



## **Communication & Equity, Diversity and Inclusion**

Meeting Rubin-LSST France – May 2022

G. Shifrin-Suter



# Science Fair 2022

From 7 to 17 of October 2022

Everywhere in France, in most of the IN2P3 labs

<https://www.fetedelascience.fr>

**Contact your lab communication officer to participate in**



#FDS2022

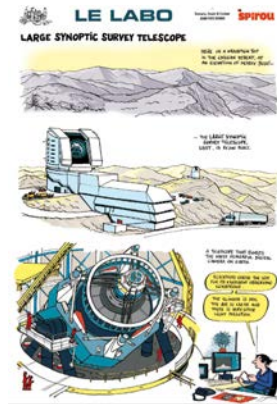
# Upgrade our mediation tools



Download here:  
<https://www.oculus.com/experiences/go/1901347573262819>



« LSST L'univers en 4D » exhibition



**Time to create new ones!**

Any idea? Any suggestion? Any need?

# Festival Particule.com

An event organized during the Science Fair every two years by CC-IN2P3 in collaboration with IP2I/LMA

- Created in 2008 (7th edition)
- 2 days of animations dedicated to scholars / 1 day dedicated to the general public
- Approximately 800-1000 people over 3 days
- ~50 volunteers



# Festival Particule.com

Because of the pandemic, the 2020 edition went virtual: for the first time, a TV show was broadcast on the Twitch platform

Replay of the edition 2020: [https://www.youtube.com/watch?v=6z3O15IX5\\_Y&t=589s7](https://www.youtube.com/watch?v=6z3O15IX5_Y&t=589s7)

**2022 -> back to a face-to-face edition**



# Festival Particule.com

Dates: 13, 14 and 15 of October 2022

Where? On the campus LyonTech-La Doua in Villeurbanne

**In 2022, Villeurbanne was designated 'Capitale française de la culture'**

- Call for proposals (especially for AURA labs)
- Looking for new formats to talk about LSST

# Outreach

## Identify communities and working group activities to highlight

- What scope, milestones, highlights?
  - ⇒ Diffusion: twitter, IN2P3 newsletter, collaboration with IN2P3 labs communication officers
  - ⇒ Internal communication within the French collaboration
  - ⇒ Leverage and feed the website



## Communication & **Equity, Diversity and Inclusion**

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# Equity, Diversity and Inclusion

EDI already taken into account in the organization of many companies, scientific organizations and scientific collaborations (such as CERN, Euclid, Rubin, DESC, etc.)

Since 2001, CNRS focuses on professional equality Men/Women and the fight against harassment with the [\*Mission pour la Place des Femmes au CNRS\*](#)

## **Goal of EDI:**

To provide an inclusive and respectful work environment for all its members, regardless of age, status, origin or any other personal attribute.

# Missions of EDI group

- **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** in all interactions (Slack, email, meetings, etc.)
- **To collect reports of incidents** related to EDI. 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 ensure that 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.
- **To raise awareness** among members of the Rubin-LSST France coordination to EDI issues through presentations, communications, participation to specific campaigns (such as #WomenInScience)

# Members of the EDI group

- Nora Nicolas (IP2I) : n.nicolas@ipnl.in2p3.fr
- Mickaël Rigault (IP2I) : m.rigault@ipnl.in2p3.fr
- Cécile Roucelle (APC) : roucelle@apc.in2p3.fr
- Gaëlle Shifrin (CC-IN2P3) : gshifrin@in2p3.fr

Appointed on January 1, 2022  
Duration of the mandate: 2 years

# EDI @DESC

- Cecile Roucelle is also **DESC Ombudsperson**  
(with Ian Dell'Antonio from Brown University - [Ian\\_Dell'antonio@brown.edu](mailto:Ian_Dell'antonio@brown.edu))

*The role of the Ombudspersons is to provide informal, confidential, nonjudgmental, impartial, and independent advice and arrange mediation for DESC members for the purposes of dispute resolution.*

- Gaëlle Shifrin is also a **permanent guest** at the DESC Equity, Diversity & Inclusion Committee (such as Sandrine Thomas - Rubin Obs.)

and recently has joined a sub-committee dedicated to identify DESC Response to External Crises

DESC EDI Committee:

*Co-Chair: Boris Leistedt (Imperial College London/NYU)*

*Co-Chair: Matt Wiesner (Benedictine)*

*Jim Annis (Fermilab)*

*Keith Bechtol (Wisconsin)*

*Ian Dell'Antonio (Brown)*

*Eske Pedersen (Harvard)*

*Marina Ricci (LMU-Munich)*

*Yuanyuan Zhang (Texas A&M)*

# Code of Conduct

An organization's code of conduct is **a formal statement of values and practices** within the organization. The code formalizes a number of principles of action and "minimum" standards: by publishing its code of conduct, the organization commits itself to observe these standards and to have them observed by its potential partners.

The purpose of this Code of Conduct is to specify the behavior expected of each member of Rubin-LSST France in their interactions with others **so that everyone contributes to providing a work environment that is conducive to respect for all.**

Work in progress:

- Text almost completed
- It will be submitted to validation to the board

# Code of Conduct

Participation in an event supported by the Rubin-LSST France coordination will imply the implicit acceptance of the Code of Conduct.

Please **respect anyone and raise all voices** during formal and informal discussions organized during the meeting.

**Reports of incidents:**

**Feel free to contact any member of the EDI group**

# Useful links

- CNRS MPDF roadmap for 2021-2023: <https://mpdf.cnrs.fr/roadmap>
- Equity, Diversity & Inclusion @DESC: <https://lsstdesc.org/pages/edi.html>
- Code of Conduct DESC: [https://lsstdesc.org/assets/pdf/policies/LSST\\_DESC\\_Professional\\_Conduct.pdf](https://lsstdesc.org/assets/pdf/policies/LSST_DESC_Professional_Conduct.pdf)
- Code of Conduct Rubin: <https://project.lsst.org/workplace-culture/coc/introduction>  
and <https://www.lsst.org/scientists/codes-of-conduct>