

DEIB AT THE ATLAS USER FACILITY: IDEAS, STATISTICS, AND RECENT ACTIONS

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Pronouns: he/his/him

**ALTERNATIVE TITLE: DEIB
EFFORTS AT ARGONNE'S
PHYSICS DIVISION, AND
SOME OF THE THINGS I'D
LIKE TO SEE IN THE LRP**

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PHYSICS DIVISION DEI COMMITTEE

Responsibilities and members

Responsibilities

- Advise division leadership on developing and implementing DEI strategies
- Identify and bring awareness to current opportunities and challenges that can impact our DEI culture
- Promote and cultivate activities to raise DEI awareness among the Physics division population
- Assist division leadership in developing short- and long-term plans to promote DEI
- Collaborate with laboratory DEI council and share best practices within the PSE divisions

Present committee members (6)

- Corey Adams (medium energy/computer science groups)
- Melina Avila (low energy group)
- Samantha Burtwistle (ATLAS ops, chair)
- Leslie Rogers (medium energy)
- Daniel Santiago (low energy/ATLAS groups)
- Bob Wiringa (theory group)

Recent departures

- Jamie Hayley (Financial admin)
- Heshani Jayatissa (postdoc, low energy group)
- Matt Gott (Target lab CATS)

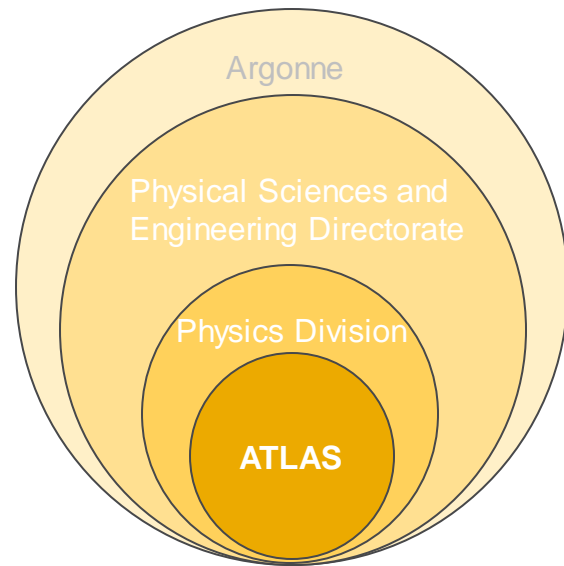
IMPACT OF DEI COMMITTEE ON ATLAS/NP

Why DEI efforts at Argonne impact the NP community?

- The ATLAS user facility is part of Argonne's Physics Division (PD)
- ATLAS gets between 300 and 400 users every year (some come to Argonne more than once per year)
- To run experiments at ATLAS users submit their proposals which are then reviewed by the ATLAS program advisory committee (PAC)
- The PAC makes recommendations for allocation of beam time or resources (ultimately the ATLAS director approves proposals)
- ATLAS has a highly oversubscribed program (many more days of ops are requested than can be run during a scheduling period)

How does the PD DEI committee operate?

- The committee meets roughly 3-4 times per year
- One of the committee's goals is: identify and bring to awareness current opportunities and challenges that can impact our DEIB culture
- **Meeting outcome:** a letter is sent to Division Director with suggested actions
- Follow-up meetings with PD director are scheduled on similar time scales (quarterly)



PHYSICS DIVISION DEI COMMITTEE AT WORK

Recent (selected) suggestions (more in backup slides)

Have 1-2 colloquia per year on DEIB topics

We've had 4 DEI-focused colloquia in past 2 years

Renovate restrooms near ATLAS control room

Done. Now have 3 restrooms near ATLAS ctrl rm, labeled: F,M,U. Previously only M,U.

Collect PI demographics data from ATLAS proposals

Got first data from PAC May, 2022

Investigate feasibility of blind review process for ATLAS proposals

On-going

SOME CHALLENGES AND SUGGESTIONS FOR LRP

My thoughts based on work at DEI committee

Challenge:
Sustainability of
DEIB efforts -- If
I'm working on
DEIB I'm not
working on X

Suggestion: make DEIB
an explicit and integral part
of employee performance
evaluation

Challenge:
Balance
between DEIB
awareness and
saturation

Suggestion will depend on
the institution's culture.
Bottom line: we don't want
our efforts to be counter-
productive.

