

Welcome to the Equity Diversity and  
Inclusion session:

# EDI in Future Large Scale Collaborations

PAX IX, London UK

# Plan for the session

- Panel members to introduce themselves
- Katy Clough: How not to quit science
- Marta Colleoni: EDI initiatives in GW collaborations
- Sarah Gossan: EDI in large collaborations
- Malcolm Fairbairn: EDI in theory groups versus astro groups
- Discussions with audience participation!

Panel members please introduce  
yourselves

Marta Colleoni  
Malcolm Fairbairn  
Sarah Gossan  
Anuradha Gupta

Katy Clough  
How not to quit science

# EDI is a question of efficiency

We want to match people who are talented at research to research jobs, to **maximise the science** we can do

Talent exists everywhere. If we see that certain groups are underrepresented in our community we are **necessarily missing talent**

People are **more productive** when they feel welcome and valued

EDI is not about “doing underrepresented groups a favour”



Queen Mary  
University of London

“Levelling up”  
initiative

EDI is about underrepresented groups doing the community a favour



Waterloo station,  
London

How I tried to quit science and failed :-)



# Attempt #1: Successfully quit after my Masters degree



London 2006  
(pre financial crash  
of 2008)

# Why did I quit?



Not the Oxford University Engineering department in 2006 (but a good approximation)

# Why did I quit?



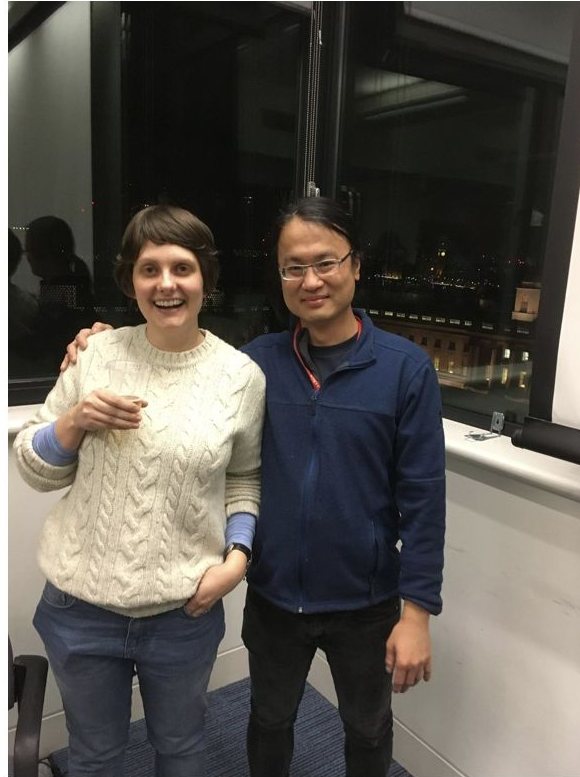
I don't feel creative enough to think of new ideas

# Why did I quit?

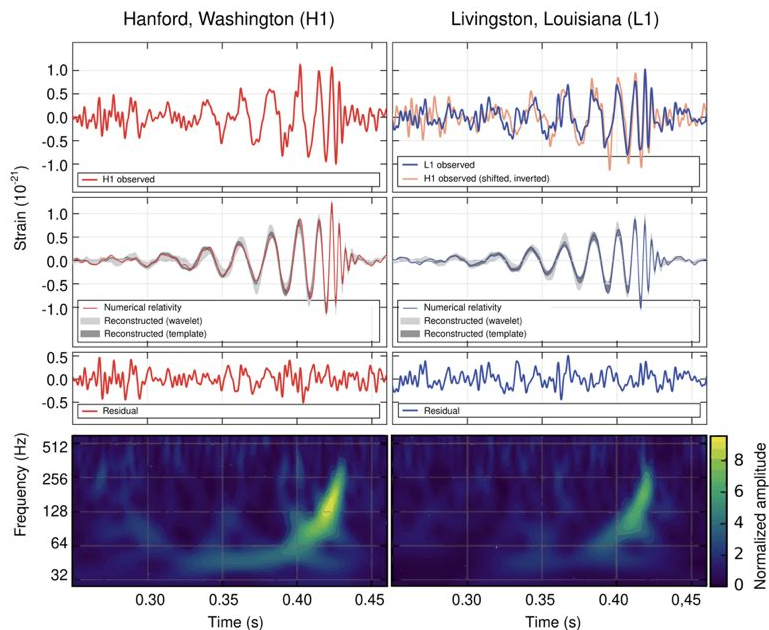


Much more sexy and exciting, can live with my boyfriend, and be well paid!

