

Town Hall Participant Questions

Session: DEI, new initiatives, and the Fermilab Program

Session Date and Time (CDT): Wednesday, March 22nd, 1:35pm CT

Session Chair: Tulika Bose

Speakers:

DEI - Mark Messier, Sandra Charles

Chanda Prescod-Weinstein

I am wondering how Fermilab and its collaborations are integrating the recommendations and working with the team behind the Change Now Physics report. Can you all comment on this? Thank you!

Erin Hansen (evhansen@berkeley.edu) on behalf of ANON:

- Given the comment of the first audience question, it appears that there is low confidence in the ability for collaborations and/or host institutions to deal with these issues. What is leadership (of collaborations, of the host labs, of the P5 process) doing to address these issues of failing confidence? Can we trust these systems? Is there evidence of that?
- Who investigates reports submitted through the Fermilab reporting system? As a follow up, if those investigators are beholden to Fermilab, such as general counsel, who represents Fermilab and whose job is to protect Fermilab's interests, not the interests of e.g. Users, what oversight is there to ensure that reports are investigated fairly

Erin Hansen (evhansen@berkeley.edu)

We know that the DOE is particularly interested in DEI efforts, with comments from Tim Hallman in recent NSAC meetings & at APS meetings. The [new PIER requirements for new DOE grants](#) are one step forward, but the DOE admits that the

PIER documents will be reviewed by the same folks who review the rest of the materials — i.e. those who are trained in physics and not in DEI adjacent fields (social or organisational psychology, anti-racism, etc). What can P5 do to advance the involvement of DEI experts in advisory roles toward the implementation of these values?

I (Mark M) don't have a great answer to this question, but think that this might be an excellent question to put to the next HEPAP-organized Committee of Visitors that periodically reviews the DOE review system and its outcomes.

Kendall Mahn

Sandra, what do you need? I see some good initiatives, but I imagine there are gaps. Any structural ones you want to comment on and what resources would help? (maybe specifically, you commented on how performance review will consider EDI. How will mentoring be trained and rewarded/can specifics be shared?)

JoAnne Hewett (SLAC): Asking (1) whether the collaborations have an ombudsperson in place, (2) there is a ticket system in HR to track and log complaints, (3) the chart on Mark's slide 3 shows actions for users and affiliates, but not for the case when the issue involves a FNAL employee, (4) this same chart should have another step in the case that the situation is not adequately resolved at the end.

I (Mark M.) can answer (1) and (2), answers to (3) and (4) will require me to consult experts:

1: This varies from collaboration to collaboration and from lab to lab. Some collaborations do have a trained ombudsperson in place as do some laboratories and one collaboration found access to a DOE ombuds useful in at least one situation. Some have "EDI Chair" positions which act as points of contact for reporters. In my opinion, there is a need for both ombuds (a position dedicated to impartial advice and resolution) and advocates (someone who looks out for the interests of the reporter). Based on our experience in NOvA drafting our own Code revealed that there are issues to balance with each approach. For example, having a ombuds in the collaboration requires collaboration resources to train that person(s) and to strictly adhere to the requirements of an ombuds that person would have to recuse themselves from some collaborative activities to avoid conflicts. Having the ombuds embedded in the collaboration raised concerns about anonymity especially for early career members who might be concerned about, eg. their career development within the collaboration, future letters of recommendation, etc.. EDI Advocates embedded in collaborations can lower bars to reporting as they can build trust having a shared collaboration identity with reporters. EDI Advocates require training to be able to respond and advise effectively and need help with maintaining records in secure ways and access to mental health resources as these position may

incur shared trauma. These positions can be hard to fill for small and modest sized collaborations as they require a specialized combination of attributes. In my opinion no one solution speaks to all the requirements and concerns and some layered approach with support and resources available at the collaboration, laboratory, and agency levels is required. An over arching goal of the COC workshops is, if possible, to try to articulate what that might look like and what the roles and responsibilities could be at each level for the Fermilab context.

2: The CONCERNS system used by Fermilab is a third-party system for receiving and tracking reports. Reporters have the option of making reports 100% anonymously; giving their identity to CONCERNS but not Fermilab; or identifying themselves for follow up. In NOvA, which is the case I'm most familiar, the EDI Chairs often file reports on behalf of collaboration members to provide an added layer of identity protection.

Anna Grassellino - QIS

Microelectronics - Farah Fahim, Supratik Guha

AI/ML - Ian Foster, Nhan Tran

Corey Adams (ANL)

Question for Ian Foster: Will the Foundation Models for Science be available to the public? Scientific misinformation is already a challenge in today's society.

Ian Foster reply:

A really important question. FMs that are made publicly available will need to be have good guardrails installed to prevent their use for improper purposes.

Fermilab Program - Bonnie Fleming

We encourage you to submit your questions to the speakers ahead of time, if possible, however this document will continue to be live and monitored throughout the session.

Please provide the topic/speaker your question is addressed to, and we encourage you to provide your name, institution, and email address so we may follow-up with you if needed. If your question does not get answered during the session, we will work to have it answered subsequently. Thank you!

E.g. first name, last name, email address, speaker name: comment/question

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