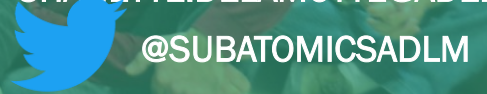




DIVERSITY AND INCLUSION ACTIVITIES AT THE BELLE II COLLABORATION

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

DIVERSITY & INCLUSION AT BELLE II: LP
2023
SHANETTE.DELAMOTTE@ADELAIDE.EDU.AU





Constellations from north-west Victoria, according to First Nations Astronomy



The Melbourne Convention & Exhibition Centre is located in **Naarm**.

This is the traditional lands (bold) of the **Wurundjeri and Boonwurrung** people.



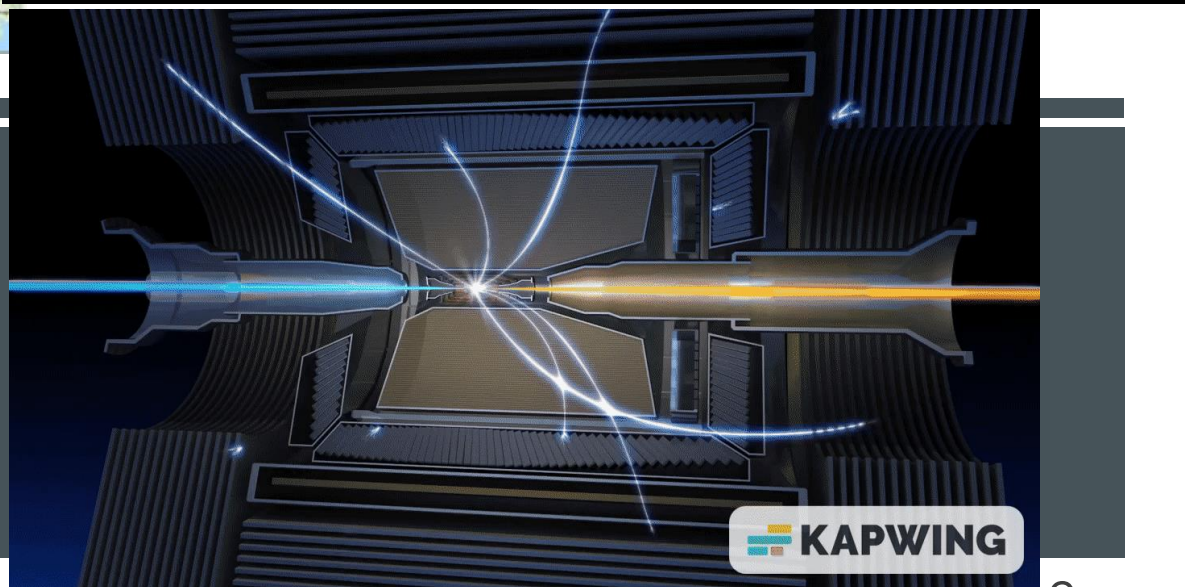
paytherent.net.au

Consider *Paying the Rent*:
Grassroots initiative,
Justice, truth, equality and
liberation
for First Nations 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?

ON NON-BINARY GENDERS IN THE COLLABORATION

- Membership system now allows non-binary gender selection. Default is “blank”.
- Following demographic plots group together “blank” (intentional or otherwise) and “Other” to protect identity.
- Encouraging use of pronouns in nametags at face-to-face meetings and introducing pronouns in slides

