

# Committee on Diversity, Equity and Inclusion

Will Detmold, MIT

# Diversity, Equity and Inclusion

## Committee

- Charged by USQCD Executive Committee (2020)
  - Response to project review recommendation
- Current members
  - Will Detmold (chair, faculty, MIT) [wdetmold@mit.edu](mailto:wdetmold@mit.edu)
  - Kimmy Cushman (grad student, Yale) [kimmy.cushman@yale.edu](mailto:kimmy.cushman@yale.edu)
  - Aida El-Khadra (faculty, UIUC) [axk@illinois.edu](mailto:axk@illinois.edu)
  - Joel Giedt (faculty, RPI) [giedtj@rpi.edu](mailto:giedtj@rpi.edu)
  - Huey-Wen Lin (faculty, MSU) [hueywen@msu.edu](mailto:hueywen@msu.edu)
  - Andreas Kronfeld → Robert Edwards (ex officio) [edwards@jlab.org](mailto:edwards@jlab.org)
- Plan frequent rotations

**Postdocs Wanted!**

Please nominate yourself  
by emailing me  
[wdetmold@mit.edu](mailto:wdetmold@mit.edu)

# Diversity, Equity and Inclusion

## Activities

- Established a code of conduct for USQCD meetings and business
- Investigating equity of USQCD allocations
- Junior investigator track for allocations (explicit)
- Investigating possibility of meta-REU program to bring broader group into the field
- Thinking about possibility of USQCD-specific graduate fellowship to support diversity in future funding requests
- **Survey of USQCD climate**

# Diversity, Equity and Inclusion

## Code of Conduct

The USQCD Collaboration is committed to fostering a safe, diverse, and equitable environment that values mutual respect and personal integrity. The diversity of people, ideas, cultures, and educational backgrounds enables USQCD's scientific research program and is an essential aspect of its mission. **Members of the USQCD, while participating in collaboration activities, are expected to behave in an ethical, professional, and respectful manner.** We are committed to working with our partners to promote diverse and inclusive spaces for those affiliated with the alliance.

**USQCD does not tolerate harassment of any kind, including sexual or non-sexual harassment, bullying, intimidation, violence, threats of violence, retaliation, or other disruptive behavior. Discrimination in any guise (verbal, written or physical) based on an individual's race, color, sex, religion, disability, etc. is not acceptable.** When such behavior is brought to the attention of USQCD governance, it will be investigated by the USQCD Committee on Diversity, Equity, and Inclusion (CDEI). If claims are verified, the harasser will face consequences up to and including removal from the USQCD membership, at which point the harasser will not be granted permission to attend USQCD events or have access to USQCD computing resources.

# Diversity, Equity and Inclusion

## Code of Conduct Violations

- If you see, hear or experience something that you think violates the CoC, let us know
- Email any one of us, or use anonymous form <https://forms.gle/9zppAgTdmew8uofn7>
- Actions can be various:
  - Discuss with you
  - Request CDEI talk to person/people involved
  - Note in CDEI internal records
  - Recommend actions to EC (access to computing, membership of USQCD)