# Attempt to leave #2: Failed to quit after my PhD



# Why did I not quit?



What happened in 2016?

# Why did I not quit?



Introduction, Numeric... (4/10)

field equations

relations)

$R_{\mu\nu} = -\frac{1}{2}g_{\mu\nu}R + T_{\mu\nu}$

regy - momentum tensor

$T_{\mu\nu}$  (energy density)

On Monday 20 Sep!

- x-tensor for decomposition
- download notebook
- install x-tensor (xact.es)



Many more role models in gravitational physics

# Why did I not quit?

Just keep going a bit longer  
and see what happens!



Supportive husband



# Why did I not quit?



Part of a team!

# Why did I not quit?



I knew the alternative and valued the lifestyle that we have

# Why did I not quit?



I actually started to feel like I knew what I was doing and deserved to be here

# Summary



- We have to convince people that this is a job they want to have
- Building community in collaborations can have a big impact
- Individuals can make a difference

Parliament square,  
Westminster, London

Marta Colleoni  
Current EDI initiatives

# Current EDI initiatives in gravity

- Codes of conduct (e.g. [LISA](#))
- Demographic surveys, with reports/discussions at collaboration meetings
- Diversity, equity & inclusion committees (e.g. [CAPRA meetings' EDI](#))
- [Humans of LIGO](#): gathers posts highlighting personal stories of LIGO members, can be useful to give visibility to underrepresented groups
- [TEAM-UP Together programs](#): support and funding for Black and African American physics students
- Bottom-up initiatives of early-career scientists groups, e.g. LISA mentorship programme

Sarah Gossan  
EDI in large collaborations

# EDI in large collaborations: When things go wrong

- LVC has history of bullying, harassment, plagiarism swept under the rug
- Code of conduct:
  - Rules without enforcement are suggestions
  - Any enforcement led by those in positions of power; rife for exploitation
  - Mindful governance and clearly stated sanctions are key
  - Consultation with external experts
- Most impactful initiatives for support are grass-roots, oft championed by early/mid-career researchers
- Call to action for senior members/leadership: DO BETTER – the future of the field depends on it.



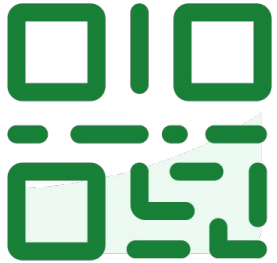
Malcolm Fairbairn  
EDI in Theory Groups

# EDI in theory groups

- Theoretical subjects are significantly behind astronomy/astrophysics and fields where larger observational or experimental collaborations are important.
- Code of practise is now essential not just for large collaborations but also for smaller theory groups.
- There is still misogyny.
- Recruitment practises need to be revisited.

Interactive discussion session

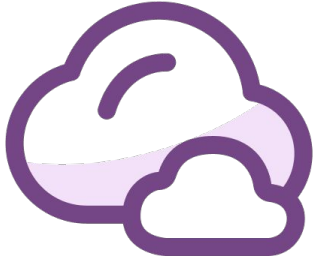
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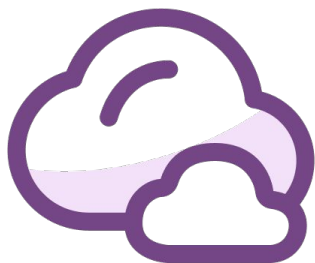
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**What are the major factors holding back under-represented sectors of society in science?**

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**What would make you feel more included?**

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