



IceCube Diversity Task Force

IceCube Bootcamp
Summer2021

June 11, 2021

Ellen Bechtol on behalf of the Diversity Task Force





Role and Purpose of the Diversity Task Force



The IceCube diversity task force was created to recognize the cultural and intellectual richness of the IceCube community and to advance inclusion and equity in and beyond our community. This task force is committed to proactively supporting the integration of the IceCube statement of diversity into organizational policies, procedures, and practice.

The IceCube diversity task force

- provides a point of contact
- maintains a support network
- provides a forum for discussion and dialogue on work-related diversity issues,
- identifies research-based information about diversity and inclusion to highlight for the IceCube
- promotes programs nurturing diversity and inclusion
- shares best practices

See https://wiki.icecube.wisc.edu/index.php/IceCube_Diversity_Statement



Moving to a Working Group Structure



Task Force → Working Group

- Task forces usually have a specific deliverable and then dissolve.
- IceCube recognizes equity, diversity, and inclusion work as an *ongoing, transformative effort*.
- Want to mirror collaboration structure.
- Want to be an open group - anyone can join at any time.



Current Members



Karen Andeen

Carlos Argüelles

Vedant Basu

Ellen Bechtol

Segev BenZvi

Summer Blot

Brian Clark

Tina Gislason

Kael Hanson

Francis Halzen

Ben Jones

Jim Madsen

Sarah McCarthy

Jessie Micallef

Mehr Un Nisa

Alessio Porcelli

Ibrahim Safa

Sebastian Sanchez

Marcos Santander

Suruj Seunarine

Manuel Silva

Simona Toscano



Collaboration Equity, Diversity, and Inclusion Resources



Three collaboration policies work together along with the [Diversity Statement](#)

- (1) [Code of Conduct](#)
- (2) [Policy for Formal Complaints](#)
- (3) [Ombuds program](#)

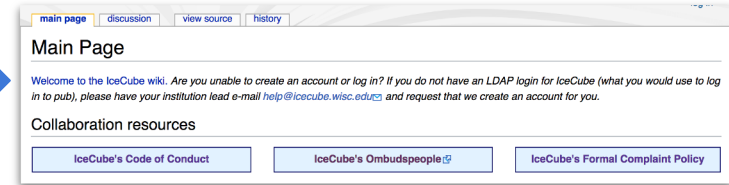
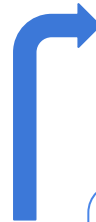


Many thanks to our current IceCube ombuds.



Naoko Kurahashi Neilson
naoko.kurahashi@icecube.wisc.edu

Jim Madsen
james.madsen@icecube.wisc.edu



The policies are available in the IceCube Wiki and as Appendices to the Governance document.



Recent Events: Collaboration Meetings



Fall 2020 Social Justice Workshop

- Materials from the workshop are available in Indico.
 - Focused on understanding our own positions and connections to systems of power and privilege; how to incorporate social justice principles in daily life.
 - About 30 collaborators joined.
 - Led by Caitlyn LoMonte, Program Director of Social Education Programs for the Office of Inclusion Education at UW-Madison.

Spring 2021 Gender and Science Communication Talk

- Posting materials and recording soon.
 - Focused on using gender-inclusive language in science writing and science communication.
 - Nearly 70 collaborators joined.
 - Led by Ramona Leidtke, Project Coordinator for the Female Professors Program III and Controller SPEAR at RWTH Aachen University.

LGBTQ+STEM Day, November 18, 2020

- Invited talk by Muriel Aichberger
 - Shared opportunity with multimessenger community. ~75 attendees were from many different experiments.

- Social media posts spotlighting personal experiences, words of encouragement, and support. Thank you to our contributors!

FROM AWARENESS TO ACTION –

Supporting and empowering LGBTQIA+ in STEM

An overview on allyship and empowerment as a way to encourage a safe and inclusive community for LGBTQIA+ people in STEM



VIRTUAL TALK W/ Q+A
FEATURING MURIEL AICHBERGER
ACTIVIST, AUTHOR, AND SPEAKER

Hosted by Summer Blot and Carlos Argüelles-Delgado

NOV. 18 @ 12:30PM CST
(10:30AM PST | 1:30PM EST
7:30PM CET)







Summer Blot
DESY
STAFF SCIENTIST



“Coming out” in my professional sphere has been a big challenge for me. I wonder... will my colleagues still treat me the same? Could this affect my career? As a woman in physics, I’m already a minority... do I really want to deal with even more stereotypes? I still struggle with these questions, but overall I do feel supported and treated equally within IceCube. I hope that by taking this step to increase LGBTQ+ visibility in STEM, younger queer physicists can see that there is a place for them in this field, even if they aren’t ready to take that step forward yet themselves.”



Francis Halzen
ICECUBE PI
UW-MADISON
GREGORY BREIT PROFESSOR
AND HILDALE PROFESSOR

“As an ally, I am working to create an equitable environment for my LGBTQ+ colleagues so that they can thrive as scientists.”

Recent Events: Celebrating Women

International Day of Women and Girls in Science (February 11)

- Nine women and allies contributed to IDWGS. Thank you!
 - Check out all the amazing posts:
<https://icecube.wisc.edu/news/collaboration/2021/02/icecube-celebrates-the-6th-international-day-of-women-and-girls-in-science/>

International Women's Day (March 8)

- IWD marked with a collage and social media post.





Current and Future Directions



Newly formed subgroups to focus on

- Collaboration mentoring program
- Research literature review
- EDI-focused collaboration events
- Collaboration-wide survey
- Data analysis



Idea for this came out of the LGBTQ+allies and Women's networking events in the Fall 2020 meeting.



Join Us! All are Welcome

- Alternate biweekly (fortnightly) meeting times. Upcoming meetings:
 - **Wednesday, June 16 @ 8am CT**
 - **Thursday, July 1 @ 11am CT**
- You can join by
 - *Coming to a meeting!*
 - Emailing <http://lists.icecube.wisc.edu/mailman/listinfo/diversity>
 - Contacting a member of the [task force](#)
 - Contacting Ellen Bechtol ellen.bechtol@icecube.wisc.edu

Meeting connection details
posted in **#diversity** in Slack

Contact the task force at diversity@icecube.wisc.edu at any time with views, experiences, ideas, comments, and/or criticisms about any aspect of diversity and/or inclusion in the IceCube community.