemi.</td>
<td>31</td>
<td>2.88</td>
<td>6</td>
<td>19.4</td>
</tr>
</tbody>
</table>

Belle II

N = 1078

EPS2020
Gender of collaborators, by region (2020)
DEMOGRAPHICS:
GENDER OF COLLABORATORS BY YEAR

• Women represent...
  • 2011: 12.2% of 467 members
  • 2020: 17.1% of 1078 members
  • +37 increase in collaborators, +22 increase in women since 2019
  • Extrapolate trend (linearly), 50% women in ~60 years!
DEMOGRAPHICS:
GENDER OF COLLABORATORS BY POSITION

• Leaky pipeline from postgraduate to term-based positions?
PARTICIPATION OF WOMEN IN LEADERSHIP

<table>
<thead>
<tr>
<th>Category (2020)</th>
<th>#People</th>
<th>%People (in Collab)</th>
<th>#Women</th>
<th>%Women (in Involvement)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Members</td>
<td>1078</td>
<td>100</td>
<td>184</td>
<td>17.1</td>
</tr>
<tr>
<td>Delivered Talk (External)</td>
<td>56</td>
<td>5.29</td>
<td>10</td>
<td>17.9</td>
</tr>
<tr>
<td>Delivered Talk (Internal)</td>
<td>96</td>
<td>8.91</td>
<td>11</td>
<td>11.5</td>
</tr>
<tr>
<td>Leadership: Senior</td>
<td>37</td>
<td>3.43</td>
<td>2</td>
<td>5.41</td>
</tr>
<tr>
<td>Leadership: All Roles</td>
<td>130</td>
<td>12.1</td>
<td>16</td>
<td>12.3</td>
</tr>
</tbody>
</table>

Belle II

%Involvement of Women in the Collaboration

<table>
<thead>
<tr>
<th>Year</th>
<th>All Members</th>
<th>Delivered Talk (External)</th>
<th>Delivered Plenary (Internal)</th>
<th>Leadership: Senior</th>
<th>Leadership: Role</th>
</tr>
</thead>
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<td>2011</td>
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<td>2020</td>
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</table>
2018 COLLABORATION SURVEY

“...HOWEVER, WITH INADEQUATE DATA COLLECTION AND ANALYSIS, PROGRESS TOWARDS EQUAL REPRESENTATION REMAINS SLOW”

Nature Reviews Physics, ‘Data on women in Physics’
https://www.nature.com/articles/s42254-019-0061-3

“Have you ever withdrawn from consideration for a leadership role at Belle (implicitly or explicitly) because of the impact it would have on your family life?”
(Based on LHCb survey)
WHAT IS MEANT BY DIVERSITY & INCLUSION?

- Diversity: the differences in gender, race, sexual orientation, socio-economic status, ability, religious belief.

- Inclusion: The actions we can make to ensure each difference is given an equal opportunity to do good Physics.

Inclusion: Our Efforts
“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
Promote inclusivity – Safe point of contact - Support marginalised groups - Publicise equity events

OUR DIVERSITY OFFICERS

ELISABETTA PRENCIPE (JUSTUS-LIEBIG-UNIVERSITY OF GIESSEN), MATT BARRETT (KEK), KAY KINOSHITA (FORMER, UNIVERSITY OF CINCINNATI), STRIKING THE AWARENESS POSES FOR INTERNATIONAL WOMEN’S DAY 2020 AND 2021.
BELLE II ON SOCIAL MEDIA

- 11th February: International Day of Women and Girls in Science
- 8th March: International Women’s Day
- 21st March: International Day for the Elimination of Racial Discrimination
- 6th September: Color Blindness Awareness Day
- International Day of LGBTQ+ People in Science Technology Engineering and Mathematics
SUPPORT FOR LGBTQ+ STEM DAY AND CHALLENGES

- 18th November: Anniversary of American Astronomer and gay activist Frank Kameny’s US Supreme Court fight against workplace discrimination.
Regarding Git and Branch Naming

June 23, 2020

Both Conservancy and the Git project are aware that the initial branch name, ‘master’, is offensive to some people and we empathize with those hurt by the use of that term.

Existing versions of Git are capable of working with any branch name; there’s nothing special about ‘master’ except that it has historically been the name used for the first branch when creating a new repository from scratch (with the git init command). Thus many projects use it to represent the primary line of development. We support and encourage projects to switch to branch names that are meaningful and inclusive, and we’ll be adding features to Git to make it even easier to use a different default for new projects.

As a first step, Git will add a mechanism to allow users to specify the default used as the name of the first branch when creating a new repository. Also, consistent with its project governance, Git has undertaken a community process to explore changing the name of the first branch created automatically for new repositories away from ‘master’. That change is currently being discussed on our mailing list. As always, changes in Git’s core will minimize disruption for Git’s users and will include appropriate deprecation periods.

MAKING OUR LANGUAGE MORE INCLUSIVE

Shanette.Delamotte@Adelaide.Edu.au

MAKING OUR LANGUAGE MORE INCLUSIVE
INITIATIVES AT KEK LABORATORY

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We started to record electron and positron collisions with the Belle II detector on March 5th. It is going to be a tough month as many collaborators could not participate in data taking because of travel restrictions imposed due to the Novel Coronavirus (COVID-19) outbreak. Several preventative measures at KEK are being taken to stop the possible spread of COVID-19. Belle II is operating with a skeleton on-site crew, practicing social distancing, and following recommended hygienic precautions. During this challenging time our Japan-based collaborators are working overtime. Our data taking is going smoothly and we are safely ramping up the instantaneous luminosity.

#BelleII #corona #nCoV #coronavirus
Casual babysitting guidance from KEK Gender Equity Officer webpage:
“Babysitter support, just register as a user and it’s ok! Elementary school to 6th grade”
THANK YOU!
TOWARDS EQUALITY, FOR HIGHER LUMINOSITY!

“...an array of values, interests, experiences, and cultural viewpoints enriches our learning”

Support for under-represented groups...

Leads to more diverse approaches in analysis...

And better Physics!
Mt. Tsukuba, partnered with Mt. Fuji as one of the two great mountains of Japan. Located not all that far away from the Belle II Experiment!
PREVIOUS BELLE II TALKS IN DIVERSITY AND INCLUSION

- Belle II presented two diversity and inclusion talks at ICHEP2020 - our first such talks!
  - Hannah Wakeling "Diversity and Inclusion Activities in the Belle II Collaboration"
    Presentation: [https://indico.cern.ch/event/868940/contributions/3801008/](https://indico.cern.ch/event/868940/contributions/3801008/)
    Proceedings: [https://pos.sissa.it/390/976/pdf](https://pos.sissa.it/390/976/pdf)
  - Shanette De La Motte "Diversity + Inclusion at Belle II"
    Presentation: [https://indico.cern.ch/event/868940/contributions/3801009/](https://indico.cern.ch/event/868940/contributions/3801009/)
    Proceedings: [https://pos.sissa.it/390/977/pdf](https://pos.sissa.it/390/977/pdf)
RESOURCES RECOMMENDATIONS:

- For more accessible colour schemes (such as the one used in this talk):
  
  - See “Set of colors that is unambiguous both to colorblinds and non-colorblinds”
    
    https://jfly.uni-koeln.de/color/

- For changing your primary development branch to “main”:
  
  
  - General Git repos: https://www.git-tower.com/learn/git/faq/git-rename-master-to-main/