1. Nobody is required to “declare” their pronouns

2. Don't question preference, make good-faith effort to use them



Edit Values

Given Name

Shanette

Family Name

De La Motte

Middle Name

Anne

Family Name Prefix

Title

Gender

Pref. Personal Pronoun

Email

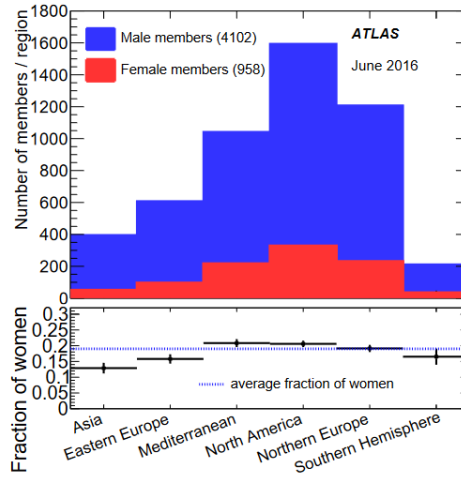
shanette.delamotte@adelaide.edu.au

Phone Home Institution

Phone KEK



DEMOGRAPHICS: GENDER OF COLLABORATORS BY REGION

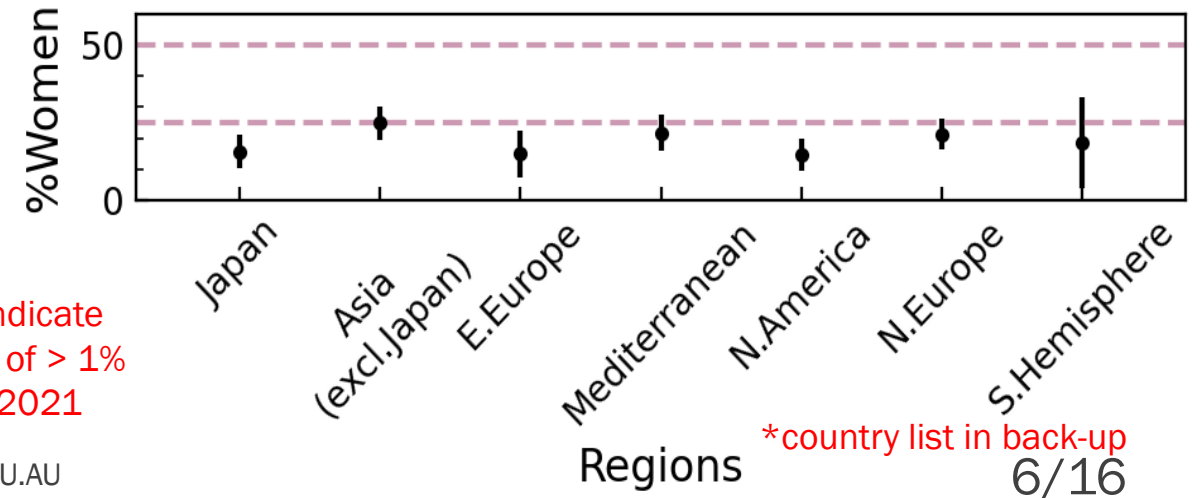
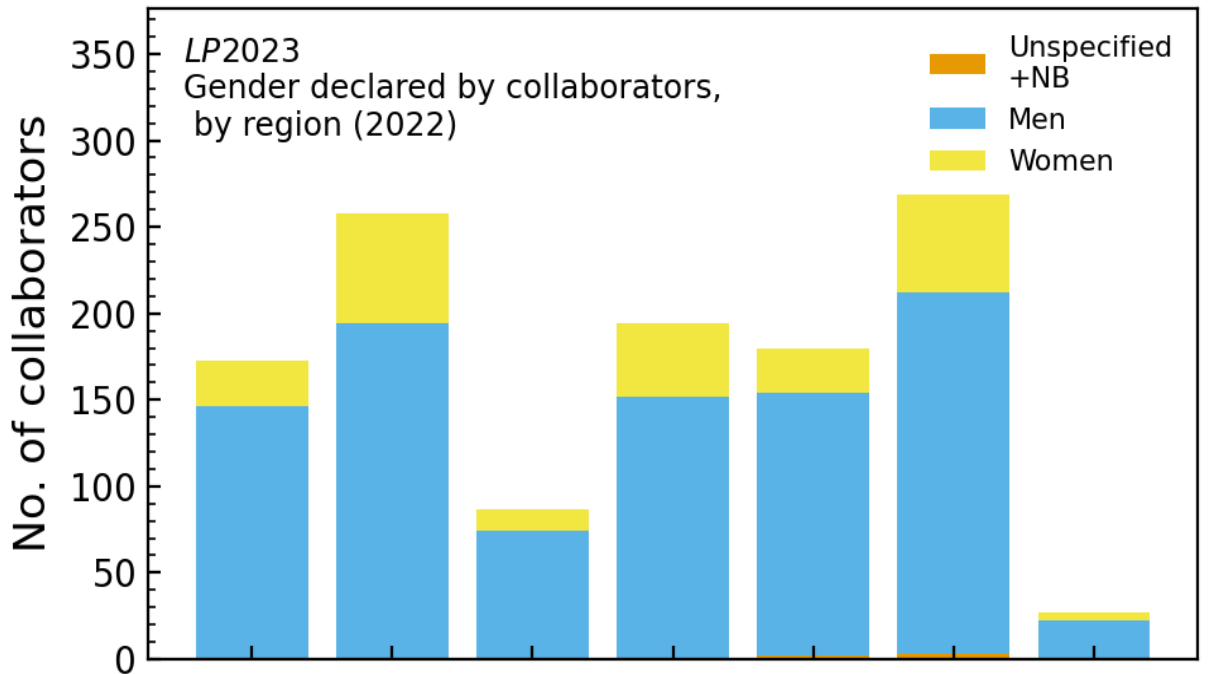


