DIVERSITY AND INCLUSION ACTIVITIES AT THE BELLE II COLLABORATION

SHANETTE DE LA MOTTE (SHE/HER)
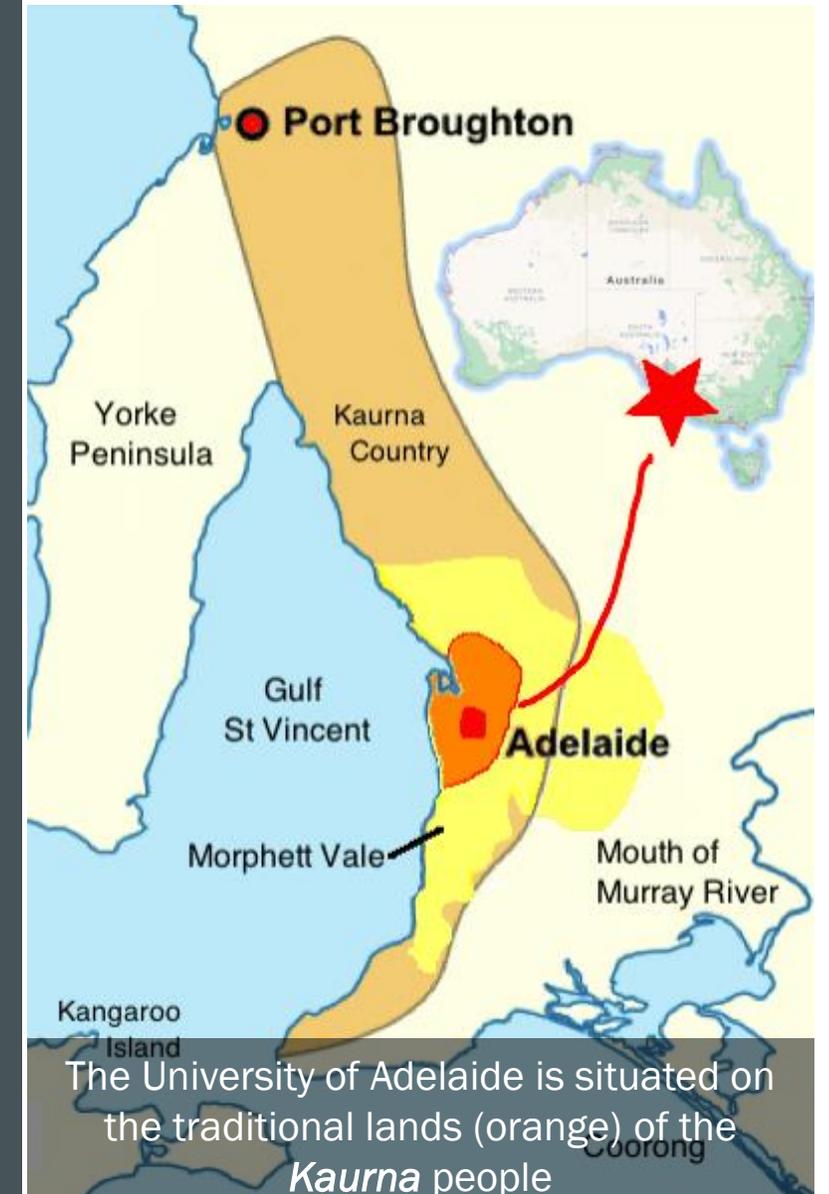
UNIVERSITY OF ADELAIDE

EPS-HEP 2021
SHANETTE.DELAMOTTE@ADELAIDE.EDU.AU

ACKNOWLEDGEMENT OF COUNTRY

- I acknowledge the Traditional Owners and Custodians of the lands I live and work on.

- I pay my respects to the Kaurna people and to Indigenous Elders past, present and emerging.

- Sovereignty has never been ceded. It always was and always will be Aboriginal land.

The University of Adelaide is situated on the traditional lands (orange) of the *Kaurna* people

WHAT IS MEANT BY *DIVERSITY & INCLUSION?*

- ***Diversity:** the differences in gender, race, sexual orientation, socio-economic status, ability, religious belief.*

- ***Inclusion:** The actions we can make to ensure each difference is given an **equal opportunity** to do good Physics.*