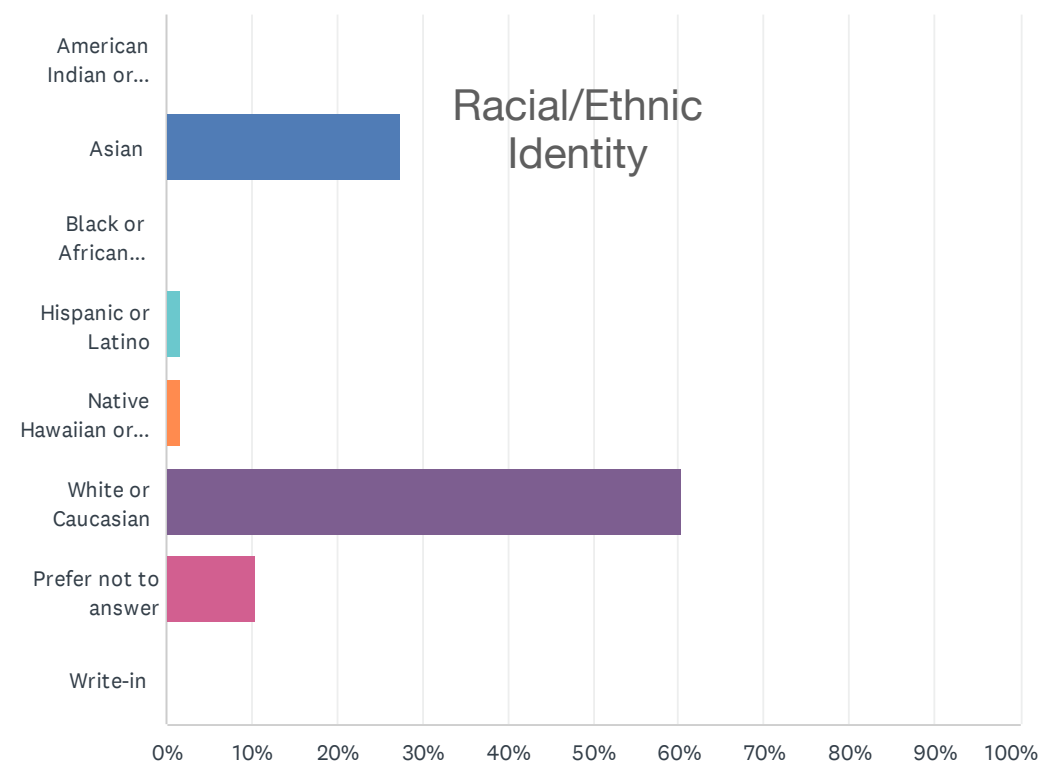
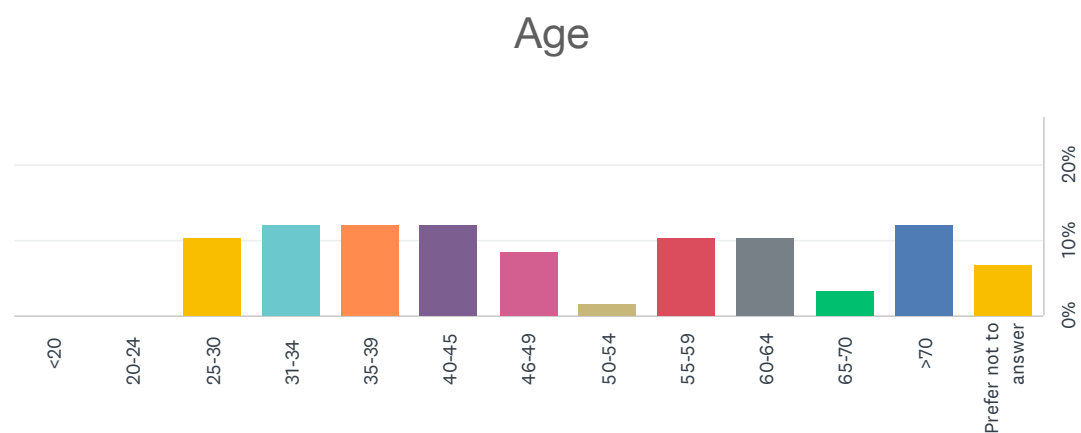