Region	#People	%People (in Collab)	#Women	%Women (in Region)
Japan	173	14.6 ≈	27	15.6 ↓
Asia (excl. Japan)	258	21.7 ↑	64	24.8 ↑
E.Europe	87	7.32 ↓	13	14.9 ↓
Med.	194	16.3 ↑	42	21.6 ↑
N.America	180	15.15 ≈	26	14.4 ↑
N.Europe	269	22.6 ↓	57	21.2 ↑
S.Hemi.	27	2.27 ≈	5	18.5 ≈
TOT=1118			TOT=234	

Arrows indicate changes of > 1% since LP2021

Belle II

N=1188



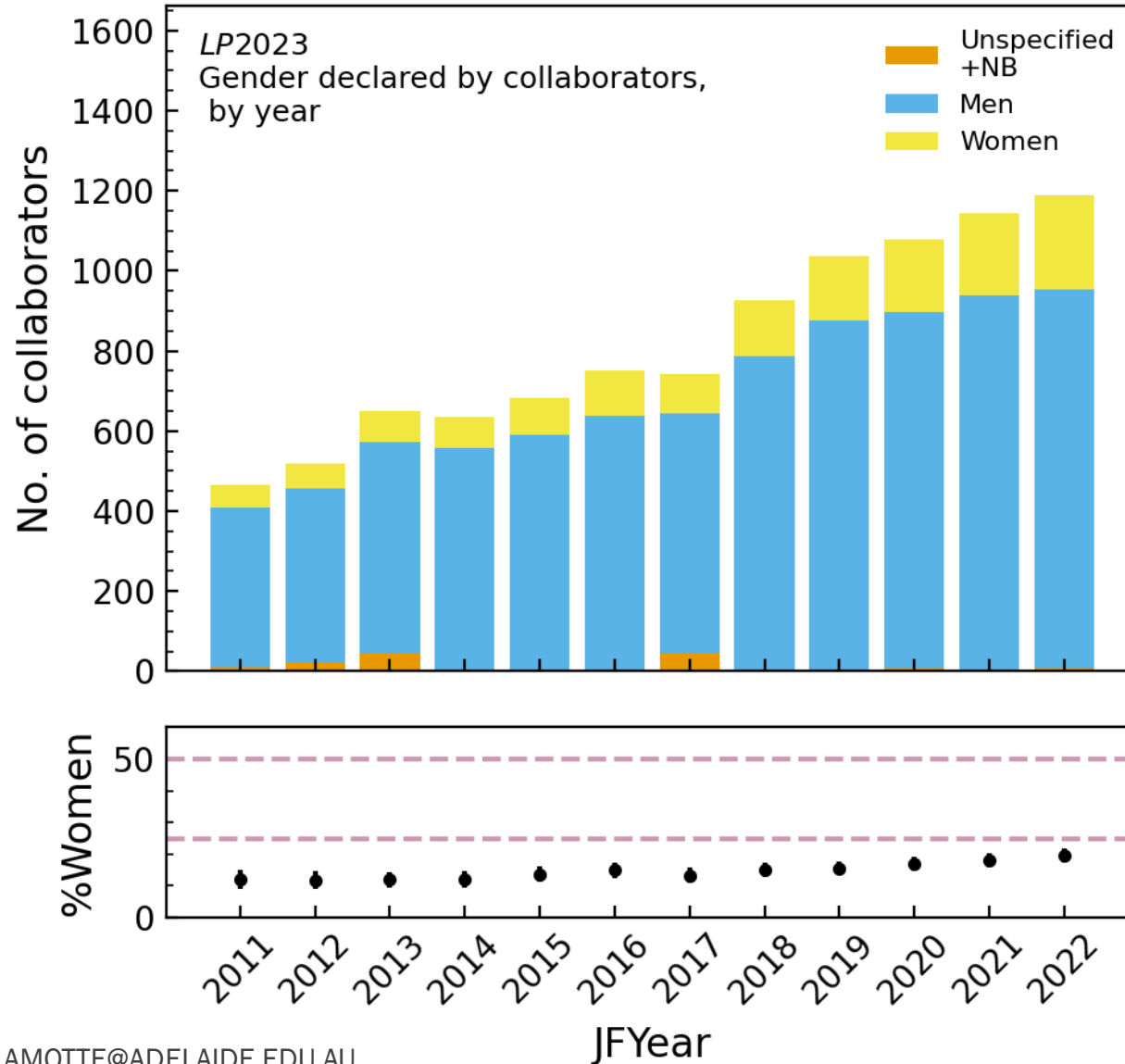
*country list in back-up

DEMOGRAPHICS: GENDER OF COLLABORATORS BY YEAR

■ Women represent...