Diversity: Our Demographics
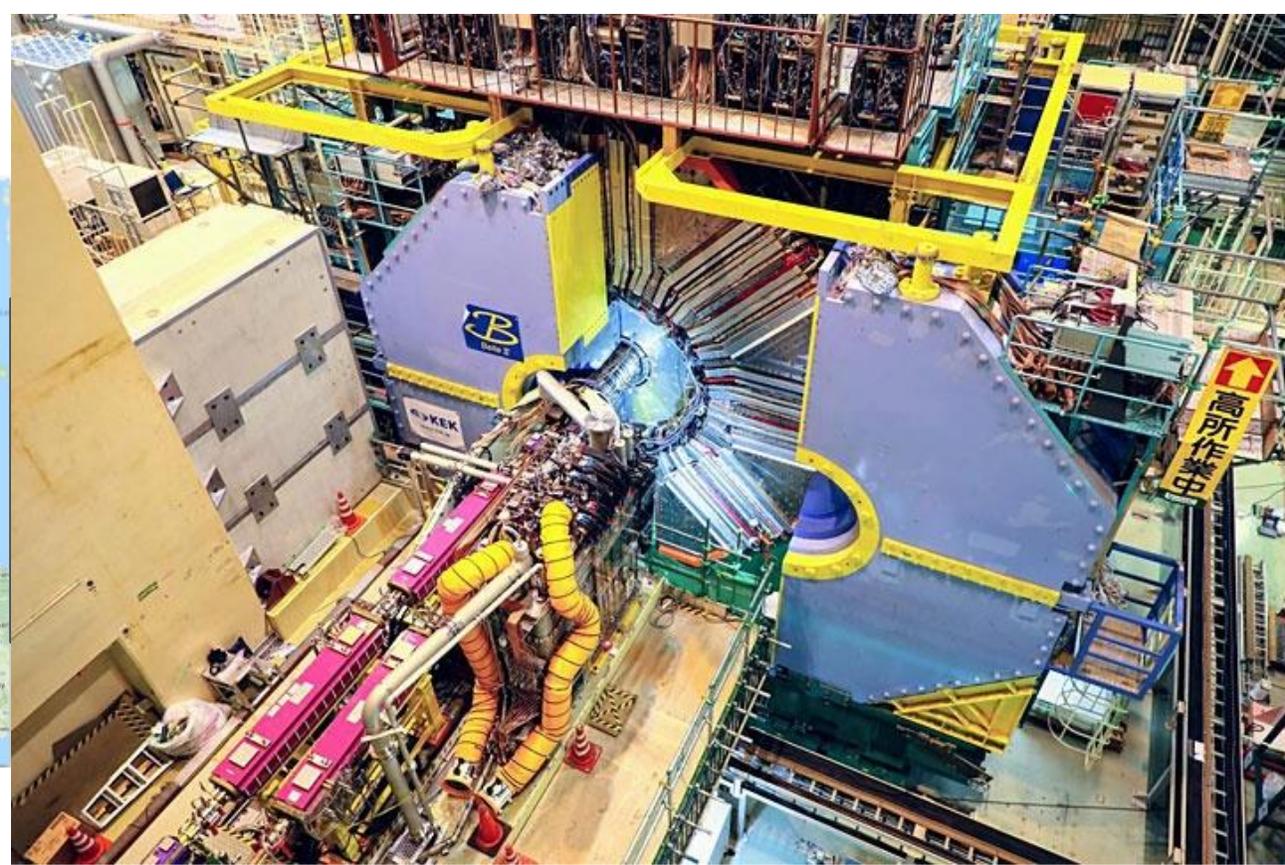
"WHO" IS BELLE II?
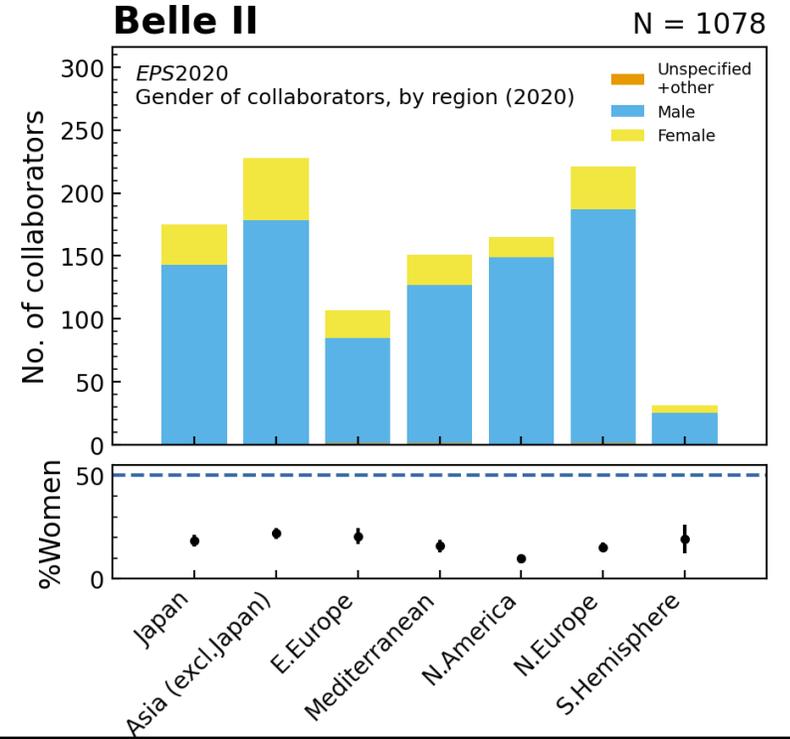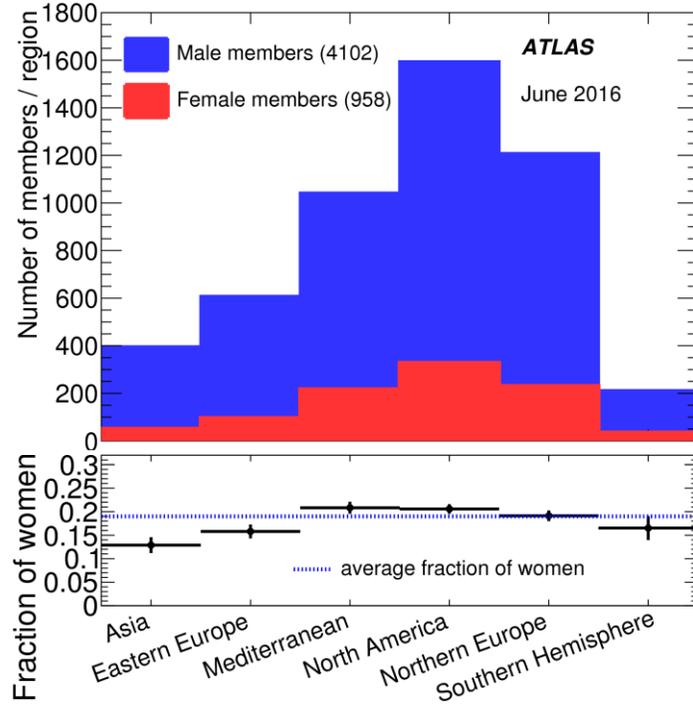