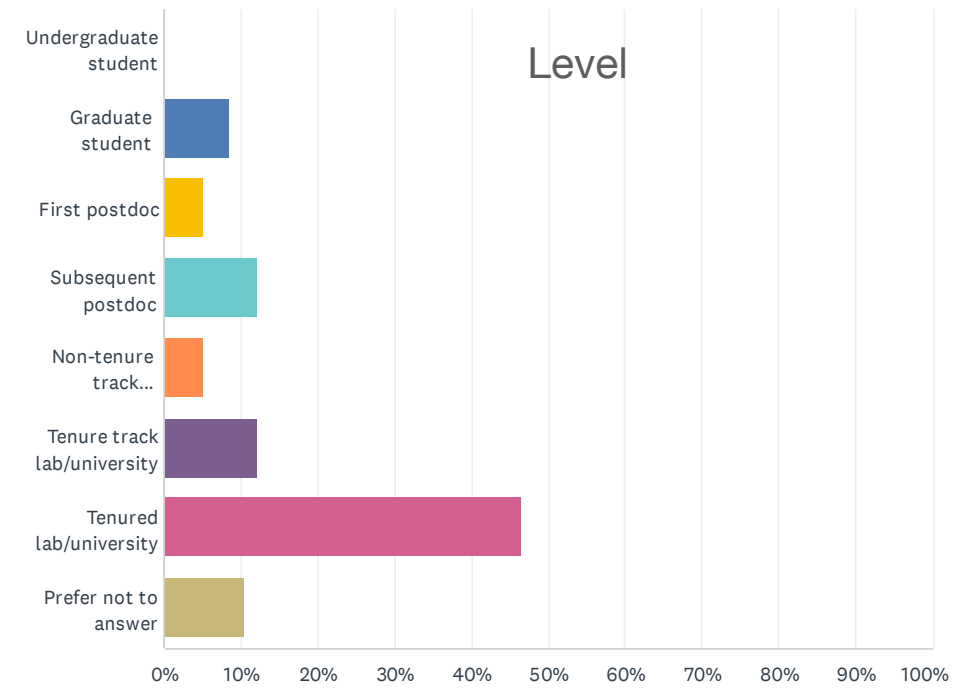
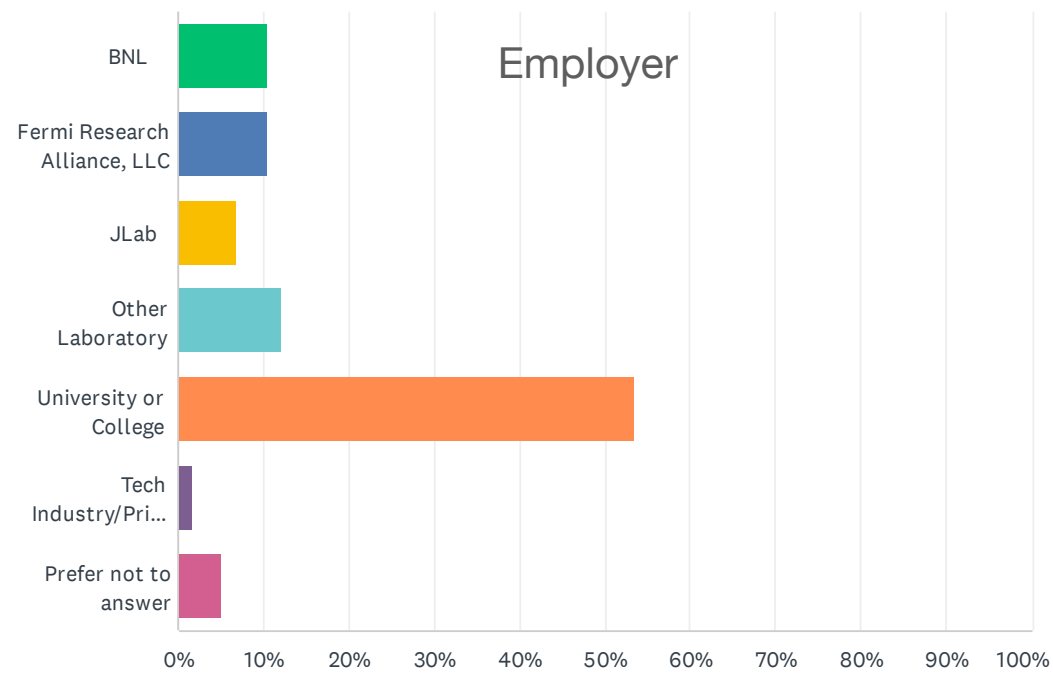
# Diversity, Equity and Inclusion