- 2011: 12.2% of 467 members
- 2022: 19.7% of 1188 members
- +68 increase in collaborators and +33 increase in women, since LP2021
- Extrapolate trend (linearly), 50% women in ~50 years!

Belle II



*Large “unspecified” numbers pre-2017 due to older membership system

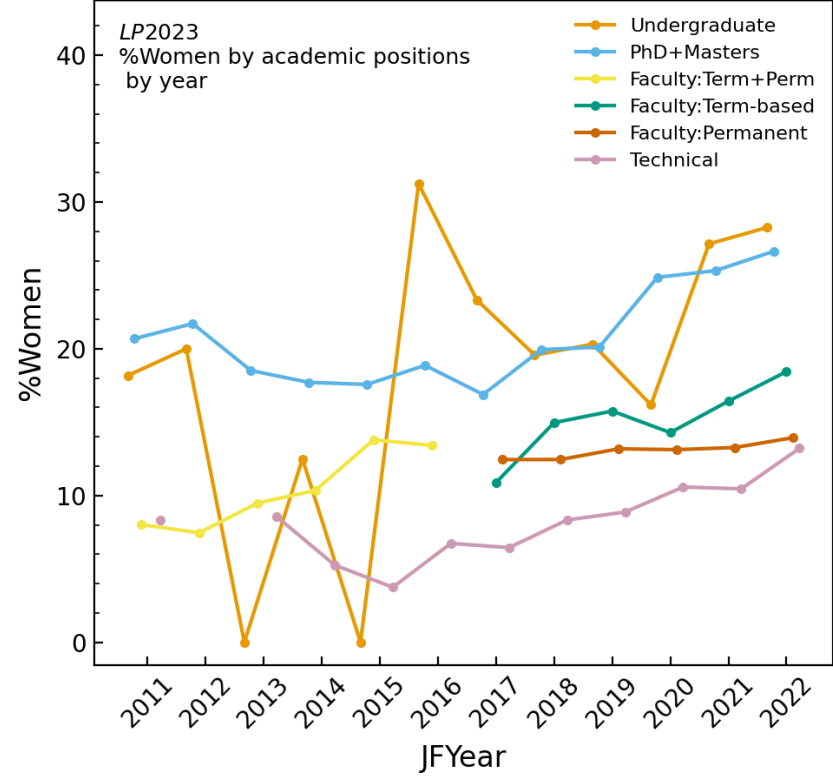
DEMOGRAPHICS: GENDER OF COLLABORATORS BY POSITION

• “Leaky pipeline”
or
“propagating wave”?

Category (JFY 2022)	#People	%People (in Collab)	#Women	%Women (in Position)
All	1188	100	234	19.8
Undergrad.	92	7.74	26	28.3
PhD+MSc	398	33.5	106	26.6
Term-based	141	11.9	26	18.4
Permanent	330	27.8	46	13.9
Technical	227	19.1	30	13.2

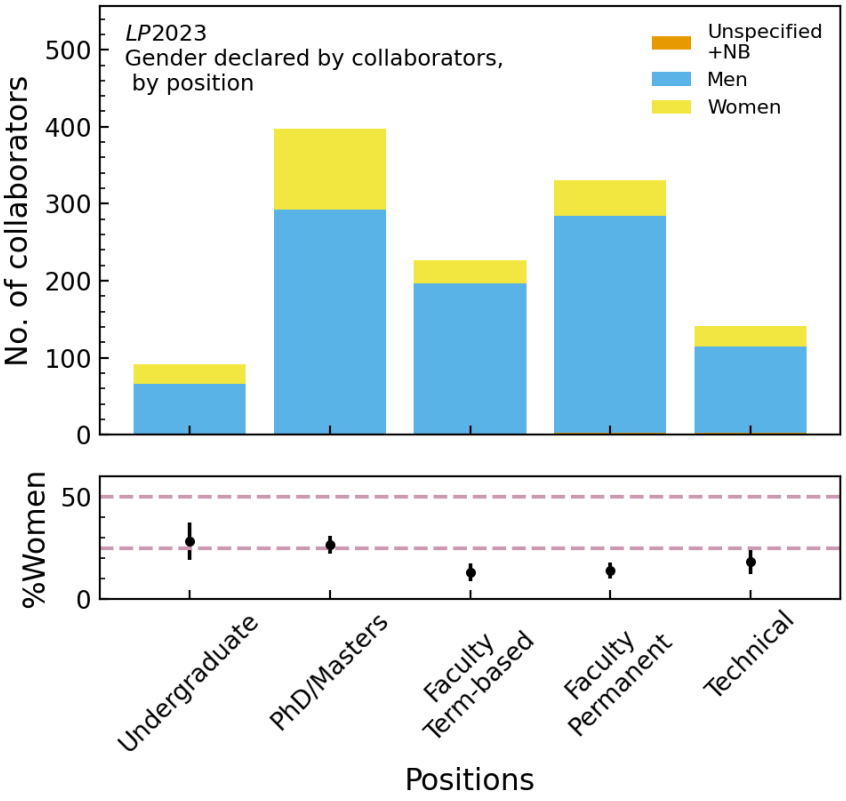
* Choppy statistics due to small overall number of undergraduates in early years
* Error bars omitted for same reason