Belle II Experiment @belle2collab · Jul 6

In May 2021, SuperKEKB broke the world record for integrated luminosity in a single month and integrated 40.3 fb⁻¹. This can be compared to the B factories: KEKB integrated 29.4 fb⁻¹ in its best month in 2006 while PEP-II integrated 19.7 fb⁻¹ in its best month in 2007.

DEMOGRAPHICS: GENDER OF COLLABORATORS *BY REGION*

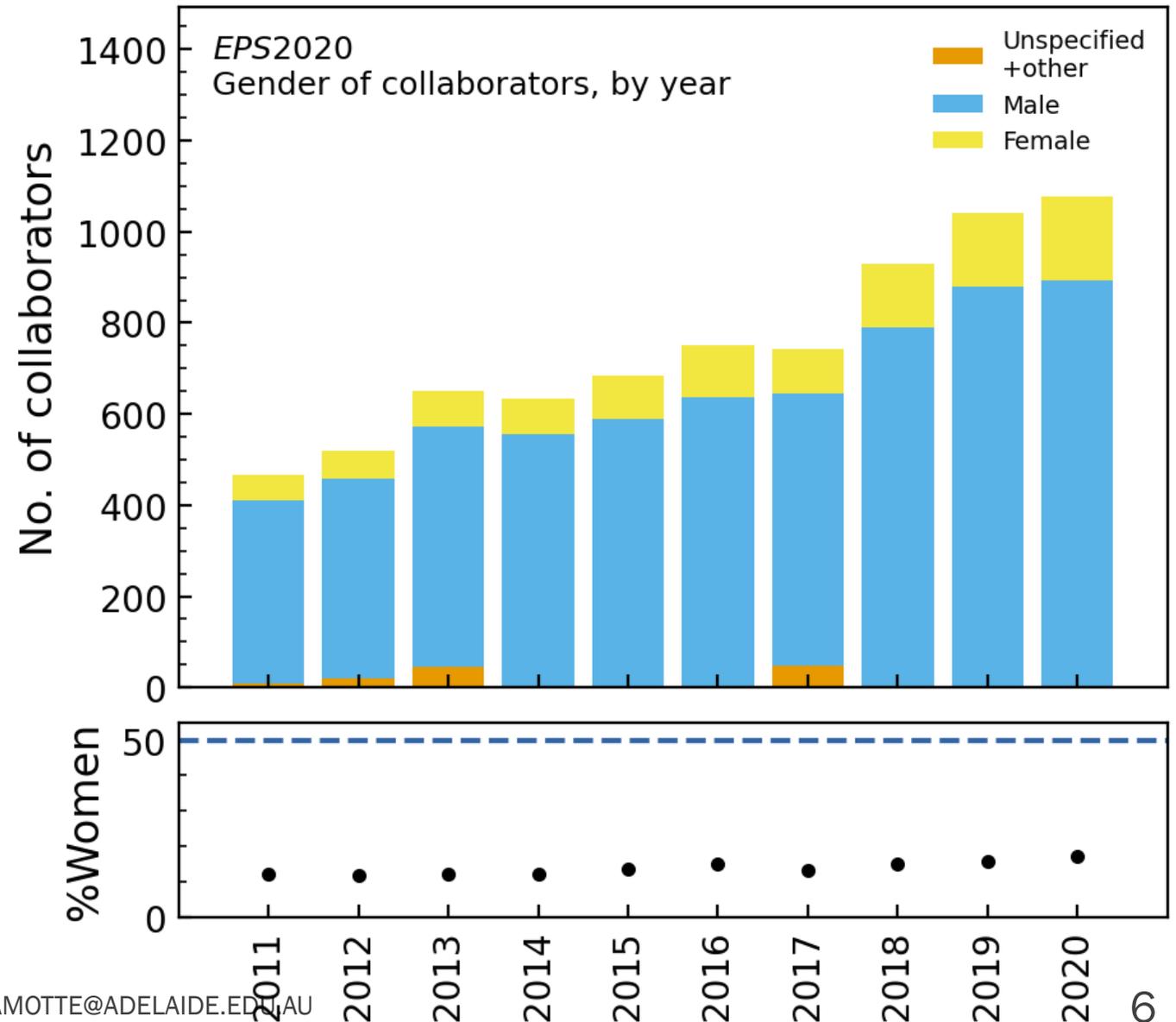| Region	#People	%People (in Collab)	#Women	%Women (in Region)
Japan	175	16.2	32	18.3
Asia (excl. Japan)	228	21.2	50	21.9
E.Europe	107	9.93	22	20.6
Med.	151	14.0	24	15.9
N.America	165	15.3	16	9.70
N.Europe	221	20.5	32	15.4
S.Hemi.	31	2.88	6	19.4

