

# Fostering a culture of belonging in the low-energy nuclear physics community

W.F. Rogers,  
Indiana Wesleyan University  
NSAC Town Hall Meeting

Argonne National Laboratory, 14-16 November 2022

# NSAC charge and DEIB working group conveners

**From NSAC charge:** *"The document should also articulate how efforts to promote and sustain a diverse, equitable, and inclusive nuclear science workforce will be fully integrated into every aspect of the vision for the future of U.S. nuclear science."*

**Diversity, Equity, Inclusion, and Belonging (DEIB)** working group conveners: **Daniel Aka Ayangeakaa** (UNC), **Paul Gueye** (FRIB/MSU), **Stephanie Lyons** (PNNL), **WFR** (IWU), **Alejandro Sozogni** (BNL), **Vandana Tripathi** (FSU)

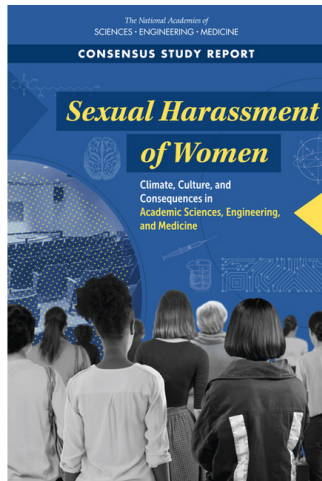
In tomorrow's **DEIB working group session** we will hear on the following:

- Reports on DEIB efforts at DOE, NSF, AIP, APS, DNP
- Outreach efforts at National Labs, Universities, N3AS NSF Physics Frontier Center
- Retention of minority students at MSIs, APS vs. NSBP
- Community Survey sponsored by the DNP DEI Committee
- GeMSS (Gender Minorities in Social Sciences) program at recent DNP meeting
- LGBTQ+ culture at BNL
- Support for transgender staff/students
- Summer camp for ASD students
- Financial stress for physics graduate students

## Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine (<https://doi.org/10.17226/24994>)

Sexual harassment is broadly defined as *unwelcome or inappropriate behavior of a sexual nature that creates an uncomfortable or hostile environment*

- 1 **Gender harassment** (verbal and nonverbal behaviors that convey hostility to, objectification of, exclusion of, or second-class status about members of one gender)
- 2 **Unwanted sexual attention** (verbally or physically unwelcome sexual advances, which can include assault)
- 3 **Sexual coercion** (when favorable professional or educational treatment is conditioned on sexual activity)



# NAS report findings

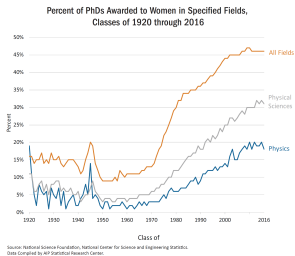
- Some of the most **high profile cases** have been in **science, engineering, and medicine, higher education**
- These areas create high levels of risk because
  - Higher education has long been male-dominated environment with **men in most positions of power**
  - Higher education has been historically perceived to **tolerate sexually harassing behavior**
  - Structure is **hierarchical** with very dependent relationships between faculty and trainees (students, postdocs, residents)
  - Work and training is often done in **isolated environments**



<http://nap.edu/24994>

How are we doing in Nuclear Science?

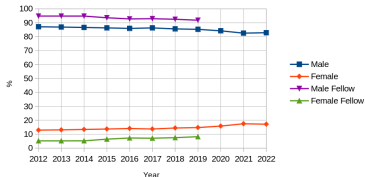
# Women PhDs in physics, DNP members and fellows



AIP Statistics

[aip.org/statistics](http://aip.org/statistics)

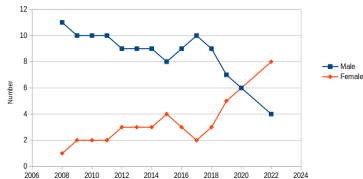
DNP % of male and female members and fellows



DNP membership 2012-2022

DNP Executive Committee

Male and Female membership



DNP Executive Committee 2008-2022

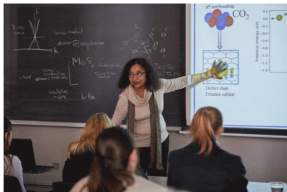
# APS Conferences for Undergraduate Women in Physics



## Conferences for Undergraduate Women in Physics (CUWIP)

APS Conferences for Undergraduate Women in Physics (CUWIP) are three-day regional conferences for undergraduate physics majors.