Challenge:
mitigate implicit
bias in proposal
review process

Suggestion: adopt a
version of "blind" review
process tailored to our
community. E.g. reviewers
see list of authors in
alphabetical order
(concealing the identity of
PI)

Challenge:
non-inclusive
restrooms or
other facilities

Suggestion: imagine that you
were from a different gender
or had a disability. Are your
facilities welcoming? Are they
properly stocked (and free of
charge)? If not, you need to
start changing that **now**.

Challenge: pay
gap based on
gender/ethnicity

This needs to be investigated
at every institution but it is
common to get pushback from
HR. **Can the community
come up with a suggestion
here? The LRP should
address this!**

THANK YOU FOR YOUR ATTENTION



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BACKUP SLIDES



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ATLAS CODE OF CONDUCT

Aligned with Argonne's core values

ATLAS code of conduct

- The ATLAS facility is committed to fostering a safe, inclusive and collaborative environment where excellence in science can prosper. Our collective diversity and an inclusive culture add value to our scientific enterprise. The staff and users are expected to behave in a courteous, ethical and professional manner, promoting a harassment and bullying-free environment. These guiding principles are aligned to **Argonne's Core Values** and anyone who observes behavior that violate them is encouraged to report it to ATLAS or Physics Division management.

Argonne's core values

- Impact
- Safety
- Respect
- Integrity
- Teamwork

OTHER SUGGESTIONS BY PHY DEI COMMITTEE

To mention a few ...

Core working hours

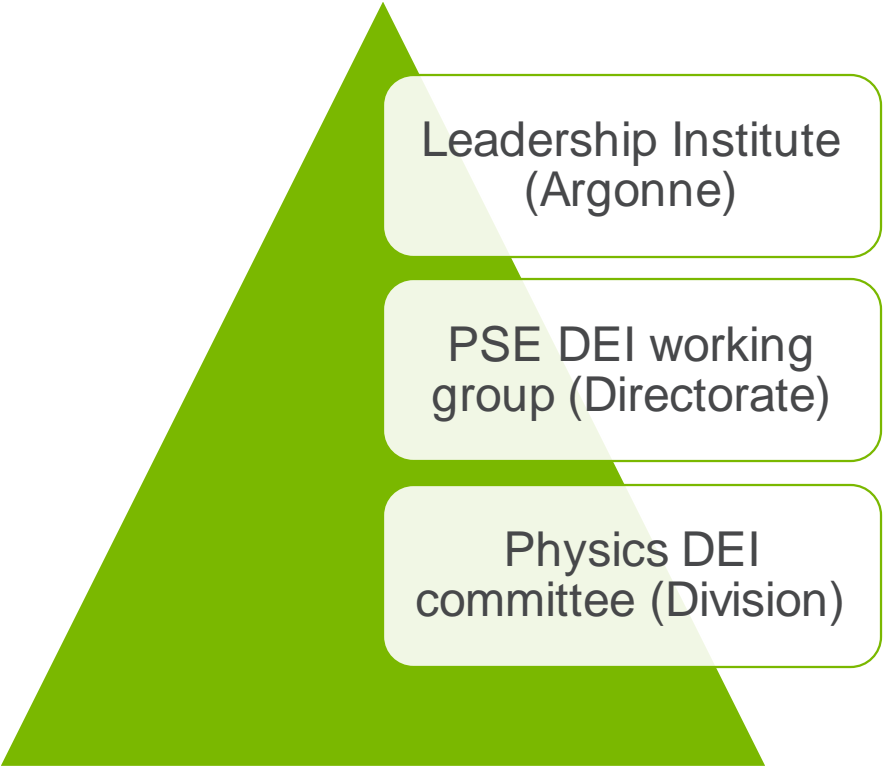
Accessible meetings through virtual connections (pre-pandemic)

Anonymous feedback mechanisms

Gender pay-gap investigation

DEI ORGANIZATIONS AT VARIOUS LAB LEVELS

Size of Argonne > Directorate > Division



Leadership Institute
(Argonne)

PSE DEI working
group (Directorate)

Physics DEI
committee (Division)

- The DEI Office, through the Leadership Institute, provides training, resources, and other programs to help the Laboratory foster a collaborative and inclusive community
- An advisory body to the PSE Directorate with the aim to foster innovative actions that create an inclusive workplace environment for all staff. Its goal is to promote an inclusive culture that embraces diversity within the Laboratory community and welcomes staff of all backgrounds.
- Discussed in previous slides.