DEMOGRAPHICS: GENDER OF COLLABORATORS *BY YEAR*

- Women represent…

  - 2011: 12.2% of 467 members

  - 2020: 17.1% of 1078 members

  - +37 increase in collaborators, +22 increase in women since 2019

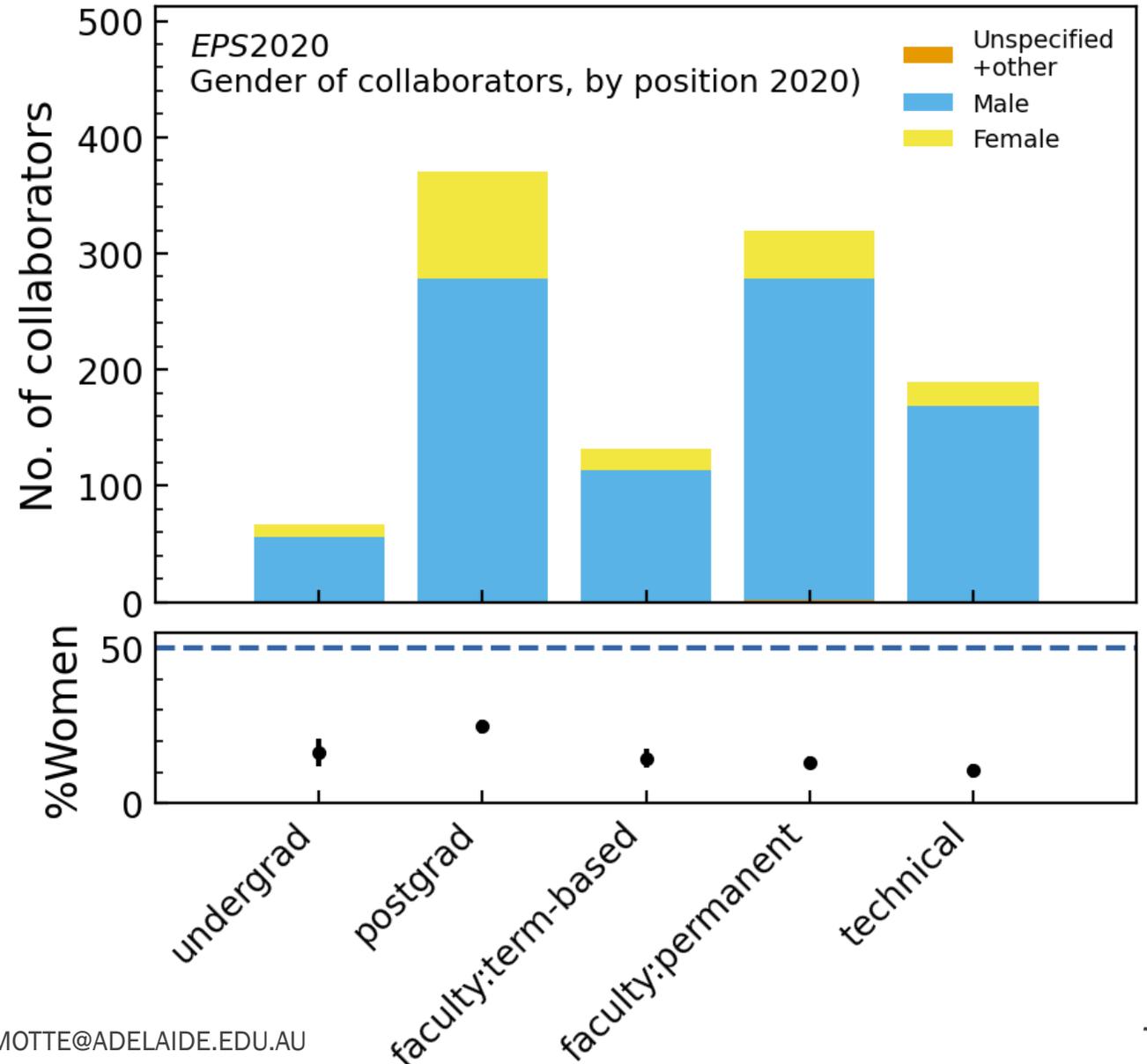 - Extrapolate trend (linearly), 50% women in ~60 years!