[COVID-19 and Related Health and Safety Guidelines](#) to Attend APS Sponsored Meetings.



The goal of APS CUWIP is to help undergraduate women continue in physics by providing them with the opportunity to experience a professional conference, information about graduate school and professions in physics, and access to other women in physics of all ages with whom they can share experiences, advice, and ideas. The national and local organizing committees of APS CUWIP strive to create a welcoming environment for all, including undergraduate women and gender minorities.

Interested in learning more about CUWIP? [Sign up for updates!](#)

A typical program will include research talks by faculty, panel discussions about graduate school and careers in physics, presentations and discussions about women in physics, laboratory tours, student research talks, a student poster session, and several meals during which presentors and students interact with each other.

### CUWIP 2023

CUWIP 2023 will be held Friday, January 20 - Sunday, January 22, 2023.

Applications are open as of August 29, 2022, and close October 10, 2022, at 5:00 p.m. ET.

[Apply Now](#)

### 2023 Millie Dresselhaus CUWIP Keynote Speaker

We are pleased to announce the 2023 Keynote Speaker, Dr. Nadya Mason. Check out her bio and more information below.

[More Information](#)

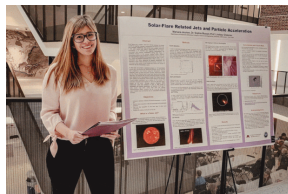
### Stay Connected

If you're interested in networking with other women & gender minorities in physics, sign up for our new APS Engage community!

[Sign Up](#)

### We Want to Hear from You

Your feedback helps make each CUWIP event better. Please share your CUWIP experience to let us know what you loved and how we can improve.





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## APS NEWS

### Sexual Harassment Drives Women out of Physics

A survey of undergraduate women in physics indicates that nearly three-quarters experienced harassment that left them feeling alienated and alone.

April 22, 2018

A comprehensive survey of undergraduate women in physics has revealed that almost three-quarters of the respondents experienced some form of sexual harassment over the past two years that resulted in feelings of isolation and alienation. The results, published in the APS journal *Physical Review Physics Education Research* (PRPER), are based on responses from 471 women who attended the 2017 APS Undergraduate Women in Physics (UWIP) conference. [More in Physics Education Research](#). The paper is accompanied by a [video abstract](#) in Physics Education Research.

"I wanted to quantify the scope of sexual harassment in physics to enable productive discussions that could inform personal decisions," explains Lauren Aycock, APS American Association for the Advancement of Science Fellow at the U.S. Department of Energy. "As author of the paper in PRPER, 'This study increases the visibility of the problem without relying on anecdotes who have experienced sexual harassment to tell their stories.'"

The study also found that gender harassment, one type of sexual harassment, is correlated with a decreased sense of belonging and the impostor phenomenon (a persistent, unjustified feeling of being someone who is unskilled at their accomplishments). These problems, according to earlier research, negatively influence student persistence in STEM fields.

In addition to Lauren Aycock, the study's authors are Zahra Hazari (Florida International University), Eric Brewe (Drexel University), Kathryn Clancy (University of Illinois at Urbana-Champaign), Theodore Hodapp (Illinois Institute of Technology) and Renee Michelle Goertzen (Georgia Institute of Technology). The study was supported by the APS Program Manager, Education and Diversity, APS.

"This finding wasn't surprising to me because in STEM (science, technology, engineering, mathematics, and medicine) but it was shocking that colleagues, who are often victims of sexual harassment's persistence and damage," writes Viewpoint author John Lubliner (Michigan State University). "When sexual harassment goes unchecked, physics loses great people, great talent, and great potential."