Belle II



Belle II

N=1188

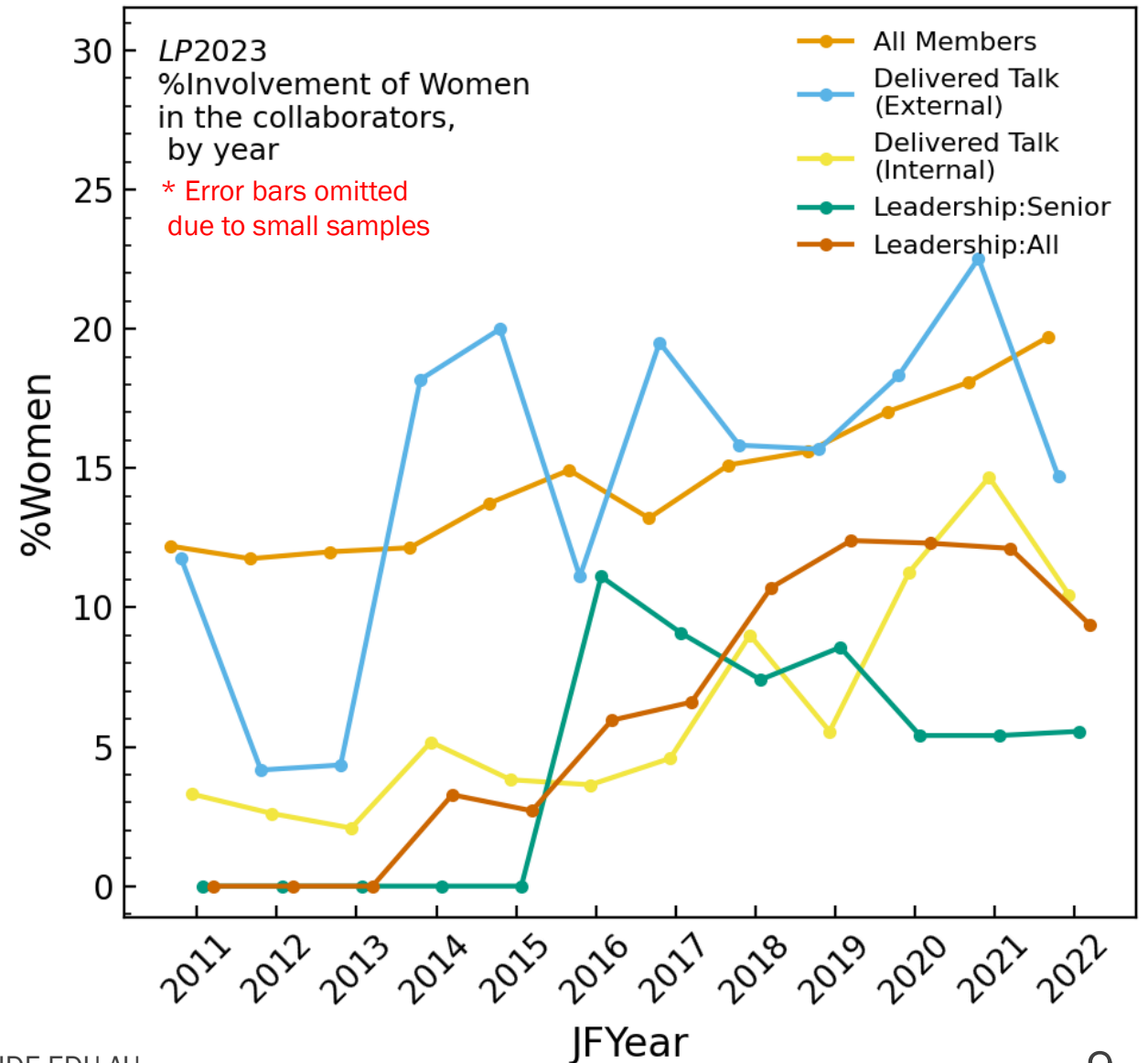




PARTICIPATION OF WOMEN IN LEADERSHIP

Category (JFY 2022)	#People	%People (in Collab)	#Women	%Women (in Involvement)
All Members	1188	100	234	19.8
Delivered Talk (External)	136	11.4	20	14.7
Delivered Talk (Internal)	86	7.24	9	10.5
Leadership : Senior	36	3.03	2	5.56
Leadership : All Roles	128	10.8	12	9.38

Belle II



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



- Promote inclusivity – Safe point of contact - Support marginalised groups
- Publicise equity events – Concerns treated in strictest confidence

OUR DIVERSITY OFFICERS

EMI KOU (IJCLAB, UNIVERSITE PARIS-SARCLAY), STEVE ROBERTSTON (UNIVERSITY OF ALBERTA),
WITH THEIR STUDENTS (AND ERNST RUTHERFORD!)

