



Contribution ID: 1001

Type: **Parallel Talk**

## Early Career, Gender & Diversity at LHCb

*Friday, 8 July 2022 15:40 (25 minutes)*

LHCb is a collaboration of about 1500 members from 87 institutions based in 19 countries, and representing many more nationalities. We aim to work together on experimental high energy physics, and to do so in the best and most collaborative conditions. The Early Career, Gender & Diversity (ECGD) office exists to support this goal, and in particular has a mandate to work towards gender equality, and support diversity in the collaboration. The office also supports early-career physicists, and since 2020 it includes two early-career representatives. The ECGD officers advise the LHCb management and act as LHCb contacts for all matters related to ECGD. They are available for listening to and advising - in a confidential manner - colleagues who have witnessed or have been subject to harassment, discrimination or other inappropriate behaviour. They help raise awareness in the collaboration for topics related to ECGD. In this talk we briefly introduce the ECGD office, discuss what we have learnt from analysis of the collaboration's demographics, share the conclusions from discussions on different topics debated in dedicated collaboration-meeting sessions, and the early career initiatives that are carried out.

### In-person participation

Yes

**Primary authors:** NEUBERT, Sebastian (Bonn University); KOSTIUK, Igor (Nikhef National institute for subatomic physics (NL))

**Presenter:** KOSTIUK, Igor (Nikhef National institute for subatomic physics (NL))

**Session Classification:** Equality, Diversity and Inclusion

**Track Classification:** Equality, Diversity and Inclusion