Belle II

EPS2020
Gender of collaborators, by year

Legend: Unspecified +other, Male, Female

DEMOGRAPHICS: GENDER OF COLLABORATORS *BY POSITION*

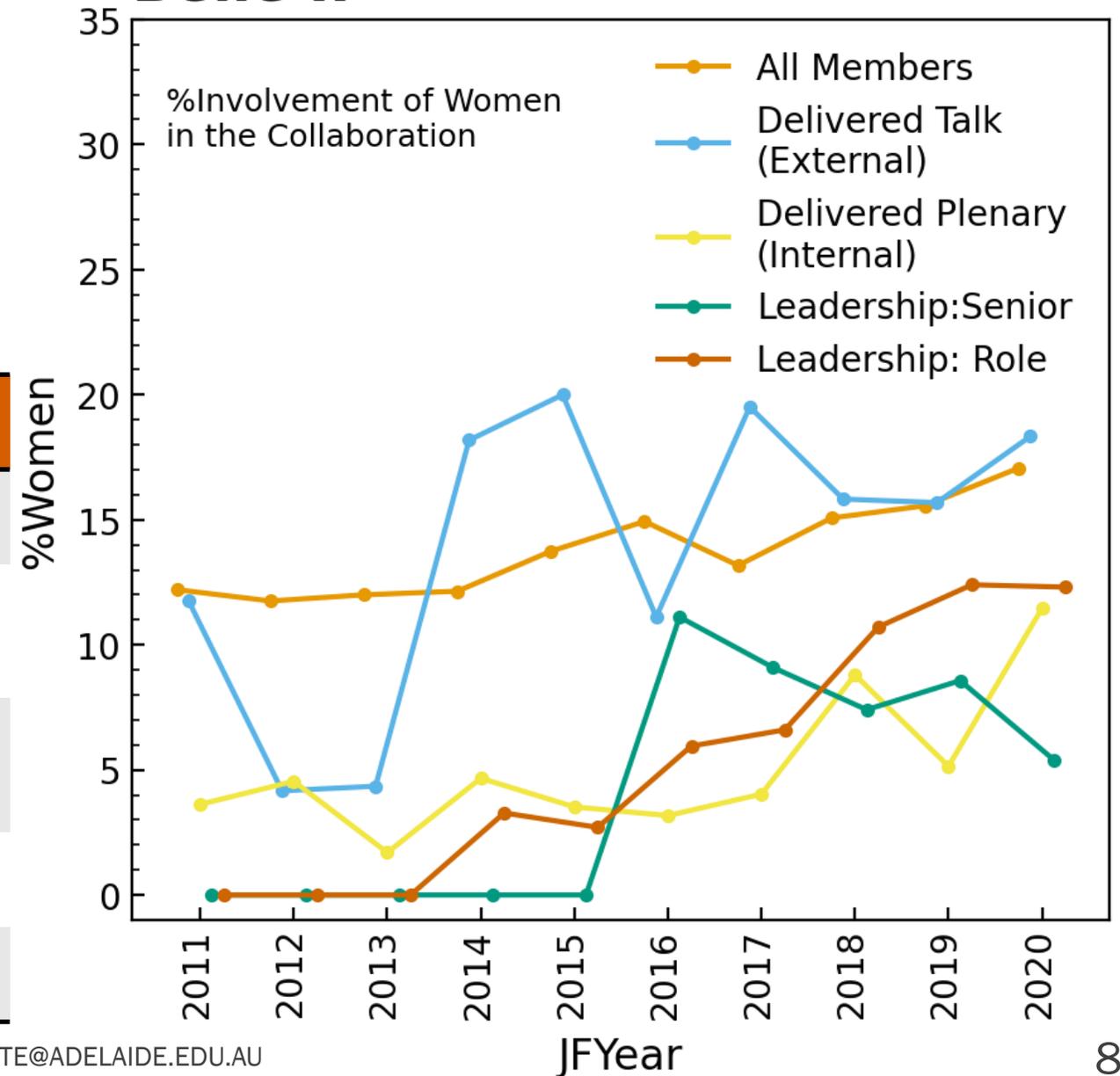- Leaky pipeline from postgraduate to term-based positions?

Belle II N = 1078

EPS2020
Gender of collaborators, by position 2020)

Legend: Unspecified +other / Male / Female

Y-axis: No. of collaborators (0, 100, 200, 300, 400, 500)
Lower panel: %Women (0, 50)
X-axis: undergrad, postgrad, faculty:term-based, faculty:permanent, technical

PARTICIPATION OF WOMEN IN LEADERSHIP

Category (2020)	#People	%People (in Collab)	#Women	%Women (in Involvement)
All Members	1078	100	184	17.1
Delivered Talk (External)	56	5.29	10	17.9
Delivered Talk (Internal)	96	8.91	11	11.5
Leadership: Senior	37	3.43	2	5.41
Leadership: All Roles	130	12.1	16	12.3

Belle II

%Involvement of Women in the Collaboration

Legend:
- All Members
- Delivered Talk (External)
- Delivered Plenary (Internal)
- Leadership:Senior
- Leadership: Role

2018 COLLABORATION SURVEY

"…HOWEVER, WITH *INADEQUATE DATA* COLLECTION AND ANALYSIS, PROGRESS TOWARDS **EQUAL REPRESENTATION** *REMAINS SLOW*"