Image: Joan York

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[Highlight Chemistry and APS Fellow Zahra Hazari](#) 2022

[APS Fellow in Residence](#)  
Dr. George Williams, a Harvard physicist and APS Fellow, is one of our recipients of the 2022 Koza Prize in Nanoscience.

[Undergraduate Women in Physics Meet APS Undergraduate Women in Physics](#)

[APS Undergraduate Women in Physics Meet APS Undergraduate Women in Physics](#)

[The China Initiative, which opened four among some APS members and outlined legislative recommendations, has ended in its current form.](#)

[March Meeting Health in Chicago](#)

[The 2022 APS March Meeting will be held in Chicago with many sessions available online as well.](#)

[Celebrating Leadership in Physics](#) 2022

[Department](#)

[New colleges and universities received top honors for preparing highly qualified high school physics teachers.](#)

[2022 APS Medal for Exceptional Achievement in Research Awarded to Robert Lyle](#)

## Sexual harassment reported by undergraduate female physicists

Lauren M. Aycock,<sup>1</sup> Zahra Hazari,<sup>2</sup> Eric Brewe,<sup>2,3</sup> Kathryn B.H. Clancy,<sup>4,5</sup> Theodore Hodapp,<sup>6</sup> and Renee Michelle Goertzen<sup>6</sup>

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<sup>2</sup>STEM Transformation Institute, Department of Teaching & Learning, and Department of Physics, Florida International University, Miami, Florida 33199, USA

<sup>3</sup>Department of Physics and School of Education, Drexel University, Philadelphia, Pennsylvania 19104, USA

<sup>4</sup>Department of Anthropology, University of Illinois at Urbana-Champaign, Urbana, Illinois 61801, USA

<sup>5</sup>Beckman Institute for Advanced Science & Technology, University of Illinois at Urbana-Champaign, Urbana, Illinois 61801, USA

<sup>6</sup>American Physical Society, College Park, Maryland 20740, USA

(Received 17 September 2018; published 22 April 2019)

Sexual harassment occurs more frequently in male-dominated fields and physics is a more male-dominated field than most other science, technology, engineering, and mathematics (STEM) fields. Thus, it is important to examine the occurrence and impact of sexual harassment on women in physics. A survey of undergraduate women, who attended a conference for undergraduate women in physics, revealed that approximately three quarters (74.3%; 338/455) of survey respondents experienced at least one type of sexual harassment. This sample was recruited from a large fraction of undergraduate women in physics in the United States. We find that certain types of sexual harassment predict a negative sense of belonging and exacerbate the impostor phenomenon. The types of sexual harassment that predict these outcomes, both forms of gender harassment, while seemingly less severe types of harassment, have been found to have substantially negative personal and professional consequences. These findings are important since prior work has found that sense of belonging and the impostor phenomenon are related to students' persistence in STEM fields. Our results have implications for understanding and improving persistence in physics by informing the community about the occurrence of sexual harassment and its effects so that we can begin to work towards reducing its occurrence and mitigating its effects.

DOI: 10.1103/PhysRevPhysEducRes.15.010121

“Understanding the extent and effect of sexual harassment for physics undergraduates is essential because this is the first stage of becoming a physicist ... studies such as this one are a wake-up call to all members of our community to advocate for change.”

# Experience of Undergraduate Women in Physics

*Physical Review PER 15, 010121 (2019)*

- 500 responded to survey
- 74.3% experienced at least one form of sexual harassment
- these experiences correlated with a sense of not belonging to the field
- 47.9% experienced multiple forms
- Of those women who experienced some form of sexual harassment,
  - 91.3% experienced sexist gender harassment
  - 34.2% experienced sexual gender harassment
  - 32.6% experienced unwanted sexual attention

Aycock et al. found that experiencing sexual harassment **correlated to a negative sense of belonging and an exacerbated sense of the imposter phenomenon**

