

Redefining the status quo in academia

Broadening access to EDI work at IPPP in Durham

Yannick Ulrich (he/him)

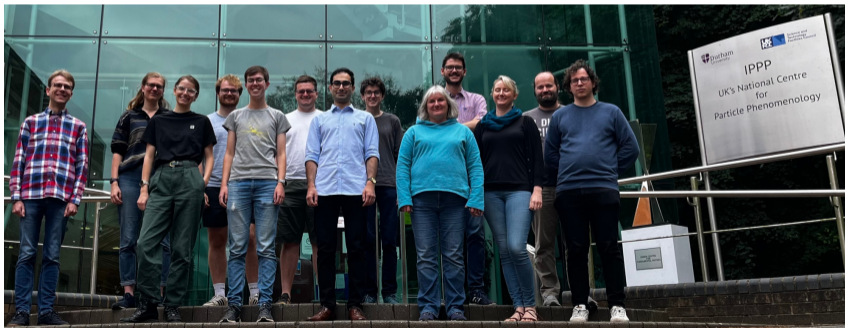
for the IPPP EDI Group

 [@IPPP_EDI_Durham](https://twitter.com/IPPP_EDI_Durham)

IPPP, University of Durham

14 SEPTEMBER 2023

- postdoc at the national centre for particle theory in Durham
- usually work on precision physics
- white, straight, cis-man, moved to the UK three years ago
- I co-run a weekly EDI seminar series with Mia West [@miarobinwest](#)



- began in 2019 by [@budge_lucy](#) & Raquel Gomez Ambrosio
- regular-ish EDI talks since spring 2021
- took over in autumn 2021
- meet **every** week for 1h, not just during term
- organised **20 external** talks, incl. one **departmental EDI talk** with [@LGBTQCERN](#) (+ many more internal)
- represented in a **plenary talk** at NuFACT, Seoul

photo by [@bravelittlemuon](#)



- began in 2019 by [@budge_lucy](#) & Raquel Gomez Ambrosio
- regular-ish EDI talks since spring 2021
- took over in autumn 2021
- meet **every** week for 1h, not just during term
- organised **20 external** talks, incl. one **departmental EDI talk** with [@LGBTQCERN](#) (+ many more internal)
- represented in a **plenary talk** at NuFACT, Seoul

photo by [@bravelittlemuon](#)

Durham University
Department of Physics

IP3

Research Excellence in Modern Society
Designing Equitable Environments for a Diversifying Field

By Dr Johan Sebastian Bonilla Castro (they/them)
7th March at 4pm, W309 and Zoom

It is evident that society has undergone a series of cultural revolutions, especially in the last few decades, leading to the accelerating globalization of private and public sectors - academia should be no exception. However, it is also clear that the culture of academia, and specifically that of our physics discipline, has struggled to cope with an evolving society. In this seminar, I will present a brief review of recent diversity, equity, and inclusion efforts developed and documented through the Snowmass prioritization process in the USA, as well as detail ongoing efforts at CERN and within the LHC Users communities. I will argue that by exposing ourselves to the experiences and obstacles faced by marginalized demographics, we can better understand the needs of our current and future peers. We are long overdue to redefine what research excellence means - it is up to us all to do the work and think critically about how to change the course of our field into a brighter, more equitable heading.

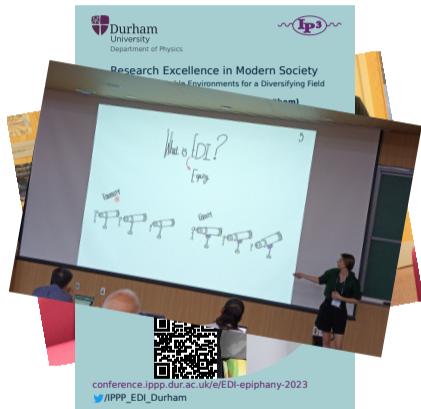
Johan is an experimental high energy physicist. They are the current chair of the LGBTQ+CERN group and served as an EDI convener of the Snowmass process.

During their visit to Durham, they have also agreed to host a workshop on EDI activism for anyone interested. This will be more hands-on and interactive than the seminar and we would kindly ask you to register at the link below.

conference.ippp.dur.ac.uk/e/EDI-epiphany-2023
[@IPPP_EDU_Durham](#)

- began in 2019 by [@budge_lucy](#) & Raquel Gomez Ambrosio
- regular-ish EDI talks since spring 2021
- took over in autumn 2021
- meet **every** week for 1h, not just during term
- organised **20 external** talks, incl. one **departmental EDI talk** with [@LGBTQCERN](#) (+ many more internal)
- represented in a **plenary talk** at NuFACT, Seoul

photo by [@bravelittlemuon](#)



- undergrad & PhD at places without any visible EDI
- used to think EDI was important and stuff but not really something I could add to
so why do I now spend $\mathcal{O}(4\text{h})/\text{wk}$ on EDI?
- moved to the UK during pandemic, hardly met any colleagues until April or so
- first regular EDI talks: personal stories
 - new friends talking about their routes into physics, partially to get to know them
 - shared all the **horrific stuff** they experienced from other scientists
- started joining more and more
- took over the group when organiser graduated b/c I didn't want to see it stop

some reasons that might stop non-minority folks from coming

- “I’m not an obvious minority so I shouldn’t go”
- EDI sessions are support groups
- “I don’t know anything about EDI, anything I have to say wouldn’t be welcome”
- I don’t know what EDI means

some reasons to join as a non-minority person

- “I think the only way we can make things better is if **people who have privilege actively take part** in making the system better instead of just leaving it up to those more severely affected by the problems”
- peer influence among friend groups (i.e. being dragged along)
- (in)directly witnessed things

- there are many aspects to EDI work beyond the “obvious” ones
mental health support, what constitutes good assessment, outreach, ...
- use this to get people invested in EDI activities
- just merely exposing people to EDI can help!
- this strategy might also be helpful if you can't openly do EDI work

... based of my notes & twitter assessment

- "A Spherical Cow Model of Physics Talent"
- the RDF
- mock interviews

journal club-style

- Who perceives women's rights as threatening to men and boys?
- White Privilege: Unpacking the Invisible Knapsack
- CommF03 papers
(C strategic plan for US particle physics)

news stories

- [#RenameJWST](#)
- Particles for Justice
- ...

projects in Durham & elsewhere

- the PhD interview process
- The Equity Challenge Project
- Juno & Athena SWAN accreditations
- decolonising the curriculum
- code of conducts
- 6th form mentoring
- supporting 1st year students

miscellaneous

- personal stories (transphobia, sexism, cyberstalking, ...)
- school uniforms
- summer studentships
- ethics in data science
- how to be a good ally

- we put [@ZJAYres](#)'s mental health posters up
- talks by **Mental Health First Aider** & Departmental Listener about these programs
- **talk** on imposter phenomenon by sociologist (the myth of individual overcoming)
- ADHD: BBC documentary, impact on coding work [[arXiv:2302.06376](#)], ...
- talks on autism



get people to come along

- personal accounts
- peer encouragement
- free tea
- eg. just after lunch in the lunch room

🐦 @DurhamQLM

get people to stick around

- broad topics that affect people personally
 - inspire a sense of responsibility
 - meet weekly, even if there's nothing special on
- ⇒ discuss the news

Suggestions?