Nature Reviews Physics,
'Data on women in Physics'

https://www.nature.com/articles/s42254-019-0061-3

Withdrawn
- No — 74.2%
- Yes — 25.8%
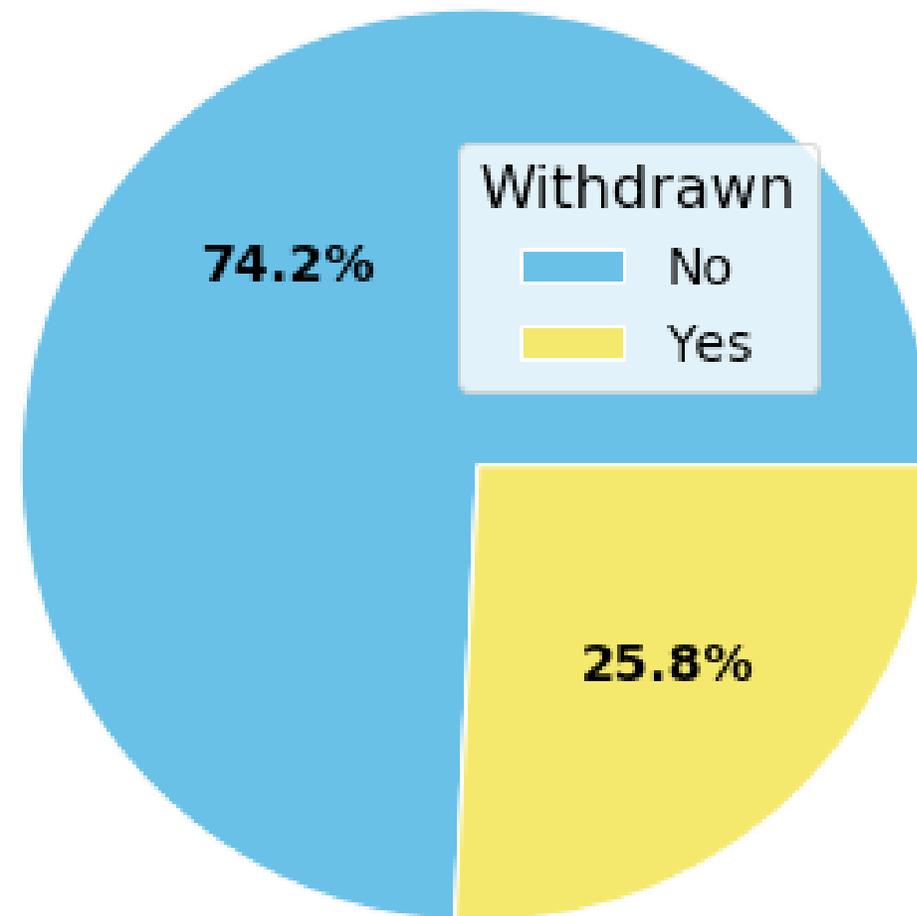
"Have you ever **withdrawn** from consideration for a leadership role at Belle (implicitly or explicitly) because of the **impact it would have on your family life**?" (Based on LHCb survey)

WHAT IS MEANT BY *DIVERSITY & INCLUSION*?

- *Diversity: the differences in gender, race, sexual orientation, socio-economic status, ability, religious belief.*

- *Inclusion: The actions we can make to ensure each difference is given an **equal opportunity** to do good Physics.*

Inclusion: Our Efforts

"The Belle II collaboration is committed to fostering an open, diverse, and inclusive working environment that nurtures growth and development of all, and believes that an array of values, interests, experiences, and cultural viewpoints enriches our learning and our workplace. Thus, members shall not engage in violent, harassing, sexist, racist, or discriminatory behaviour."

Extract from the *Belle II Code of Conduct*

https://belle2.jp/diversity/

FROM OUR CODE OF CONDUCT

Promote inclusivity – Safe point of contact - Support marginalised groups - Publicise equity events

OUR DIVERSITY OFFICERS

ELISABETTA PRENCIPE (JUSTUS-LIEBIG-UNIVERSITY OF GIESSEN), MATT BARRETT (KEK), KAY KINOSHITA (FORMER, UNIVERSITY OF CINCINNATI), STRIKING THE AWARENESS POSES FOR INTERNATIONAL WOMEN'S DAY 2020 AND 2021

BELLE II ON SOCIAL MEDIA

- 11th February: International Day of Women and Girls in Science

- 8th March: International Women's Day

- 21st March: International Day for the Elimination of Racial Discrimination

- 6th September: Colo(u)r Blindness Awareness Day

- International Day of LGBTQ+ People in Science Technology Engineering and Mathematics

@belle2collab

SUPPORT FOR LGBTQ+ STEM DAY AND CHALLENGES

- 18th November: Anniversary of American Astronomer and gay activist Frank Kameny's US Supreme Court fight against workplace discrimination.

Regarding Git and Branch Naming

June 23, 2020

Both Conservancy and the Git project are aware that the initial branch name, 'master', is offensive to some people and we empathize with those hurt by the use of that term.