“When sexual harassment goes unchecked, **physics loses great people, great minds, and great potential**. It’s worth noting that sexual harassment **disproportionately affects** people of color, people with disabilities, and members of the LGBTQ+ community”



# Conference Experience for Undergraduates (CEU) 2014

## CEU2014 – Big Island of Hawaii



# Unwanted Sexual Attention – CEU anecdotes

Students in the CEU program have experienced the following at Fall DNP meetings

- Male and female posters side-by-side. Women gets male visitors who hang for too long, joke around, flirt. She looks over at her male research partner. They both know what's going on ...
- Male physicist lingers at a woman's poster for too long, she asks if he has any other questions, he says "I could sit here and listen to you all day"
- After DNP banquet, female CEU student grabbed inappropriately, invited out for a drink, he keeps insisting.
- "What drew you to physics? You're so beautiful, you could probably choose any school you wanted"
- "That's a beautiful dress" ... "Thank you" ... "And you fill it out so well"
- "Everywhere I go this older physicist keeps looking at me. It makes me very uncomfortable. Now I have to try and avoid him."

These students are our future. Some of our own colleagues are acting this way. This should be very concerning to our community.

# Impressions from a DNP Meeting

The screenshot shows the APS News website. At the top left is the APS logo with the text 'Advancing Physics'. To the right, it says 'American Physical Society Sites | APS | Journals | Physics Division'. Below this is a search bar and navigation links: 'Login', 'Become a Member', and 'Contact Us'. A dark blue navigation bar contains links for 'Publications', 'Meetings & Events', 'Programs', 'Membership', 'Policy & Advocacy', 'Careers in Physics', 'Newsroom', and 'About APS'. The main content area features the title 'APS NEWS' and the subtitle 'April 2019 (Volume 28, Number 4)'. The article title is 'The Back Page' by Sera Jene. The article text begins with a note: 'Note: The APS Division of Nuclear Physics (DNP) is committed to providing an inclusive space where physicists can exchange ideas and share their interests in nuclear physics, regardless of the origin, color, gender, sexual orientation, gender identity etc., of the scientist.' To the right of the text is a small image of a person's back with a badge. Further right is a sidebar with links for 'April 2019 (Volume 28, Number 4)', 'APS News Home', 'Issue Table of Contents', 'APS News Archives', 'Contact APS News Editor', and 'Articles in this Issue' with a link to 'At the Frontiers of Subatomic Physics'.

- Male physicist looks at badge, says “I know your work ... but wow I thought you were a man”
- Advisor visited male graduate student talks, skipped out on female’s talk
- Creepy guy in front row stares at female speakers ankles the whole talk
- Treated aggressively, skeptically in Q and A unlike for male speakers
- Several male attendees are verbal about denying any problems, dismiss womens’ concerns as unwarranted
- After banquet go see live band, she’s reluctant to dance but male insists she must since she’s the “only girl”

Research shows the greatest **predictor** for the occurrence for sexual harassment is the **organizational climate**.

- Climate is evaluated on three levels
  - the **perceived risk** to those who report sexually harassing behavior
  - a **lack of sanctions** against offenders
  - the perception that one's report of sexually harassing behavior **will not be taken seriously**
- Conditions that **exacerbate the problem**
  - **Insufficient attention** to the problem by leadership
  - Lack of clear policies and procedures to hold perpetrators accountable and that **investigations will be taken seriously**
  - Minimal or merely **symbolic compliance** - "performative activism"
  - **Insufficient protection** for targets of sexual harassment
  - **Lack of effective training** on sexual harassment)



<http://nap.edu/24994>

# NAS report findings ... a way forward

## Changing the culture ...

- Support targets of harassment, give them options for addressing the offense
- Demonstrate that sexually harassing behavior is unacceptable
- Hold perpetrators accountable
- Add bystander training
- Change funding and mentoring structures
- Give targets of harassment options to speak with non-mandatory reporters (Allies...) and greater control on when and how they want to proceed
- Arm administrators with tools to combat and handle harassment
- Demonstrate that people who harass are held responsible