## Pulse Survey

- Sent to 168 people on USQCD membership list (thank you Jo Fazio!)
- Open for ~2 weeks in January 2022
- 58 responses (35%)
  - Grad students 5/20
  - Postdocs 10/26
  - Untenured 10/13
  - Tenured (inc retired) 27/114
- Need better representation of grad students in community than this list

# Diversity, Equity and Inclusion

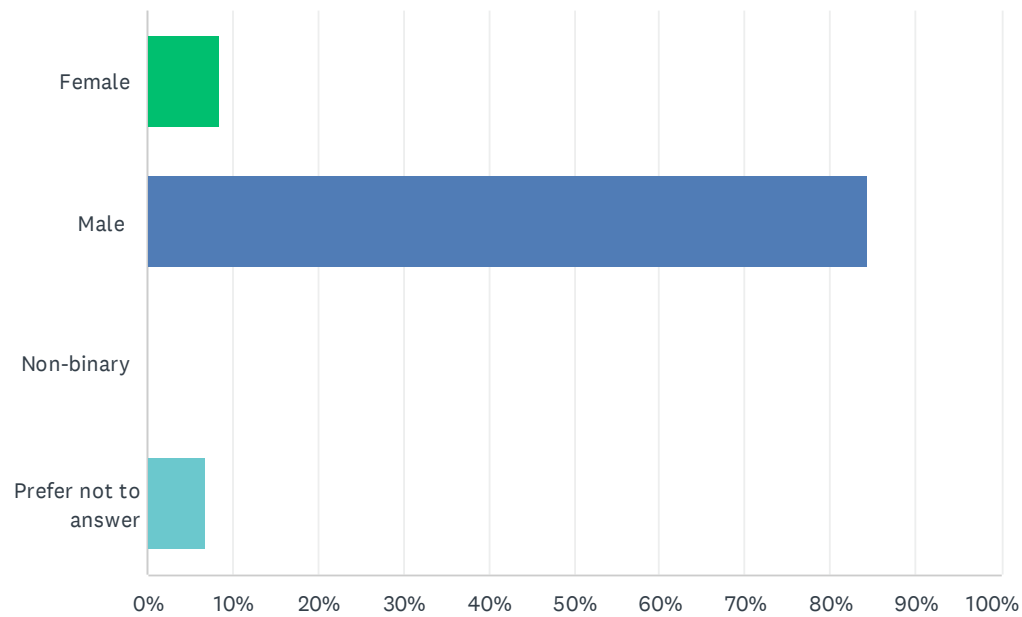
## Demographics



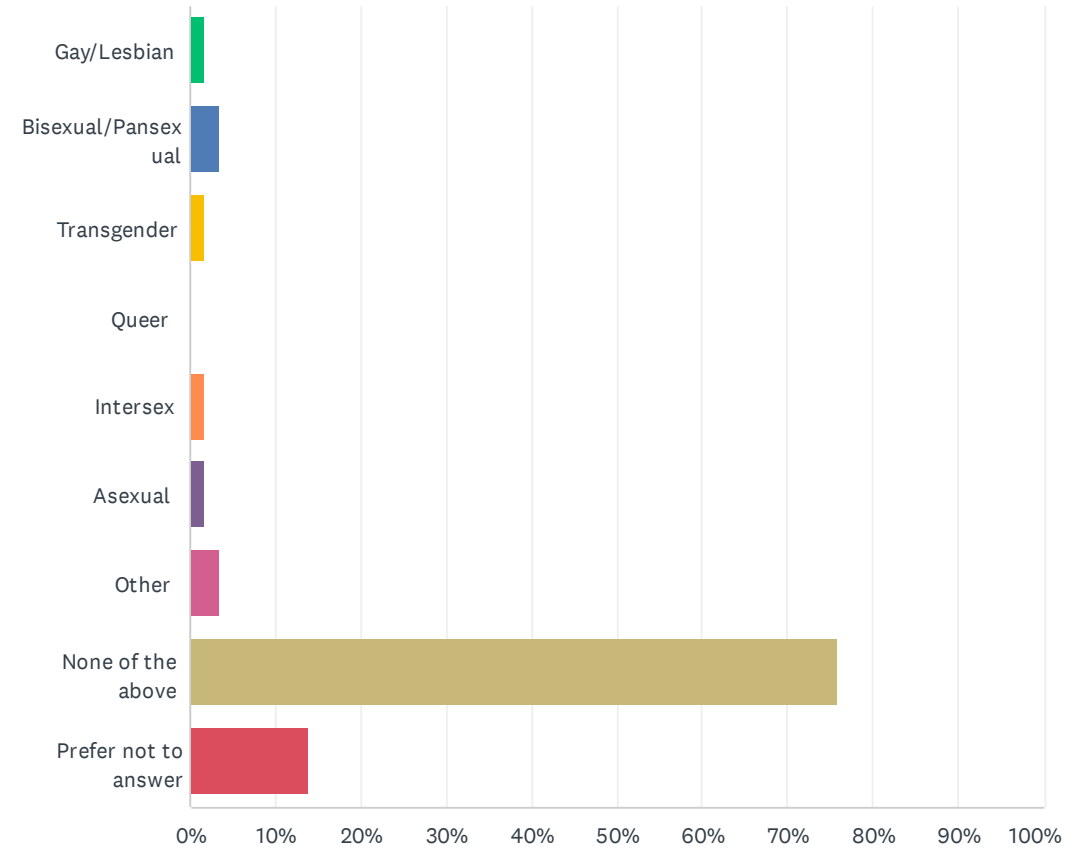