Existing versions of Git are capable of working with any branch name; there's nothing special about 'master' except that it has historically been the name used for the first branch when creating a new repository from scratch (with the `git init` command). Thus many projects use it to represent the primary line of development. We support and encourage projects to switch to branch names that are meaningful and inclusive, and we'll be adding features to Git to make it even easier to use a different default for new projects.

As a first step, Git will add a mechanism to allow users to specify the default used as the name of the first branch when creating a new repository. Also, consistent with its project governance, Git has undertaken a community process to explore changing the name of the first branch created automatically for new repositories away from 'master'. That change is currently being discussed on our mailing list. As always, changes in Git's core will minimize disruption for Git's users and will include appropriate deprecation periods.
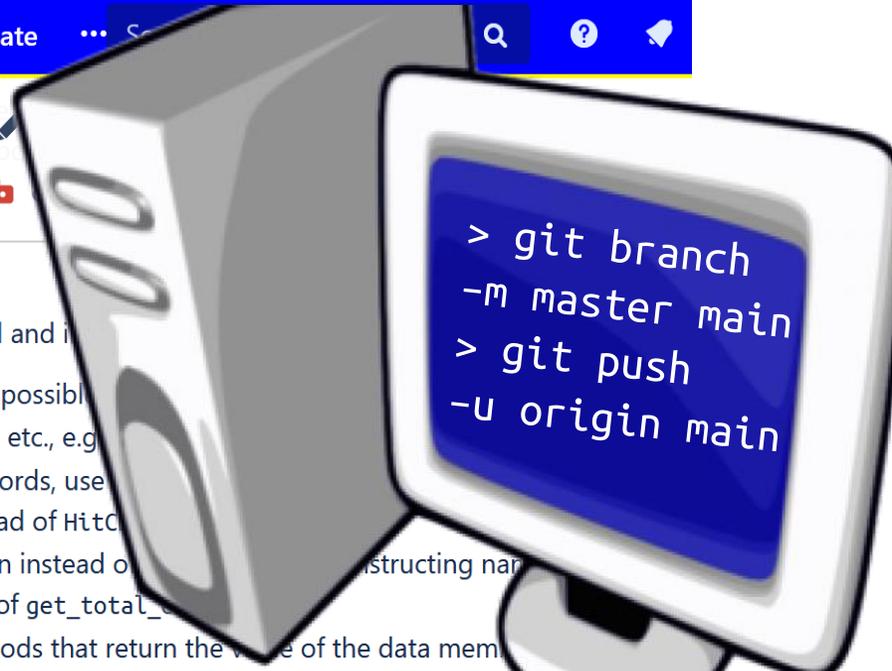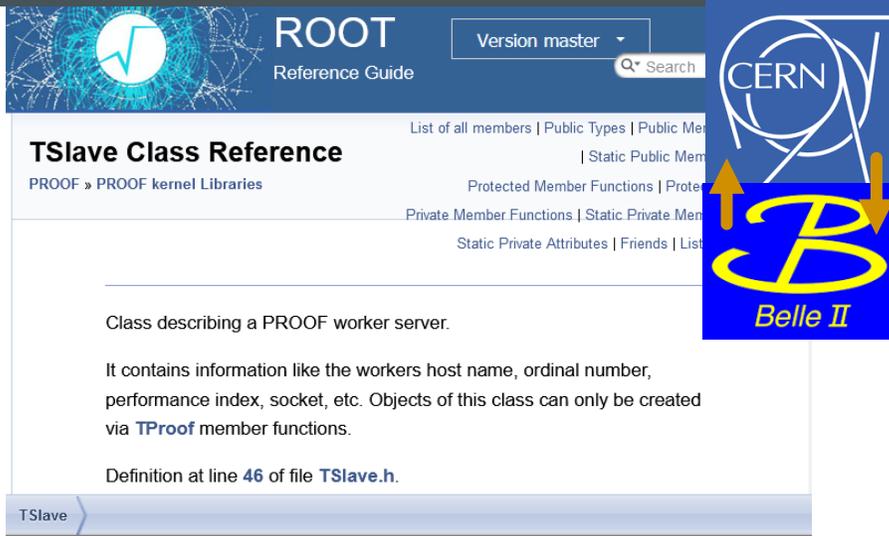

Dashboard / ...
/ Software CodeManagement

Naming Conventions

Names should be precise, colorful and i

- Avoid abbreviations where possibl
- Use plurals for lists, vectors etc., e.g
- When combining several words, use language, e.g. `CDCHit` instead of `HitC`
- Use first-letter capitalization instead o `getTotalEnergy()` instead of `get_total_`
- Use the `get` prefix for methods that return the v the data mem prefix for methods that set the value of a data member by parsing an argument.
- Avoid the usage of "slave/master", "blacklist/whitelist". Prefer instead: "controller/agent", "primary/secondary", "denylist/allowlist".
- In general, avoid anything that might cause distress or feelings of exclusion to other collaborators.

```
> git branch
-m master main
> git push
-u origin main
```

ROOT
Reference Guide

Version master

TSlave Class Reference

PROOF » PROOF kernel Libraries

List of all members | Public Types | Public Mer
| Static Public Mem
Protected Member Functions | Prote
Private Member Functions | Static Private Men
Static Private Attributes | Friends | List

Class describing a PROOF worker server.