<http://nap.edu/24994>

# DNP DEI Committee and Allies Program

## DNP DEI committee members

2022

**Co-Chair:** Filomena Nunes, Michigan State University

**Co-Chair:** Roxanne Springer, Duke University

**Members:**

- Paul Gueye, Michigan State University
- Elena Long, University of New Hampshire
- Christine Natrass, University of Tennessee - Knoxville
- Warren Rogers, Indiana Wesleyan University
- Loida Rosado del Rio, University of Puerto Rico
- Sherry Yennello, Texas A&M University
- Allison Zec, University of Virginia

## DNP Allies

- [David Armstrong](mailto:dsarms@wm.edu), William and Mary, [dsarms@wm.edu](mailto:dsarms@wm.edu)
- Gail Dodge, Old Dominion University
- [Evie Downie](mailto:edownie@gwu.edu), George Washington University, [edownie@gwu.edu](mailto:edownie@gwu.edu)
- Charlotte Elster, Ohio University
- [Dick Fuernstahl](mailto:fuernstahl.1@osu.edu), The Ohio State University, [fuernstahl.1@osu.edu](mailto:fuernstahl.1@osu.edu)
- [Ron Gilman](mailto:rgilman@physics.rutgers.edu), Rutgers University, [rgilman@physics.rutgers.edu](mailto:rgilman@physics.rutgers.edu)
- Robert Janssens, UNC-Chapel Hill
- Krishna Kumar, Stony Brook University
- Simonetta Liuti, University of Virginia, [sl4y@virginia.edu](mailto:sl4y@virginia.edu)
- [Filomena Nunes](mailto:nunes@nsl.msu.edu), Michigan State University, [nunes@nsl.msu.edu](mailto:nunes@nsl.msu.edu)
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- Roxanne Springer (Chair), Duke University, [ros@phy.duke.edu](mailto:ros@phy.duke.edu)
- [Artemis Spyrou](mailto:spyrou@nsl.msu.edu), Michigan State University, [spyrou@nsl.msu.edu](mailto:spyrou@nsl.msu.edu)
- [Sharon Stephenson](mailto:sharon.stephenson@science.doe.gov), DOE, [sharon.stephenson@science.doe.gov](mailto:sharon.stephenson@science.doe.gov)
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- [Sherry Yennello](mailto:yennello@comp.tamu.edu), Texas A&M University, [yennello@comp.tamu.edu](mailto:yennello@comp.tamu.edu)

The Allies program aims to help [reduce harassment at DNP meetings](#) and provides an avenue for those affected to [have the issues addressed in a timely manner](#), thereby reducing the impact harassment may have on the field of nuclear physics.

# Moving Forward ... Recommended Reading ...

- White paper: “How Community Agreements Can Improve Workplace Climate in Physics” (Barzi, Liuti, Natrass, Springer, Bennett, <https://doi.org/10.48550/arXiv.2209.06755>)
- Sexual Harassment Reported by Undergraduate Female Physicists ([Phys Ref C PER 15, 010121 \(2019\)](#))
- White paper: DPF Core Principles and Community Guidelines ([https://docs.google.com/document/d/1OD8khECoDKni\\_yMsSdzkgdYvUUXI4O2pQCbcO](https://docs.google.com/document/d/1OD8khECoDKni_yMsSdzkgdYvUUXI4O2pQCbcO))
- White paper: DPF Code of Conduct Accountability (<http://seattlesnowmass2021.net/assets/docs/DPF-CPCG-05.03.2022.pdf>)
- “In Search of Excellence and Equity in Physics,” Barzi, Gates Jr., Springer ([APS CSWP & COM Gazette vol. 41 No. 1, https://doi.org/10.48550/arXiv.2203.10393](#))
- Open Letter: Dear Senior Astrophysicists, Physicists, and Planetary Scientists (<https://sites.google.com/site/openlettertoseniorscience/>)
- White paper from Astrophysics/JINA community (<https://arxiv.org/pdf/2205.07996.pdf>)

- Underrepresented people **draw new relations between ideas and concepts** that lead to **increased innovation**
- Significant psychological physical impact **bullying and personal attacks** have on individuals
- Funding agencies, as stewards of taxpayer's money, **should require ethical practices and monitor behavior** for the most cost-effective use of their money
- 11-point plan to finding and **hiring leaders who will support DEI**



## INSIDE

In Search of Excellence and Equity in Physics

1

Elite

2

Inclusion in Physics: What's For Beer Learning?