# Diversity, Equity and Inclusion

## Demographics

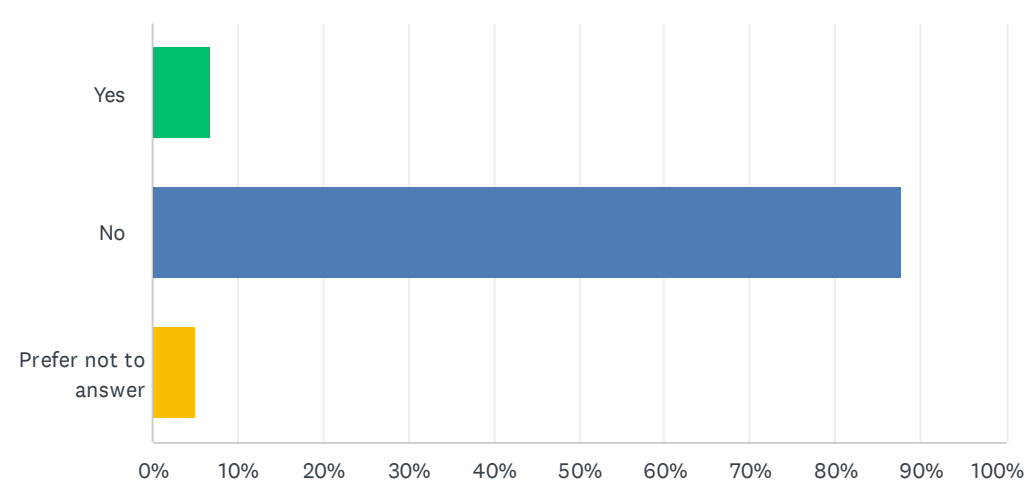
Gender identity



LGBTQIA status



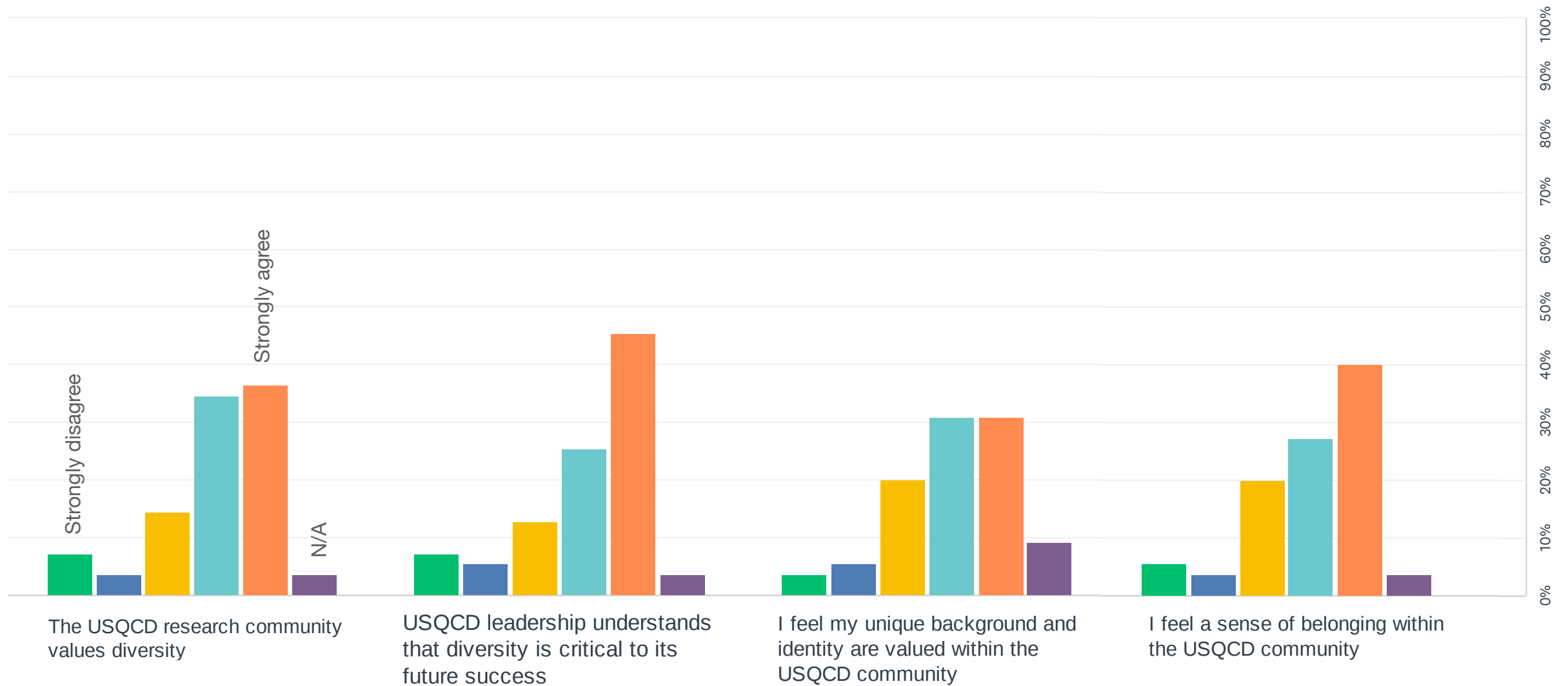
Identify as person with disability





# Diversity, Equity and Inclusion

## Diversity



# Diversity, Equity and Inclusion

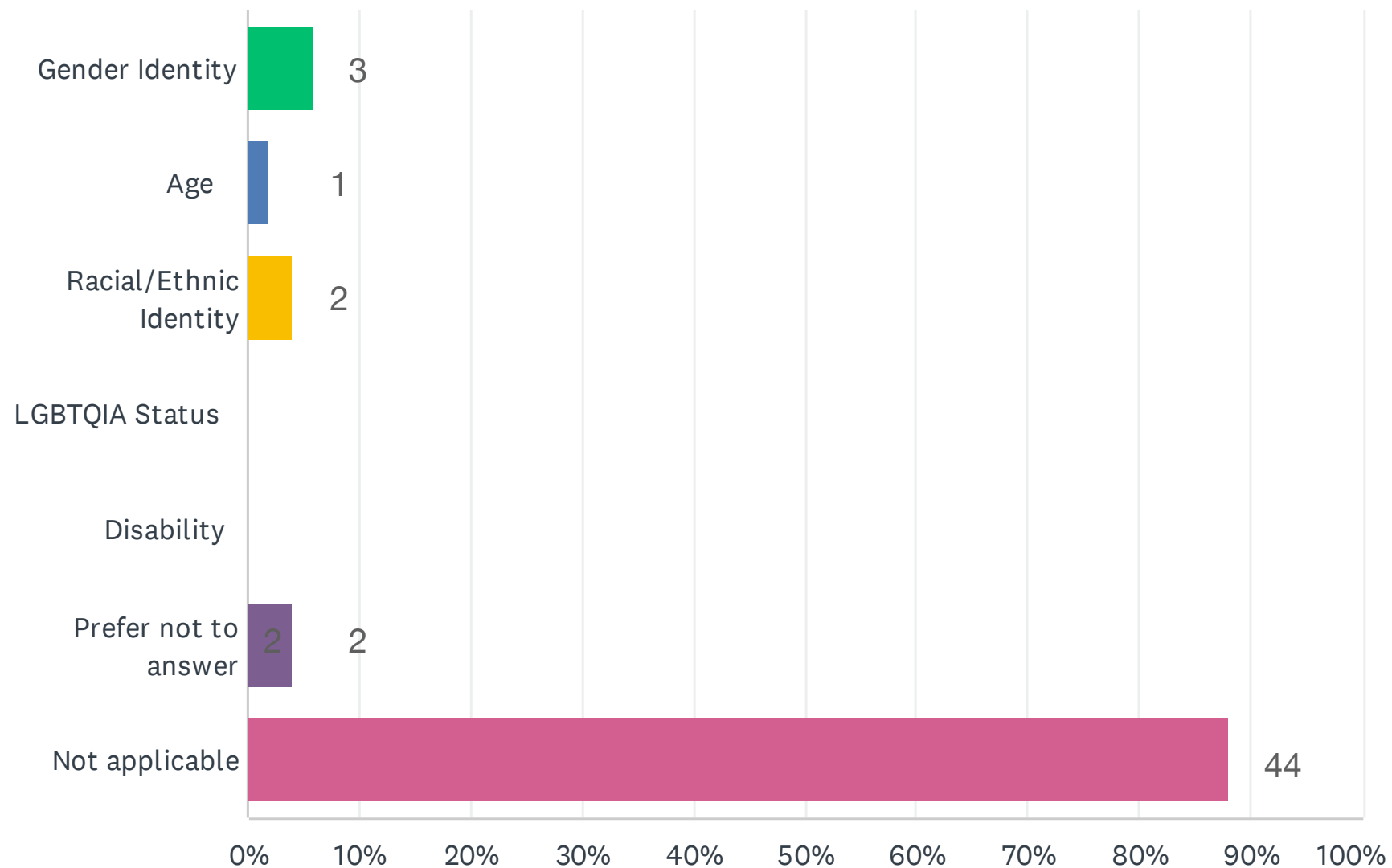
