



Mediation and EDI: call for applications
Rubin-LSST France Meeting – November 2021

Previously

- February 2020 – First talk ‘Médiation’ by Cécile Roucelle (APC)
- July 2020 – Call for volunteers for a French EDI working group
- November 2020 – Mediation & EDI France at Rubin LSST Meeting
- Mai 2021 – Survey and results presented at the Rubin LSST Meeting
- November 2021 – Conclusions of working group
 - Proposal to create a French “Mediation and EDI group” (submitted to the board)
 - Call for applications during the Rubin LSST France meeting

Working group members: E. Aubourg (APC), A. Boucaud (APC), D. Boutigny (LAPP), B. Carreres (CPPM), D. Maurin (LPSC), B. Racine (CPPM), Cécile Roucelle (APC), G. Shifrin (CC-IN2P3)

Main missions

- **To draft and maintain a code of conduct** based on the DESC CoC with specificities to the French coordination
- **To ensure that the code of conduct is enforced** during meetings and workshops
- **To collect reports of incidents related to EDI:** Anyone should feel safe to seek advice, report, or voice some concerns to any of the members of the Mediation and EDI group, regarding possible inappropriate situations or behaviours. Depending on the issues raised, the "Mediation and EDI" group may propose a **mediation action or transmit it to relevant authorities**. Members of the mediation and EDI group commit to respect a **total confidentiality** of their discussions and reports.
- **To raise awareness** among members of the Rubin-LSST France coordination to EDI issues through presentations, communications, participation to specific campaigns (such as #WomenInScience #WomenInSTEM)

Organisation of the activity

- **Between 3 and 6 persons** (with possible substitutes) representing the diversity of the members of the Rubin-LSST France coordination (gender balance, career stage, position, etc.). The Mediation and EDI group members will elect a chair.
- **Duration of the mandate:** 2 years (staged renewal ensuring to keep at least one member to guarantee the follow-up of the activities)
- **Meeting frequency:** monthly remote meeting (except specific urgent matter)
- The Mediation and EDI group works in **total independence from the board**. The chair of the group will be permanently invited to the board to ensure good communication on the activity to the whole coordination.
- Members will be encouraged to participate in **training sessions** in order to acquire useful notions for the implementation of Mediation and EDI missions

Call for applications

Deadline: November 29th

Contact: gshifrin@in2p3.fr

or any member of the working group
to candidate, to nominate, or get more information