

ECFA

European Committee for Future Accelerators



Diversity Charter

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RECFA meeting, May 19th, 2018, Bratislava

Opportunity for a Diversity Charter

From our previous RECFA meeting

- Diversity is an important aspect for all organisations, also in the scientific organisations and collaborations of our community.
- Diversity charters can help in promoting diversity actions in a coherent way across a community. For example inviting the scientific collaborations and/or laboratories within our field to sign such a charter.
- Signing a diversity charter would commit the signatory entity to engage in a typically long-term process of actively encouraging diversity within the structures of the collaboration/laboratory.
- I am looking forward to hearing your opinion on such a concerted action potentially jointly with ApPEC and NuPECC who embrace similar large scientific collaborations.

Working Group to deliver a Diversity Charter proposal

- Both ApPEC and NuPECC reacted positive to create together a Diversity Charter
- The next step would be to setup a join working group among ApPEC+ECFA+NuPECC, and to agree on a mandate for the working group. I propose to discuss today the general directives for such a mandate, and pragmatically ask the chairpersons of ApPEC, ECFA and NuPECC to close the loop towards a final mandate.
- **General directives for the mandate (strawman proposal):** Collect the desiderata on the topic from ApPEC, ECFA and NuPECC members. Deliver a draft Diversity Charter adequate for the three communities, to deliver a draft plan for the signing procedure and to deliver a draft follow-up/monitoring plan. These would be presented to ApPEC, ECFA and NuPECC for discussion and comments, where after the working group will be asked to finalise the plans taking into account the comments received. Timescale to deliver the draft is Oct 1st, 2018, i.e. timely for the last meeting(s) of the year of ApPEC, ECFA and NuPECC. A final version can be aimed for by Dec 31th, 2018, and up for final approval by ApPEC, ECFA and NuPECC at their first meetings in 2019.
- **Call for members of the working group (strawman proposal):** If we agree on the general directives of the mandate, the ApPEC, ECFA and NuPECC chairpersons could call for candidate members within their Committee/Consortium. Each chairperson would select two members, one of which acts as co-chairperson of the working group and contact person for their Committee/Consortium.