3

Making the Glass Ceiling or Physics?

4

## In Search of Excellence and Equity in Physics

*Emmalee Ricci, Fermilab Senior Scientist and OSU Adjunct Professor, APS Fellow (and APS Ethics Committee Member)*

*S. James Gates Jr., Brown University Theoretical Physics Center Director and APS Past President*  
*Rosanne P. Springer, Professor, Duke University Physics Department, APS Fellow*

Physicists often assert that great scientific work is subject to its merits and that opportunities in physics are equally available to all applicants. Equal opportunity is central to the concept of meritocracy. Opportunity and leadership should go to the people most qualified by performance, and not on the basis of arbitrary or irrelevant attributes. This principle is equally more important for high-level leadership due to their indirect impact on the field. Aside from the ethical responsibility, research exists showing that traditionally underrepresented people have new relations between ideas and concepts that lead to increased innovation [1]. Nevertheless, far fewer underrepresented persons than could be expected from a functioning meritocracy [2]. This expectation that our physics community is a meritocracy is thus challenged. If we want to change this, we need to change our behavior, i.e., practices. Practices of a community ought to be based on its stated underlying values. To begin, we should rigorously query assumptions that our organizations and the decisions made within them are equitable and seek good evidence that supports this assumption. As scientists, we need to have from scientists who specialize in the study of human behavior.

Equitable processes and procedures, as opposed to hierarchical concerns, do not ensure equality of human sciences. Developing and maintaining fair procedures, and obtaining fairness to traditionally underrepresented people require focused effort. Disrupt assumptions and conditions concerned. The first, along the way, is that the concept of "Equity, Diversity, and



Emmalee Ricci



S. James Gates Jr.



Rosanne Springer

Chair in Disappointed Health Professions at St. Mary's University, who says, "Inclusion is a particularly nice intention because it refers to the care of who we are ... When you treat me inequally, you attack my dignity as a person ... necessarily saying that I don't deserve the treatment or to be treated the same as others" [3]. Inclusion stress can impact human health by compromising the autonomic system. Stress effects on the body as described in a study by the American Psychological

“Discounting deserving, productive scientists from the scientific enterprise, be it for inequity, exclusion of minorities or even illegal discriminatory behavior, **undermines the integrity of science** and affects it at its core now and in the future”



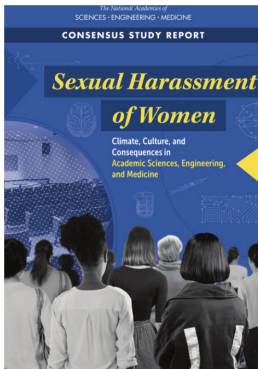
## The Back Page

### APS in the #MeToo Era

By Warren Rogers, Roxanne Springer, and Sherry Yennello

With the release of the U.S. National Academies (NA) report “Sexual Harassment of Women – Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine” [1] and the increasing visibility of the #MeToo movement [2], this is a good time to consider the experience of women in our APS community. There is growing awareness of the damage that is done to individual careers as well as to our physics community when women are not treated with equity and respect. Here we want to discuss steps that have been taken as well as the work our community still needs to do. Gender norms, for better or worse, are part of human culture; managing the negative impact they can have is something that will take perpetual and continuing effort. We ask that APS members embrace this concept and make a commitment to help create an APS culture where personal integrity and physics excellence are celebrated, where those who unintentionally harass are mentored, and those who continue to harass are marginalized.

