

CommF3: “Climate of the Field From the Top Down”

Funding agencies (DoE / NSF) are pushing for collaborations to have codes of conduct. Many collaborations already have one, and some have already (unfortunately) had their code tested.

1. What have we learned about code implementation?
2. How are codes actually functioning in practice?
3. How can collaborations go beyond codes to support a climate of equity and inclusion?
4. What resources need to be made available in order to support live and upcoming efforts?
5. How can funding agencies *materially* support efforts by collaborations to create a climate that supports underrepresented minorities and junior scientists?

HELP NEEDED: We want to hear about your process!

- Have you implemented a Code of Conduct?
- Implemented EDI policies / practices in your collaboration?
(Whether or not they worked?)

We're also looking for authors & co-signers!

CP Leads: Erica Smith (ess3@iu.edu) Erin V Hansen (evhansen@lbl.gov)

Snowmass Slack Channel: #commf3-climate-whitepapers

Notes and meeting recordings available on the Snowmass Indico
(<https://indico.fnal.gov/category/1157/>)

Next meeting:
Thursday 16 December
12pm PT

- 1 So What? Why? Why now? (Rough outline)
- 2 Collaboration Codes of Conduct
 - 2.1 Implementation in Collaborations
 - 2.2 Common themes & pitfalls
 - 2.3 How to Assess Codes & their success
- 3 Handling Misconduct
 - 3.1 Issues with legality of collaboration codes
 - 3.2 Communication between collaborations
 - 3.3 Investigation (including financial responsibility)
- 4 Non-Code of Conduct Topics
 - 4.1 Diversity in Leadership and Representation
 - 4.2 Expertise and Compensating Experts
 - 4.3 Onboarding / Mentoring Networks (Including Early Career ERG)
 - 4.4 Equity in information sharing / HEP Software
- 5 Collaboration Services
 - 5.1 Development of network at host labs
 - 5.2 Needs on both sides (collaboration & office)
 - 5.3 Notes on implementation
- 6 Recommendations for funding agencies / leadership

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List of LOIs in this contributed paper

Climate (General)	CommF3_CommF0_Samuel_Meehan-077
Code of Conduct Support	CommF3_CommF0_Erica_Smith-064
Alternative Means to Address Misconduct	CommF3_CommF0_KJPalladino-061
Inclusive Communities (LUZ/Zeppelin)	CommF3_CommF0_Matthew_Szydagis-042
HEP Software Culture	CompF5_CompF0-CommF0_CommF3_Bellis-132
Change via Strategic Planning	CommF1_CommF6_brian_nord_new-056
Bias / Stereotyping in Jobs	CommF2_CommF3_Sudhir_Malik-007
Best Practices for Surveys	CommF3_CommF0-042
Recognition / Evaluation (General)	CommF3_CommF2_Samuel_Meehan-080
Engineers & Scientists	CommF2_CommF3_Sudhir_Malik-009
Augmented REU	CommF2_CommF3_Samuel_Meehan-031
Educational Resources (General)	CommF3_CommF0_Samuel_Meehan-078