“ 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 behaviours

–*Belle II Code of Conduct*



13-19 Feb 2023

<EK

Australia/Adelaide timezone

DIVERSITY PARALLEL SESSIONS

- B2GM=Belle II General Meetings, held three times a year
- Parallel sessions act as forum for collaborators to voice concerns
- Discover new concerns:
 - Collaborators with food restrictions at KEK: Limited vegetarian options, difficulties in translating Japanese when looking for allergens.
 - Expectations of attendance at face-to-face meetings: Difficulty in obtaining Visas, institutes with smaller travel budgets,
 - Timezone struggles: Collaborators working in night hours to attend online meetings. Giving up on participating in meetings or taking responsibilities due to being in the “wrong” timezone.

Overview

Timetable

Timetable by room

Contribution List

Registration

Participant List

Accommodation in Tsukuba

Safety rules for entering Tsukuba-hall

Visitor Info & Life guide

KEK Wireless LAN Service

Printer in 3rd Floor 3gokan

Convenience store, Cafeteria and Suzu Cafe

KEK User Information

Restaurants around KEK

Novel Coronavirus Info

Bus Schedule

Express Bus Schedule

44th B2GM at KEK (13Feb-17Feb)

<<<Information>>>

-Please be sure to prepare the **pledge** in advance for entering KEK
<https://www.kek.jp/en/covid19-en/users-en/>

-**Shuttle service** from Tsukuba center to KEK
<https://indico.belle2.org/event/8084/page/90-shuttle-service-kek-tsukuba>
*On your first day, please be sure to prepare pledge before arriving KEK, and when the bus is stopping at Gurd parking. Bus is waiting for you and take

-**WIFI@KEK**
<https://www2.kek.jp/uskek/eng/other/lan2.html>

-**KEK cafeteria** and cafe are **not open** in the **early morning** and **week-end**.
-**20 vegetarian boxed lunch** at KEK store during B2GM (13-17 Feb) .
It's first-come-first-served basis.
-**Makunouchi-Bento box (500JPY)** are available at cafeteria.
You can buy at the counter with cash, and to go.
-**Food truck**, 17th 11:00-16:00, Between the cafeteria and the KEK Interna

<<<IB and EB meeting >>>

-**Bento-box for IB and EB meeting can be picked up at Kobayashi-hall lou**

DEVELOPING DIVERSITY AND INCLUSION “BEST PRACTICES” DOCUMENTS

- Recommendations for protection and sharing of personal information
- Recommendations for session chairs regarding usage of pronouns etc.
- Recommendations for ensuring equity in selection/appointment of leadership positions etc.
- Usage and protection of gender or other personal information, both within the collaboration and externally
- Usage of colour palettes in slides and papers (in the context of color blindness)
- Recommendations for speakers on how to advertise their pronouns

Need people-power to produce!

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

A NEW COLLABORATION SURVEY

2018 SURVEY

- Inspired by 2016 LHCb survey*
- Open for 6 months, with ~240 responses (~28% of collab at time)
- **Results:** an all-gender bathroom outside the control room!!

■ Difficulties:

- Getting enough student responses
- Too long/too detail
- Fears of identification based on demographic information
- No Oceania!
- Can we trust Google Forms???

