

NuPECC-APPEC-ECFA proposal

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Introduction and situation

In the past months, representatives of APPEC, ECFA and NuPECC came together for the drafting of a joint Diversity Charter (DC) to be proposed to the three consortia/committees (c/c) themselves and to collaborations, conferences and other potential signatory organizations.

The first draft was presented to the General Assemblies of the three c/c in their meetings in December 2018 (APPEC) and January 2019 (ECFA and NuPECC).

Minor changes were suggested about the content of the document in this first iteration, but some concerns arose mainly about:

1. the **data-protection** level implied by the adopted tools for data collection,
2. the **workforce** needed to support the application of the DC in the upcoming years.

The aim is to confirm a final draft of the document (see the attached proposal), solve the issues in the upcoming round of General-Assembly meetings (all before the summer) and present the final DC at the joint meeting JENAS 2019 on October, 14-16.

Possible solutions and perspectives

Data-protection and survey tool

This issue has been addressed and the chosen tool for survey conduction, already tested by ECFA, is [Survio](#), proposed as more reliable than Google tools in terms of data protection. Nikhef has already a business membership that was shared to exploit all the functionalities. Moreover, the surveys will be anonymous to further protect individuals and no sensitive data are requested. In a future version of the DC, more sensitive information could be demanded on a voluntary basis if the feedbacks and the opinions of the signatories will push in this direction. Teresa Montaruli (APPEC) has proposed that the first survey form could be prepared with Survio at Uni Geneva, as APPEC support to the joint project, and it can be found [here](#).

Estimated needed workforce

We foresee, starting from the DC approval by the three c/c, the following schedule and activities:

- a. **First 1.5-year period**, during which:
 - 1) the DC is advertised and signatures of organizations adhering to it are collected;
 - 2) the approved survey associated to the DC is launched and data are collected;
 - 3) in parallel data and signature collection process continues.
- b. **Second 0.5-year period**, during which:
 - 1) the data are analyzed and possible measures to improve eventual inequalities emerging from them are discussed;
 - 2) possible changes to the survey and the DC are proposed.
- c. **Third 1-year period**, during which:
 - 1) new measures and changes to the survey and DC are approved by the relevant assemblies of the three c/c and the signatories;
 - 2) a new cycle is proposed and approved with renewal of signatures, if the DC is modified.

The cycle can then repeat.

In the following table, an estimation of the workforce related to the aforementioned three periods is reported. The threefold factor refers to the shared contribution from the three c/c.

The **major contribution of one c/c** could be set on a rotation basis on a cycle of 3 years. A decision concerning the first cycle should be taken soon.

The survey drafting time includes also the work for the development of the first form before the launch of the DC already done by Uni Geneva.

The total time has been estimated considering 44 working weeks/year and 220 working days/year.

	Regular	Total time	Development	Total time
First period (1.5 years)	- 0.08 FTE advertisement, surveys monitoring, feedbacks collection and evaluation - 0.01 x 3 FTE advertisement, access to repository (DESY cloud is proposed) for collection and storage of surveys	26 days 3 days x 3	- 0.02 FTE (APPEC) survey drafting	7 days
Second period (0.5 years)	- 0.08 FTE advertisement, surveys monitoring, feedbacks collection and evaluation - 0.01 x 3 FTE advertisement, access to repository for collection and storage of surveys	9 days 1 day x 3	- 0.1 x 3 FTE evaluation and publication of results of first period; development of measures and redaction of DC based on feedbacks and measures (possible)	11 days x 3
Third period (1 year)	- 0.08 FTE advertisement, surveys monitoring, feedbacks collection and evaluation - 0.01 x 3 FTE access to repository for collection and storage of surveys	18 days 2 days x 3	- 0.05 x 3 FTE approval of measures and/or changes by three c/c and renewal of signatures, if needed, approval of next cycle	11 days x 3