

Mediation & EDI France

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Objectives

- Add our efforts to the DESC EDI
- Mediation : French counterpart expected from the VRO LSST / DESC
- Enter the 2020+ era :
- We have to do our part for inclusive work environments and all will benefit from a more inclusive environment
- ...Ours labs and funding agencies pay attention to these points

Mediation

- All collaborators and students must have multiple options to report an issue or seek advice and if existing they will be encouraged to speak up.
- Help achieve our objectives by having exchanges go smoothly; helps support informal conflict resolution and a constructive feedback
- Diverse environment; different labs : LSST France is our work environment but not our workplace per se : find the right balance
- The structure has to be light, accessible, knowledgeable

Monitoring & education

- Monitoring our community on a yearly basis ?
- Pointing to conferences ressources via slack Isst France
- Changing our community in cosmology by specific actions

Actions

- Very different views of what should/shouldn't be done which axes should be pursued
- Call for a small working group : Anaïs Moller, Dominique Boutigny, Gaëlle Shiffrin; other volunteers ?
- Get an exchange started with the collaboration for a mediation structure