

Ichep 2022,
Bologna 06 – 13
July 2022

Gruppo di lavoro
EQUALITY,
DIVERSITY AND
INCLUSION

Sara Valentinetti, Silvia
Pascoli, Alessia Bruni

- Richieste IUPAP
 - Free circulation
 - Aumentare il rispetto
 - Sessione Equality Diversity Inclusion
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- Eventi: segnaliamo seminario 2 dicembre- David Stroupe, Michigan University, 16:00 sala A via Irnerio, anche da remote
 - Seminario a Ferrara il 6 dicembre: Silvia Sara Canetto, Colorado University

IUPAP policies requirements

Policy

- <https://archive2.iupap.org/sponsored-conferences/conference-policies/>
- <https://archive2.iupap.org/sponsored-conferences/conference-policies/documents-giving-detailed-policies/>
- <https://iupap.org/strategic-plan/diversity-in-physics-2/waterloo-charter-for-women-in-physics/>
 - Free circulation of scientists
 - Limited conference fees
 - Participation of women

Requisiti:

- Pubblicare sul sito statements relative a free circulation of scientists + harassment
esempio Lepton-Photon2021 <https://indico.cern.ch/event/949705/page/23027-free-circulation-of-scientists-and-code-of-conduct>
- Nominare un referente per Free Circulation of Scientists e 2 referenti per Harrassment
- Organizzare attività plenaria on diversity and inclusion
- Raccogliere statistiche <https://iupap.org/conferences/conference-report-form>

Free Circulation of Scientists and Code of Conduct 1/3

Alcuni statements «obbligati» da IUPAP. Testo analogo a conferenza Lepton Photon 2021: <https://indico.cern.ch/event/949705/>

Si propone di avere 2 mails: ichep2022-respect@bo.infn.it, ichep2022-edi@bo.infn.it

“The conference organisers will appoint two advisors at the conference who will consult with those who have suffered from harassment and who will suggest ways of redressing their problems, and an advisor who will counsel those accused of harassment.”

Contact

- Issues relating the Code of Conduct should be brought to the attention of the EDI Contacts AB and SV using the email address ichep2022-respect@bo.infn.it or in person at the conference. This email forwards to A. and S. and is not accessible to anyone else. Any issues raised will be treated as confidential. If necessary and with the agreement of the interested parties, the EDI Contact will refer the case to the EDI Committee who will consider it and take appropriate action. The EDI Committee is composed of the Chairs of ICHEP2022 and of AB, SV and SP.

Free Circulation of Scientists and Code of Conduct 2/3

- **Free Circulation of Scientists**
- As a IUPAP-supported conference, ICHEP2022 implements the IUPAP Policy on Free Circulation of Scientists.
- The free circulation of scientists for scientific purposes is a major piece of IUPAP policy. Its policy on this matter which is consistent with the corresponding declaration of the International Council of Science, and was adopted at the 26th General Assembly in 2008 and endorsed by the 27th General Assembly in 2011, states that:
- The principle of the Universality of Science is fundamental to scientific progress. This principle embodies freedom of movement, association, expression and communication for scientists, as well as equitable access to data, information and research materials.
- In pursuing its objectives with respect to the rights and responsibilities of scientists, the International Union of Pure and Applied Physics (IUPAP) actively upholds this principle, and, in so doing, opposes any discrimination on the basis of such factors as ethnic origin, religion, citizenship, language, political stance, gender, or age. IUPAP should only sponsor conferences and events at institutions and in countries that uphold this principle. If scientists are excluded from attending IUPAP-sponsored international conferences by a host institution or country on the basis of any of these factors, IUPAP should register its concern at the highest level of that institution or country, and should not sponsor any future events in that country until such exclusions have been eliminated.

Free Circulation of Scientists and Code of Conduct 3/3

Code of Conduct:

- ICHEP2022 is dedicated to providing an environment free from discrimination, bullying, harassment or victimisation, where all attendees are treated with respect and dignity aiming to create a culture of diversity where all are valued for their contribution and individuality.
- This code applies to all attendees both in person or remotely.
- All communications (both verbal and written) should be appropriate for a professional audience that includes a diverse range of background. Sexist or inappropriate language and imagery should not be used at any time during meetings, conference and events – including presentations and posters. The EDI Committee will have the prerogative to withdraw talks, posters and social media post from the premises and/on online platforms, if they are deemed to contravene this code.
- Be kind to others, and treat each other with respect. Do not insult or put down other attendees. Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.
- Individuals asked to stop any inappropriate behaviour are expected to comply immediately. Any attendees violating this code, after due consideration, may be asked to leave the event at the sole discretion of the EDI Committee *without refund*.
- Any breach of this code should be brought to the attention of the EDI Contact, who will inform the EDI Committee with the person's agreement. The EDI Committee will contact the people involved and try to reach a resolution of the breach. In case of incidents involving two parties, it will appoint two members who will act as contact and support for the two persons and will review the case, trying to find a suitable solution. If appropriate, the offender will be reported to the home institution.