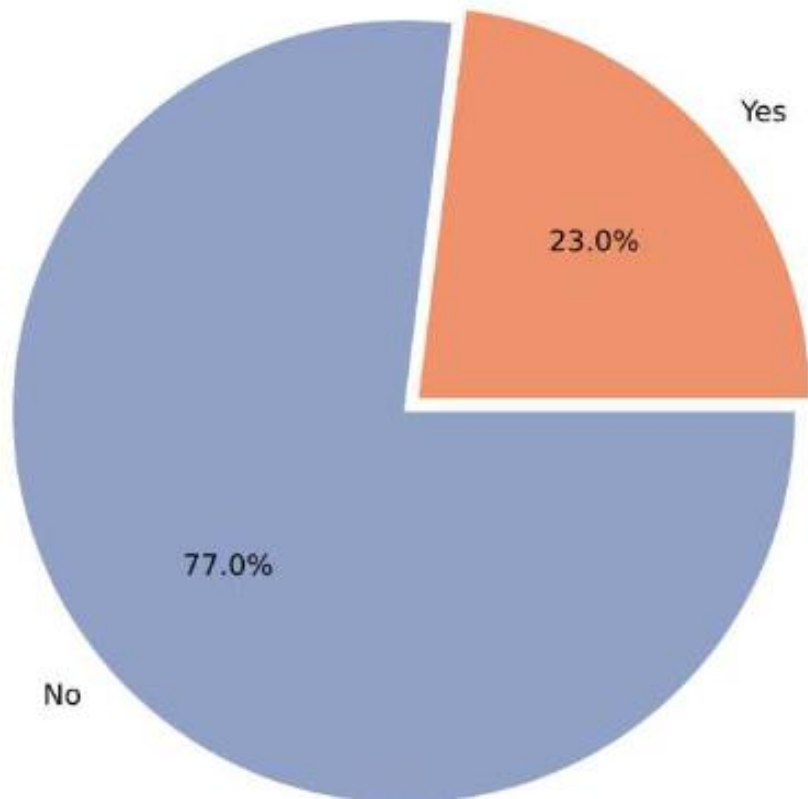


NOW

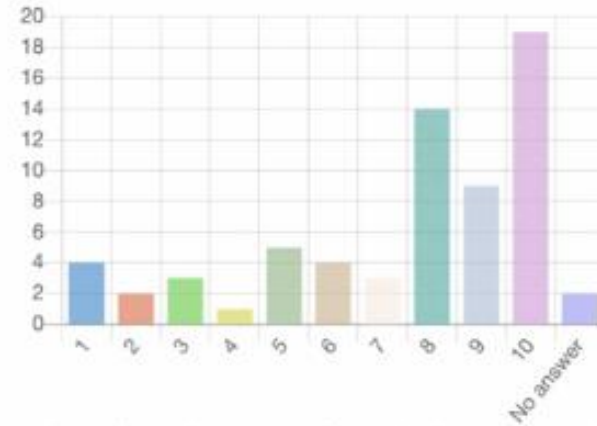
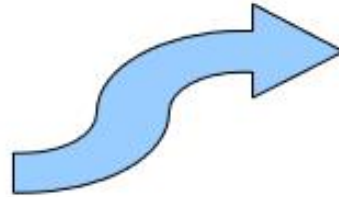
- More focused:
 - Experience in Belle II Experience at KEK
 - Family and Dependents
 - Working environment
 - Impact of COVID and war in Ukraine on work and well-being
- Moved to “limesurvey.org”
- New difficulties:
 - Difference between country of origin and country of work, when identifying as a minority.
 - Low stats in some regions
 - Differences in expectations regarding non-binary gender across collaboration

*https://cds.cern.ch/record/2725828/files/ECGD_ICHEP_2020_v2.pdf

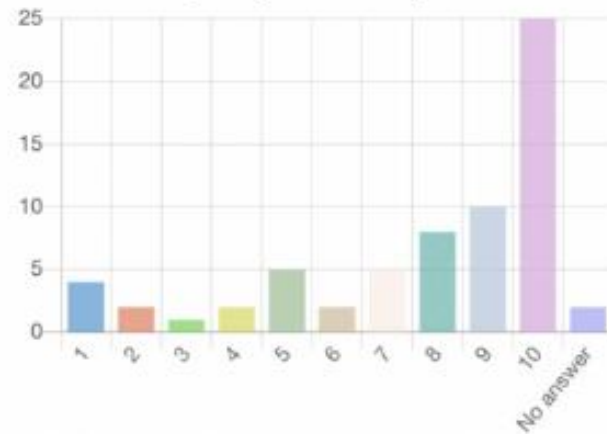
Are you currently a caregiver to one or more dependent children?



[My dependents have a large influence on whether I can travel for work.]



[Remote/hybrid meetings/conferences/workshops etc. have improved my accessibility to work due to my dependents.]



Plot creation: Raynette van Tonder



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!*

BACK UP SLIDES

DIVERSITY & INCLUSION AT BELLE II: LP 2023 SHANETTE.DELAMOTTE@ADELAIDE.EDU.AU

REGION DEFINITIONS

- **Asia (excl. Japan):** Armenia, China, India, Malaysia, Saudi Arabia, South Korea, Thailand, Viet Nam
- **Japan:** Japan
- **Eastern Europe:** Czechia, Poland, Russia, Slovenia, Ukraine
- **Mediterranean:** France, Israel, Italy, Spain, Turkey
- **North America:** Canada, Mexico, USA
- **North Europe:** Austria, Germany, Sweden
- **Southern Hemisphere:** Australia
- *These definitions follow what is made in a similar study by the ATLAS Experiment: See ATL-GEN-PUB-2016-001*
<https://cds.cern.ch/record/2202392?ln=en>

