

RHIC/AGS UEC Diversity WG Update

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11/15/19

Diversity Working Group Meetings

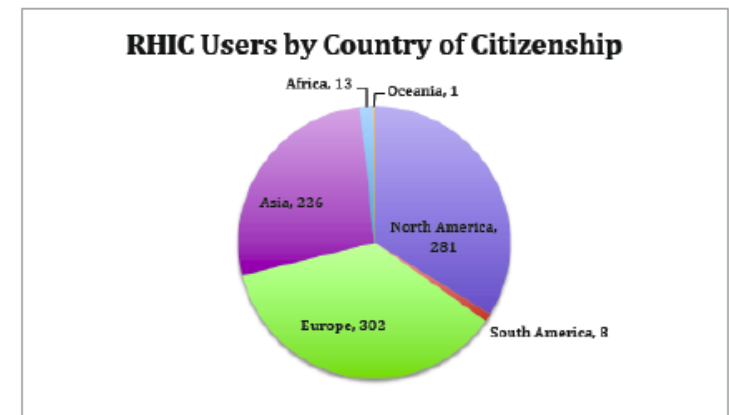
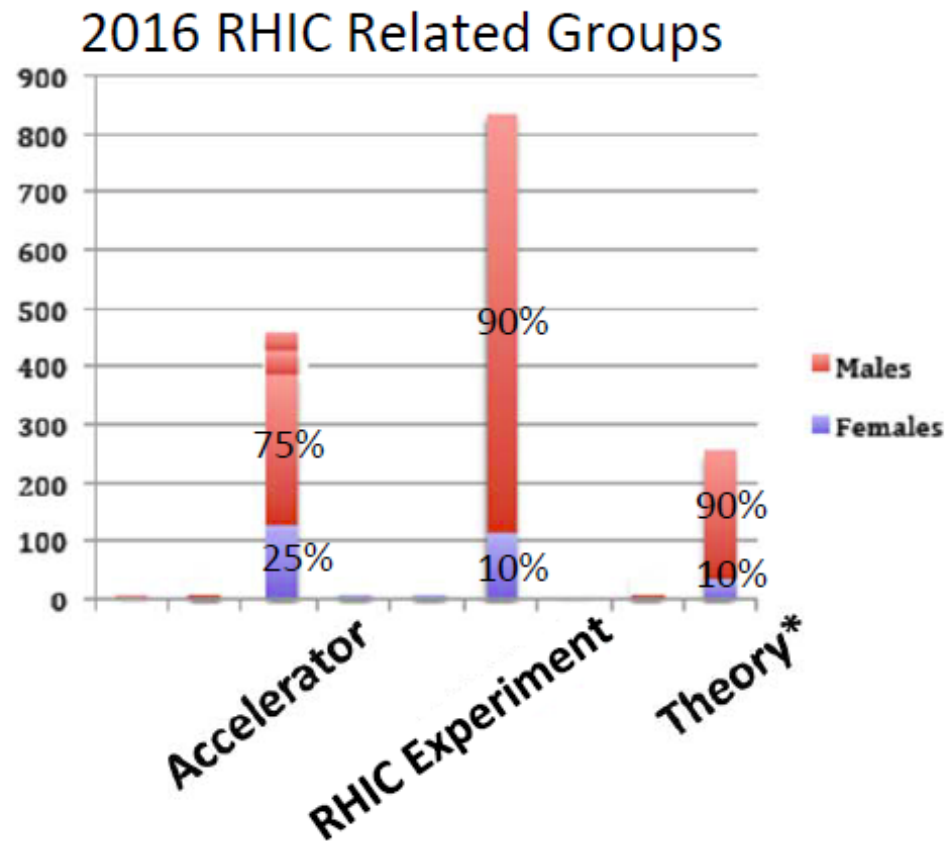
- Near future: start regular ~monthly meetings
 - Past couple years main UEC diversity activities have been organizing workshops at the A.U.M. / few intermittent diversity WG mtgs...
 - Wanted to wait till after QM to start, but time is now to start regular meetings
- Results of WhenIsGood Poll: No good times for everyone
 - Two less bad options
 - Th. Nov 21 9:30-10:30 (My preference)
 - Mon. Nov 25 1:30-2:30
 - Plan: I will pick one of these times...or reschedule new poll? depends on agenda ...

First Item: Conference Diversity

- Diversity statistics analysis of conferences?
- Quark Matter 2019:
 - Issues? Student Day 4/4 talks to male speakers
- *Mea Culpa!*: we perceived issues like this at QM 15 Japan...motivation for collecting diversity statistics which started –
 - plan was to ultimately communicate such statistics to conferences organizers
 - our WG never followed through with this
 - some reasons, but we should work to correct this going forward and reach this goal
- Implement two “new” things
 - “Finalize” our data estimating status of diversity statistics in our field based on User Data + XXX (e.g. some questionnaire data TBD by WG) [see next slides]
 - Do a regular review of upcoming conferences and email organizers pointing them to this data, and recommending consideration of diversity
- Not too hard to prepare initial rundown of the statistics for many recent conferences (QM’s, SQM, Hard Probes, etc..)
- 1st Mtg IMPLICATION?: could wait for this at first mtg, postpone, find date that fits more people schedule? Preferences for this? Otherwise, have mtg soon, get some introductory stuff out of the way.