The NA report emphasizes that typically when the phrase “sexual harassment” is used, we think of explicit and unambiguous assault or coercion. But included in the range of behaviors the NA identifies as sexual harassment is “gender harassment”—actions and comments that demean or belittle women and/or call attention to them as sexual objects. The NA report states that the trauma of frequent gender harassment on women, as reflected in their physical and mental health and their likelihood of leaving the field, equals that of physical assault. This is the landscape we in APS, and as



2. Offering bystander training at APS meetings.
3. Considering “harassment-related professional misconduct” [1] when choosing award and fellowship recipients [11].
4. Partnering with Callisto [10] to aid in collecting data.
5. Requiring a pledge to abide by the APS CoC not only at every APS conference registration, but for membership renewal.
6. Including sexual harassment as a form of research misconduct [11] in the APS Guidelines for Professional Conduct [12].
7. Administering regular surveys to APS members to measure our progress.

The NA report states, “Research also shows that, by far, the greatest predictor of the occurrence of sexual harassment is the organizational climate ...” The influential role APS leaders play in shaping this climate cannot be overstated, but every APS member also has a responsibility. Few of us have the experience to respond appropriately in the moment, and some of us don’t recognize harassment even as it is happening. If your home institution offers training, please sign up

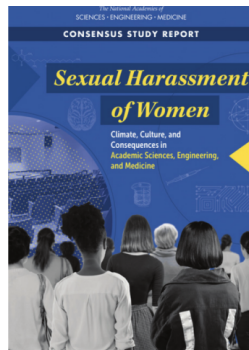
**“The influential role APS leaders play in shaping this climate cannot be overstated, but every APS member also has a responsibility.”**

## Back Page article recommendations

- 1 Developing the Allies Program to **all APS meetings**
- 2 Offering **bystander training** at APS meetings
- 3 Considering “harassment-related professional misconduct” when **choosing award and fellowship recipients**
- 4 Requiring a **pledge to abide by the APS Code of Conduct** for APS conference registrations, and for membership renewal
- 5 Including sexual harassment as a **form of research misconduct** in the APS Guidelines for Professional Conduct
- 6 Administering **regular surveys to APS members** to measure our progress

APS Code of Conduct:

<https://www.aps.org/meetings/policies/code-conduct.cfm>



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[Submitted on 14 Sep 2022 (v1), last revised 27 Oct 2022 (this version, v2)]

## How Community Agreements Can Improve Workplace Culture in Physics

Emanuela Barzi, Simonetta Liuti, Christine Natrass, Roxanne Springer, Charles H. Bennett

Equity, Diversity, and Inclusion (EDI) committees and Codes of Conduct (CoC) have become common in laboratories and physics departments across the country. However, very often these EDI committees and CoC are not equipped to provide practical consequences for violations, and therefore are mostly performative in nature. A considerable effort has been devoted by various groups within APS units and beyond the APS in developing instead what are now called Community Guidelines. Community Guidelines help implement the core principles in CoC, by setting expectations for participation in in-person events and virtual communication. When further accompanied by accountability and enforcement processes, they develop into Community Agreements. This White Paper discusses the elements necessary to create and implement an effective Community Agreement, reviews examples of Community Agreements in physics, and argues that physics collaborations, physics departments, and ultimately as many physics organizations as possible, however large or small, should have a Community Agreement in place. We advocate that Community Agreements should become part of the bylaws of any entity that has bylaws.

Subjects: [Physics and Society](#) ([physics.soc-ph](#))

Cite as: [arXiv:2209.06755](#) ([physics.soc-ph](#))  
(or [arXiv:2209.06755v2](#) ([physics.soc-ph](#)) for this version)  
<https://doi.org/10.48550/arXiv.2209.06755>

**Submission history**

From: Emanuela Barzi [[view email](#)]  
[v1] Wed, 14 Sep 2022 16:17:45 UTC (101 KB)  
[v2] Thu, 27 Oct 2022 20:10:11 UTC (197 KB)

The past few years have seen the establishment of **Codes of Conduct** for laboratories, agencies, APS, collaborations, etc. – a positive move to be sure

**Community Agreements** include expectations for community members behavior, as well as enforcement mechanisms that involve fact-finding, and consequences for misconduct that is unbiased, transparent, and just.