## Inclusivity



# Diversity, Equity and Inclusion

Q11 Have you experienced discrimination (i.e., unfair, negative, or adverse treatment) within the USQCD community based on one or more aspects of your background or identity? Select all that apply.

Answered: 50 Skipped: 8

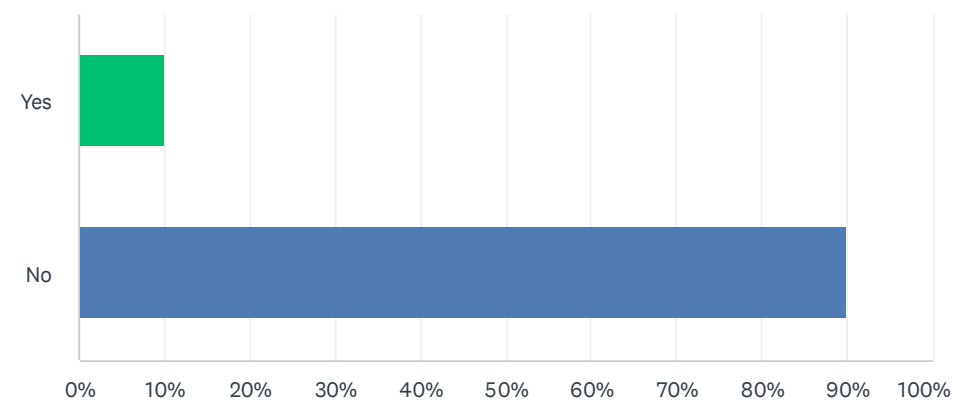


# Diversity, Equity and Inclusion

## Results

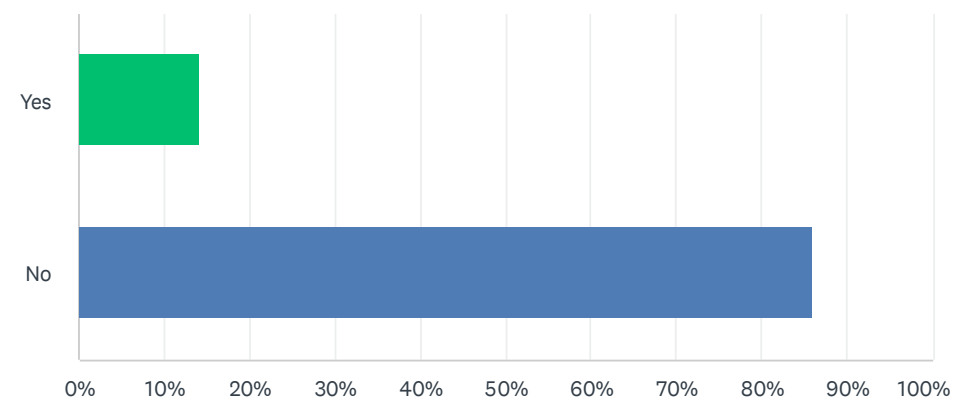
Q12 Have you ever felt marginalized by other members of the USQCD community?