Statistics Gathering/Distribution

- We proposed making plots like below and publishing on our website, then distributing them to e.g. conference organizers
- We thought there might have been issues with the raw data from Kelly for 2016 (# women vs men seemed smaller than expected) so we tried to address this in certain ways
- **Some progress on 2017/2018 data but still not finalized...**



2016 Breakdown of RHIC Users by country of citizenship.

More recent numbers

- Analysis from spring last year: not finalized

2018					
	Male	Female	Subtotals	%Male	%Female
RHIC	562	113	675	0.83259259	0.16740741
ATF	44	7	51	0.8627451	0.1372549
TANDEM	58	3	61	0.95081967	0.04918033
NSRL	316	150	466	0.67811159	0.32188841
Totals:	980	273	1253	0.78212291	0.21787709
NOTE: No Physics Dept. guests (theorists) counted as that will be a r					
2017					
	Male	Female	Subtotals	%Male	%Female
RHIC	617	115	732	0.84289617	0.15710383
ATF	51	5	56	0.91071429	0.08928571
TANDEM	49	3	52	0.94230769	0.05769231
NSRL	310	162	472	0.65677966	0.34322034
Totals:	1027	285	1312	0.78277439	0.21722561

16% Female (total) in 2018

15% Female (total) in 2017

- No remote users: 2016 → large jump in 2018 in remote users ... 300, Russian institutions
- too much stock, employment levels guest titles.

Backup

Last Meeting Agenda/Orientation Slide

- **To fill all new members in: here are our past activities:**
- Maintaining Good Communication with BNL Diversity Office (DO) – several joint meetings when issues have arisen.
- Harassment at Conferences
 - Implementation of Warnings/Processes at BNL (Done?—working document on our role Followup afterwards? see last slides)
 - Ideas for Checking Other Conferences in the Field
 - More work to do on this?
- Webpage : some progress: (agenda item
 - <http://rhicdiversity.blogspot.com/>
- Site Visit Followup (discuss another day?)
- Workshops At AUM (Agenda Item For Today)
- Statistics Gathering and Distribution (Agenda Item Today)
- Lactation Rooms On Site: Numbers on site, Issues with Health Clinic one, New one? BNL DO Lactation Room page (Agenda Item Today?)

Orientation Here were our stated goals

RHIC/AGS Users' Executive Committee Diversity Working Group General Information

<http://www.rhicuec.org/diversity.aspx>

Goals

- » Provide a place for people to turn to with Diversity Issues, for listening or recommending actions
- » Advocate for Diversity Issues that affect Users when they arise
- » Collect, maintain, and provide diversity statistics for RHIC/AGS Users
- » Communicate Diversity news/information to RHIC/AGS Users
- » Research and advocate follow-up for RHIC related BNL-Units on 2010 APS Women in Science Site Visit Report and recent STAR and PHENIX Collaboration Site Visit reports
- » Provide liaisons to other Diversity Groups at BNL, such as Brookhaven Women in Science
- » Provide expertise in Diversity Issues to RHIC Users

Towards updates

- Analysis from last year

3	2018												
4		Male	Female	Subtotals	%Male	%Female	Undergrad	Graduate	Postdoctoral	Research	Professor	Subtotals	
5	RHIC	562	113	675	0.83259259	0.16740741	56	232	85	260	42	675	
6	ATF	44	7	51	0.8627451	0.1372549	1	16	2	25	7	51	
7	TANDEM	58	3	61	0.95081967	0.04918033	0	1	2	19	39	61	
8	NSRL	316	150	466	0.67811159	0.32188841	7	62	33	190	174	466	
9													
10	Totals:	980	273	1253	0.78212291	0.21787709	64	311	122	494	262	1253	
11	NOTE: No Physics Dept. guests (theorists) counted as that will be a manual count and we don't have an easy way to identify who the theorists are.												
12													
13	2017												
14		Male	Female	Subtotals	%Male	%Female	Undergrad	Graduate	Postdoctoral	Research	Professor	Subtotals	
15	RHIC	617	115	732	0.84289617	0.15710383	66	253	79	280	52	730	
16	ATF	51	5	56	0.91071429	0.08928571	1	15	3	27	10	56	
17	TANDEM	49	3	52	0.94230769	0.05769231	0	0	0	16	36	52	
18	NSRL	310	162	472	0.65677966	0.34322034	8	63	39	190	170	470	
19													
20	Totals:	1027	285	1312	0.78277439	0.21722561	75	331	121	513	268	1308	

- No remote users: 2016 → large jump in 2018 in remote users ... 300, Russian institutions
- too much stock, employment levels guest titles.