# Community Agreements

<https://doi.org/10.48550/arXiv.2209.06755>

They articulate:

- The need for Community Agreements (CA)
- Scaffolding elements for community agreements
- Core principles and community guidelines (based on work of DPF Ethics Task Force)
- Accountability and enforceability, the need to balance transparency and confidentiality
- Bystander intervention should be expected of all leaders in the community

Recommendations:

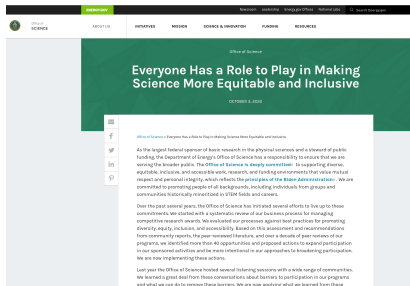
- All physics entities should have a [Community Agreement](#) (CA) in place, and abiding by the CA should be an explicit condition of membership in that entity.
- Investigation procedures should [balance transparency and privacy](#), while allowing cases to be adjudicated and [appropriate sanctions](#) (ranging from no action to expulsion from the organization) to be applied expeditiously.
- Bystander intervention training should be expected of all leaders in the community

# Selected Recommendations for Nuclear Science Community

- Require all physics entities to adopt a [Community Agreement](#)
- Establish [Allies program](#) at Spring meeting, and eventually at all APS meetings
- Provide [bystander training](#) at all APS conferences
- Require conferences funded by DOE and NSF to have Code of Conduct and a procedure for enforcing it
- Require that DEI plans be [integrated into grant proposals](#) for both agencies
- Periodically [assess the climate](#) through surveys
- Work in concert with Hot and Cold QCD and Fundamental Symmetries Town Halls as we establish the DEIB White Paper

## Tim Hallman, Associate Director of Science for Nuclear Physics, Office of Science, DOE

- This is not who we are
- Given our collective aspiration it is hard to see how those **who may continue to speak and behave inappropriately** have a future in nuclear science
- The message is simple: **treat all people with the same dignity and respect you expect to be treated with yourself**



*"The only thing it takes for bad-behavior defeating DEI goals to continue is for people of good conscience and integrity to do nothing"*

# Our Individual Roles ...

- Sexual harassment **hurts women and members of under-represented groups and drives them out of physics** (this should be a source of embarrassment for the field and **loss of valuable talent**)
- Sexual harassment occurs at **all levels of seniority** and hurts our field as a whole
- Each of us has a responsibility to our community
  - Become **better educated** as to what is happening in our community
  - **Honestly assess our individual behavior** and its impact on others
  - Examine our **outdated assumptions from the past**, cultural norms that must change
  - Receive **bystander training** – a very effective individual tool
  - Take a few Harvard Implicit Bias tests
  - Think in advance about how you will approach intervention on behalf of a victim when it becomes necessary
  - Be a **listener** and **encourager** to victims, **take them seriously**
  - Contribute to the **ongoing dialogue**, be an agent of change for the better
  - **Don't let a personal attacks go unchallenged**

# Thank you ...

Many thanks to ...

## Funding Agencies

- National Science Foundation
- Department of Energy

## Town Hall Co-Conveners

- Alexandra Gade, FRIB/MSU
- Grigory Rogachev, Texas A&M
- Rebecca Surman, University of Notre Dame
- Sofia Quaglioni, LLNL

## DNP DEI committee co-chairs

- Filomena Nunes, FRIB/MSU
- Roxanne Springer Duke U

## DEI working group co-conveners

- Akaa Daniel Ayangeakaa, UNC
- Paul Gueye, FRIB/MSU
- Stephanie Lyons, PNNL
- Warren Rogers, Indiana Wesleyan University
- Alejandro Sozogni, BNL
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