Answered: 50 Skipped: 8



Q13 Have you witnessed examples of harassment and/or discrimination against other members of the USQCD community

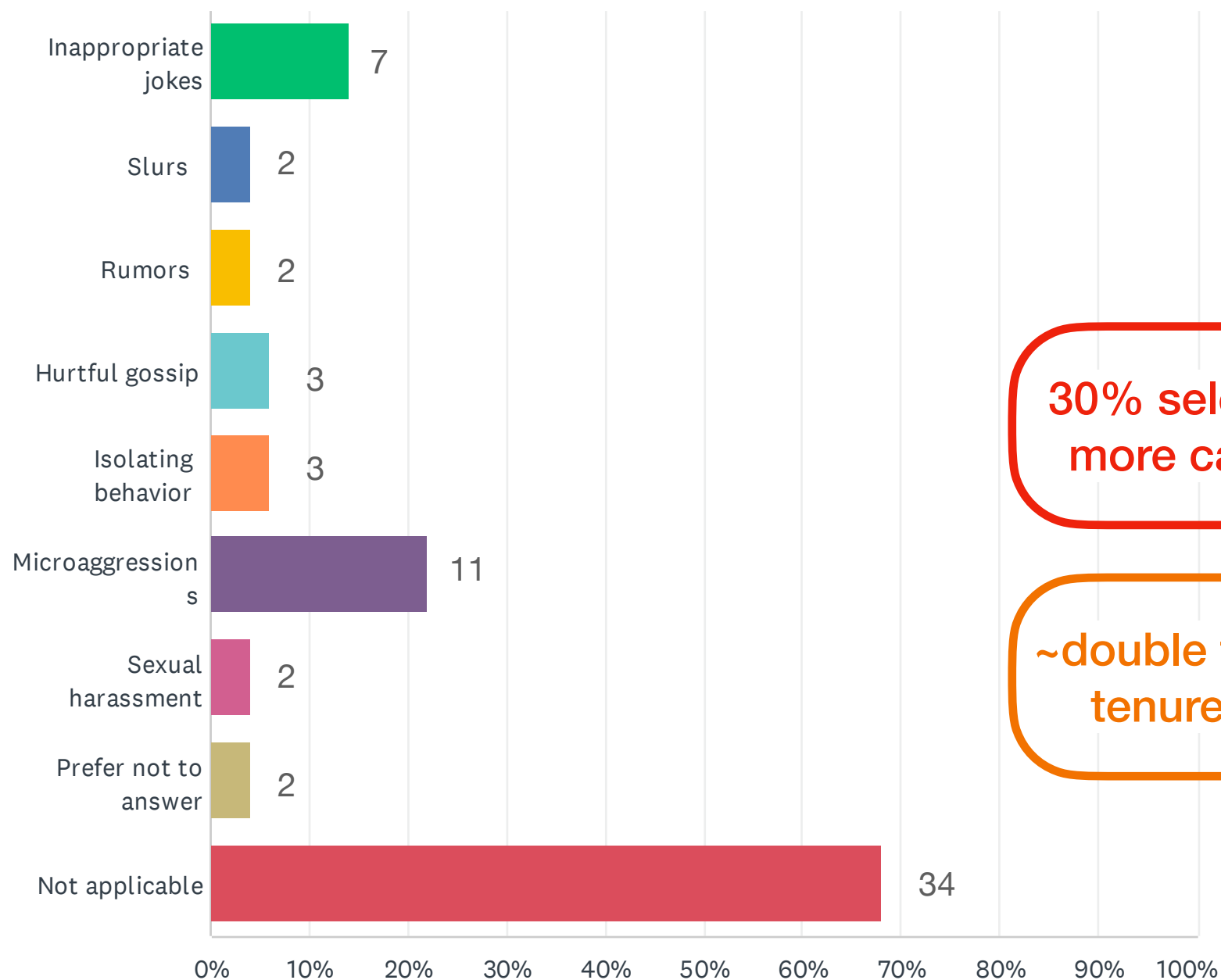
Answered: 50 Skipped: 8



# Diversity, Equity and Inclusion

Q10 Have you experienced any unwelcome comment(s) or conduct within the USQCD community that you felt was offensive, embarrassing, or hurtful? Select all that apply.