It contains information like the workers host name, ordinal number, performance index, socket, etc. Objects of this class can only be created via **TProof** member functions.

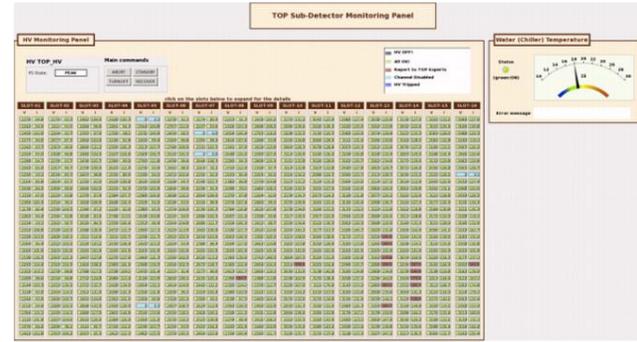Definition at line **46** of file **TSlave.h**.

TSlave

MAKING OUR LANGUAGE MORE INCLUSIVE

I (Normal):

TOP GUI (Red-Weak/Protanomaly):

TOP GUI (Green-Weak/Deuteranomaly):

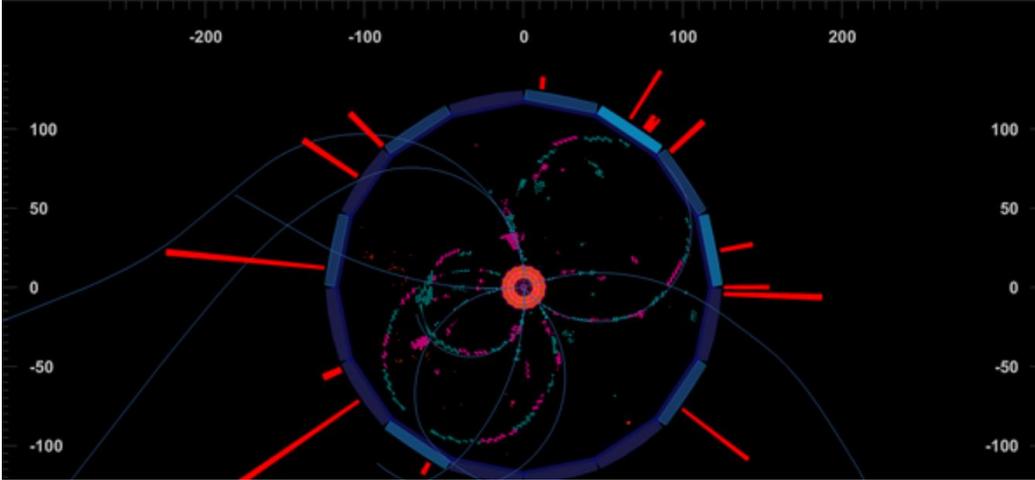TOP GUI (Blue-Weak/Tritanomaly):

INITIATIVES AT KEK LABORATORY

BELLE II DURING COVID

BARRIERS TO CAREGIVERS IN SCIENCE: CHILDCARE AT KEK

Casual babysitting guidance from KEK Gender Equity Officer webpage:
"Babysitter support, just register as a user and it's ok! Elementary school to 6th grade"

THANK YOU!

TOWARDS EQUALITY, FOR HIGHER LUMINOSITY!

"...an array of values, interests, experiences, and cultural viewpoints enriches our learning"

Support for under-represented groups...

Leads to more diverse approaches in analysis...

And better Physics!

Mt. Tsukuba, partnered with Mt. Fuji as one of the two great mountains of Japan.
Located not all that far away from the Belle II Experiment!

BACK UP SLIDES

DIVERSITY & INCLUSION AT BELLE II: EPS-HEP 2021 SHANETTE.DELAMOTTE@ADELAIDE.EDU.AU

PREVIOUS BELLE II TALKS IN DIVERSITY AND INCLUSION

- Belle II presented two diversity and inclusion talks at ICHEP2020 - our first such talks!

  - Hannah Wakeling **"Diversity and Inclusion Activities in the Belle II Collaboration"**
    Presentation: https://indico.cern.ch/event/868940/contributions/3801008/
    Proceedings: https://pos.sissa.it/390/976/pdf

  - Shanette De La Motte **"Diversity + Inclusion at Belle II"**
    Presentation: https://indico.cern.ch/event/868940/contributions/3801009/
    Proceedings: https://pos.sissa.it/390/977/pdf

RESOURCES RECOMMENDATIONS:

- For more accessible colour schemes (such as the one used in this talk):
  - See "*Set of colors that is unambiguous both to colorblinds and non-colorblinds*" https://jfly.uni-koeln.de/color/

- For changing your primary development branch to "main":
  - On GitHub: https://docs.github.com/en/github/administering-a-repository/managing-branches-in-your-repository/changing-the-default-branch
  - General Git repos: https://www.git-tower.com/learn/git/faq/git-rename-master-to-main/