ACTIVITY on diversity and inclusions

- *include as part of the conference programme an activity that would stimulate discussion among all conference participants on Diversity and Inclusion in Physics. Examples of possible activities include: a plenary session or talk, a brief presentation followed by an exhibition (where possible) that remains open a significant length of time during the conference.*

=>proposte

- - sessione plenaria, avere un altro **talk plenario introduttivo (tbc) + summary talks (sicuramente)**
- *tavola rotonda* relativa a “equality, diversity and inclusion in Physics”, entro la sessione o a tarda serata 18:30
- **Posters organizzati per aree, avere un’area dedicata**
- **evento pubblico coordinato con outreach? coordinarsi con outreach, evento outreach affronti questa tematica**

Inclusione

- SITO WEB sia facilitato per persone con difficoltà percettive/ deficit sensoriali [già chiesto alla ditta, i.e. grafica, immagini parlanti,]
- PRESENTAZIONI sottotitolate automaticamente in diretta [se possibile]
- EVENTI PUBBLICI: considerare di avere traduzione simultanea con LINGUA DEI SEGNI
<https://www.ilfattoquotidiano.it/2021/05/26/lingua-dei-segni-10-anni-dopo-la-convenzione-dellonu-la-riconosce-anche-litalia-ora-e-un-servizio-da-garantire-negli-eventi-pubblici/6209397/>
- Avvertire i conveners che ci si aspetta parità / pari opportunità [i.e scelta degli abstract]
- Chiedere a speakers di fare attenzione a parlare lentamente [raccomandazione IUPAP]
- Chiedere a conveners delle sessioni di favorire domande e interventi da parte di donne
- <https://www.theguardian.com/world/2021/jul/30/women-participate-less-at-conferences-even-if-gender-balanced-study>

Supporto ai partecipanti

- Obiettivo: avere un budget allocato e definire i criteri.
- Budget per supportare persone e' **10% delle fees**
- Capire/Decidere cosa coprire e in quale misura: supporto viaggi, riduzione fees, servizi
- SITO WEB e bollettino della conferenza riportino incentivi economici e facilitazioni nei servizi [di che tipo e quali categorie studenti, famiglie, difficoltà generali]
- Raccogliere esigenze sul sito della registrazione. Registrare accompagnatori se partecipanti e minori, se “partecipanti”
- vedi <https://indico.cern.ch/event/949705/page/23025-participant-support>

Supporto ai partecipanti - riduzione di fees

- **studenti [prevista da subito]**
- **persone da paesi/istituzioni in situazioni economiche critiche**
- **in caso di persone con disabilita', i.e prevedere che eventuale accompagnatore non paghi le fees**
- **minori che debbano attendere la conferenza**

Supporto ai partecipanti - Cheap accomodation

Cheap accomodation (fornita da agenzia in campus in Via S. Donato e villaggio del fanciullo, + spazi universitari (circa 20?), pre-booking, definire fino a quanto tempo possiamo tenere le prenotazioni]

- **persone da paesi/istituzioni in situazioni economiche critiche**
- **studenti**
- **single parents che viaggiano con minori [soluzioni abitative adeguata a famiglia]**
- **persone con disabilita'/accompagnatore (da considerare) ?**

Supporto ai partecipanti – grant forfettario

- Grant forfettario: menzionare che e' possibile ottenere grant in questi casi, In exceptional circumstances
- persone da paesi in difficolta' economica
- single parents che viaggiano con minori [allocare budget]

NB: report finale di IUPAP prevede di specificare supporti per «Travel assistance»

- Amount of individual assistance*
- Total funds used to support travel of scientists*

SOLUZIONI PER FAMIGLIE

Pensare sempre a soluzioni per genitori che partecipano alla conferenza con figli e per persone con disabilità fisiche che richiedono strutture o accompagnamento:

- **kindergarden** [previsto on site, persone dedicate, area sorvegliata con giochi **Bologna Congressi**].
LP2021: “On-site child care will be facilitated and up to a certain capacity we will be able to provide this free of charge.”. Verificare se vi sono iniziative “estate ragazzi”.
- **Inserire in pre-registrazione di segnalare «special needs» Do you plan to come with family? children? age? needs?**
- **zona allattamento** [poltrona, fasciatoio, scaldabiberon] da chiedere a chi noleggia gli spazi
- **cena sociale [Bologna Welcome, catering]** preveda menu per bambini a prezzo ridotto e seggioloni [pagina indico per segnalare esigenze]
- **programma per accompagnatori [Bologna Welcome], sessione di outreach, gite, pranzo sociale organizzate tenendo presenti condizioni di famiglie e disabilità** (ipo-vedenti, ipo-udenti, persone con difficoltà motorie o percettive, carrozzine / bambini / carrozzine)

Sessione

Proponiamo modifica al nome della sessione

"DIVERSITY AND INCLUSION" -> "EQUALITY, DIVERSITY AND INCLUSION"

Description: This track covers the review of recent theoretical developments in this field and the presentation and discussion of good practice and structural changes in research institutions.

sustainability of research will be also considered including social, economical and environmental aspects

Idea e' coprire aspetti teorici/sociologici/epistemologici, sostenibilita', buone pratiche.

Invitare progetti europei e progetti internazionali a presentare contributi. Avere una sessione di poster dedicati

Conveners: proposta di includere una persona esperta in scienza e genere al di fuori della fisica