Answered: 50 Skipped: 8



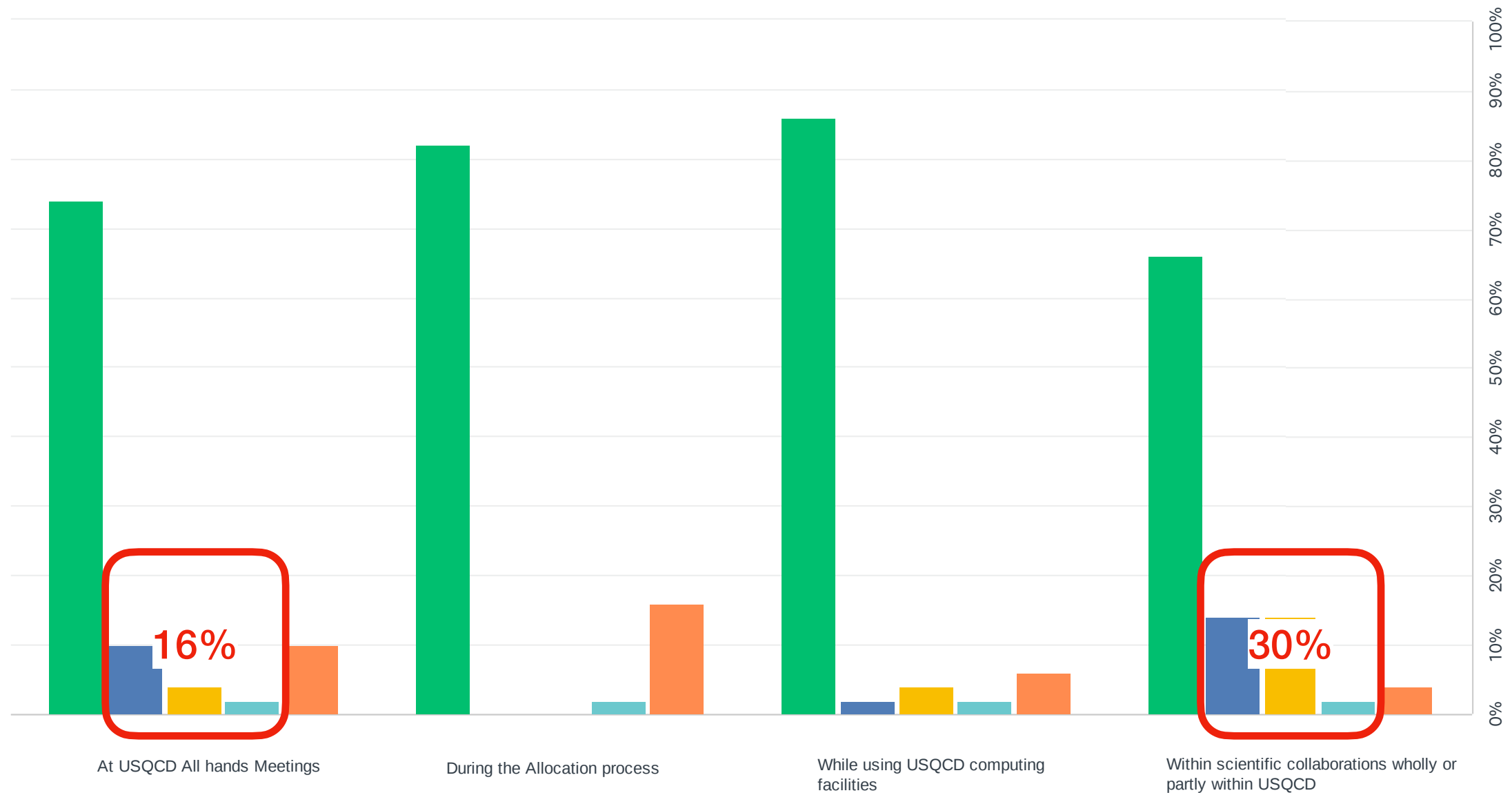
30% select one or more categories

~double that if omit tenured group

# Diversity, Equity and Inclusion

Q14 Based on the questions above, have you had direct or indirect (personally or observed) negative experiences in the following situations within USQCD. (Please select category that describes your situation)

Never Occasionally Sometimes Frequently Not Applica...



# Diversity, Equity and Inclusion

## What can we do?

- Survey results: depressing but unsurprising to some demographics in the audience
- Ann Nelson: *“Let me be clear. If your career is established and you are not making an explicit and continual effort to encourage, mentor, and support all young physicists, to create a welcoming climate in your department, and to promote the hiring of diverse faculty members, you are part of the problem.”* - Physics Today, May 2017
- What does that mean within the USQCD context?
  - Monitor diversity and climate and assess our progress
  - Hold DEI workshop with USQCD
  - Require DEI training to apply for/use USQCD computing resources?
  - Add your ideas here - we welcome all input!!