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/>
Proceedings: <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/>
Proceedings: <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”:
 - On GitHub: <https://docs.github.com/en/github/administering-a-repository/managing-branches-in-your-repository/changing-the-default-branch>
 - General Git repos: <https://www.git-tower.com/learn/git/faq/git-rename-master-to-main/>

Original	Simulation			Hue	for Photoshop, Illustrator, Freehand, etc.			for Word, Power Point, Canvas, etc.	
	Protan	Deutan	Tritan		C,M,Y,K (%)	R,G,B (0-255)	R,G,B (%)	R,G,B (%)	
1	Black	Black	Black	Black	0°	(0,0,0,100)	(0,0,0)	(0,0,0)	(0,0,0)
2	Orange	Orange	Orange	Orange	41°	(0,50,100,0)	(230,159,0)	(90,60,0)	(90,60,0)
3	Sky Blue	Sky Blue	Sky Blue	Sky Blue	202°	(80,0,0,0)	(86,180,233)	(35,70,90)	(35,70,90)
4	bluish Green	bluish Green	bluish Green	bluish Green	164°	(97,0,75,0)	(0,158,115)	(0,60,50)	(0,60,50)
5	Yellow	Yellow	Yellow	Yellow	56°	(10,5,90,0)	(240,228,66)	(95,90,25)	(95,90,25)
6	Blue	Blue	Blue	Blue	202°	(100,50,0,0)	(0,114,178)	(0,45,70)	(0,45,70)
7	Vermilion	Vermilion	Vermilion	Vermilion	27°	(0,80,100,0)	(213,94,0)	(80,40,0)	(80,40,0)
8	reddish Purple	reddish Purple	reddish Purple	reddish Purple	326°	(10,70,0,0)	(204,121,167)	(80,60,70)	(80,60,70)



Belle II

Experiment @belle2collab · Feb 12, 2020

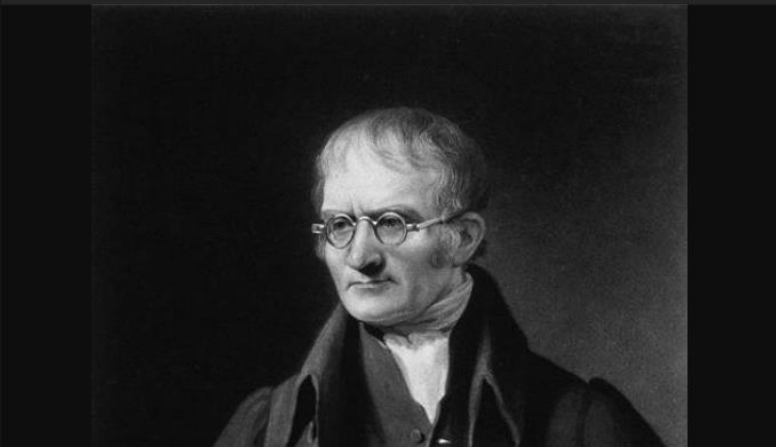
#InternationalDayofWomenandGirlsinScience, where we acknowledge the indispensable participation of women in STEM. At #Belle2 we all work together to crack the mysteries of the universe.



10 25

Belle II Collaboration
7 September 2019 ·

John Dalton was a physicist, chemist, and meteorologist who was born on the 6th of September 1766; colour blind himself, he made some of the first scientific studies of colour blindness. "Daltonism", in fact, was one of the first names for red-green colorbl... See more



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: Colo(u)r Blindness Awareness Day
- International Day of LGBTQ+ People in Science Technology Engineering and Mathematics

Belle II Experiment @belle2collab · Nov 18, 2020

The Belle II collaboration is proud to support the 2020 International Day of LGBTQ+ People in STEM. We support and value our LGBTQ+ collaborators, and we are committed to making Belle II a safe and inclusive collaboration that values people's individuality. #Belle2 #LGBTSTEMDay



16 37



belle2collab

The Belle II collaboration supports the #IWD2021 initiative #ChooseToChallenge, and recognises the invaluable role of women in every aspect of life. Our collaboration includes and is proud of the presence of many women, actively working in data analysis, software and hardware development, and during these days where the coronavirus pandemic has affected the lives of all of us, wishes to all women, inside and outside the collaboration, the best for International Women's Day 2021. Belle II実験国際共同研究コラボレーションは、国際女性デー#IWD2021のごとのテーマである「リーダーシップを発揮する女性たち：コロナ禍の世界で平等な未来を実現す

Liked by zioname and 35 others
MARCH 9