



# DIVERSITY AND INCLUSION ACTIVITIES AT THE BELLE II COLLABORATION

SHANETTE DE LA MOTTE  
(SHE/HER)

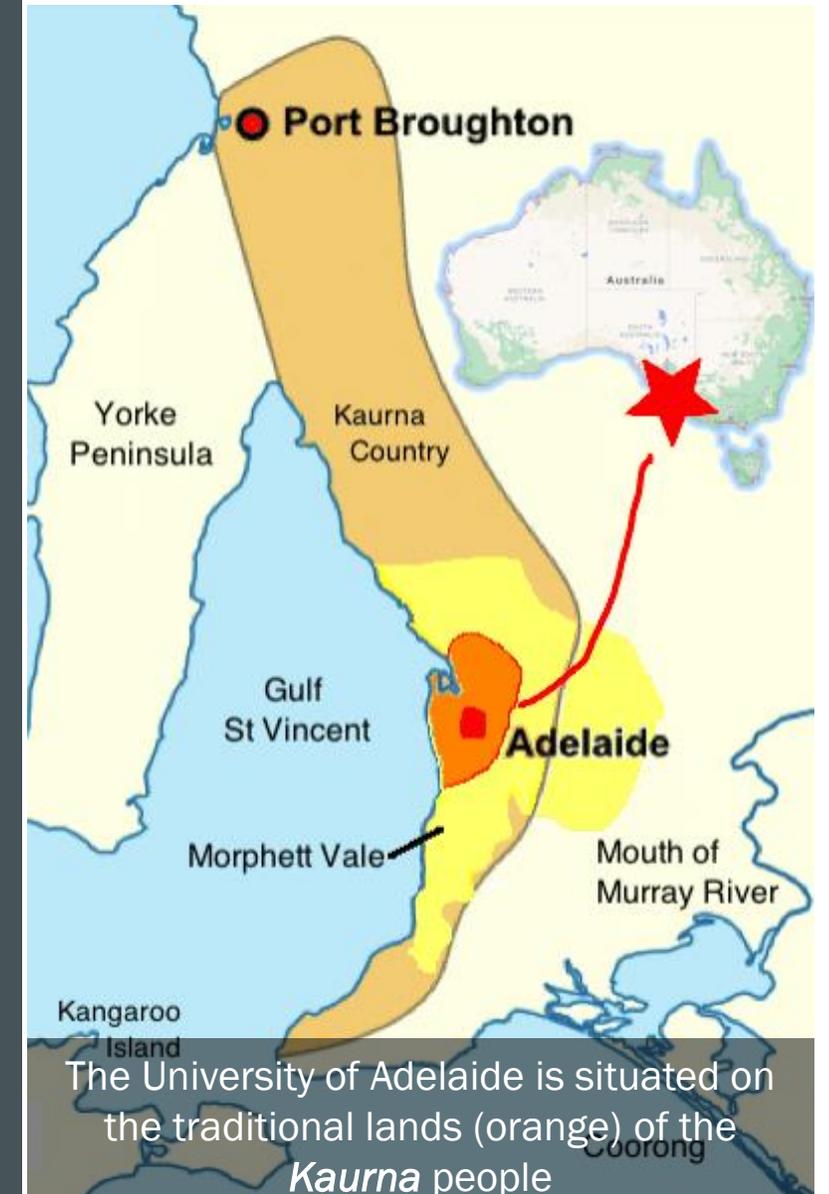
UNIVERSITY OF ADELAIDE

EPS-HEP 2021  
SHANETTE.DELAMOTTE@ADELAIDE.EDU.AU



## ACKNOWLEDGEMENT OF COUNTRY

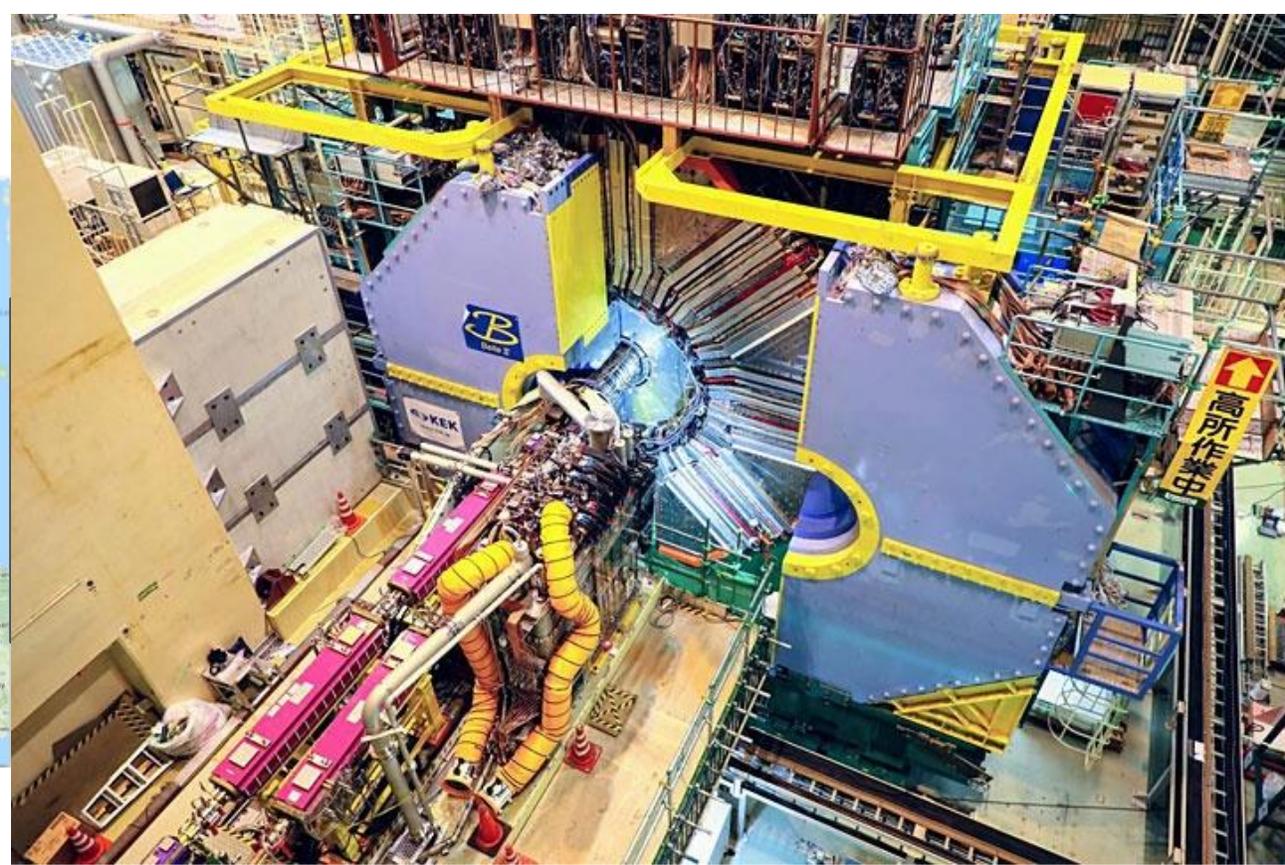
- *I acknowledge the Traditional Owners and Custodians of the lands I live and work on.*
- *I pay my respects to the **Kaurna** people and to Indigenous Elders past, present and emerging.*
- *Sovereignty has never been ceded. **It always was and always will be Aboriginal land.***



## WHAT IS MEANT BY *DIVERSITY & INCLUSION*?

- **Diversity:** *the differences in gender, race, sexual orientation, socio-economic status, ability, religious belief.*
- **Inclusion:** *The actions we can make to ensure each difference is given an equal opportunity to do good Physics.*

# Diversity: Our Demographics



## “WHO” IS BELLE II?

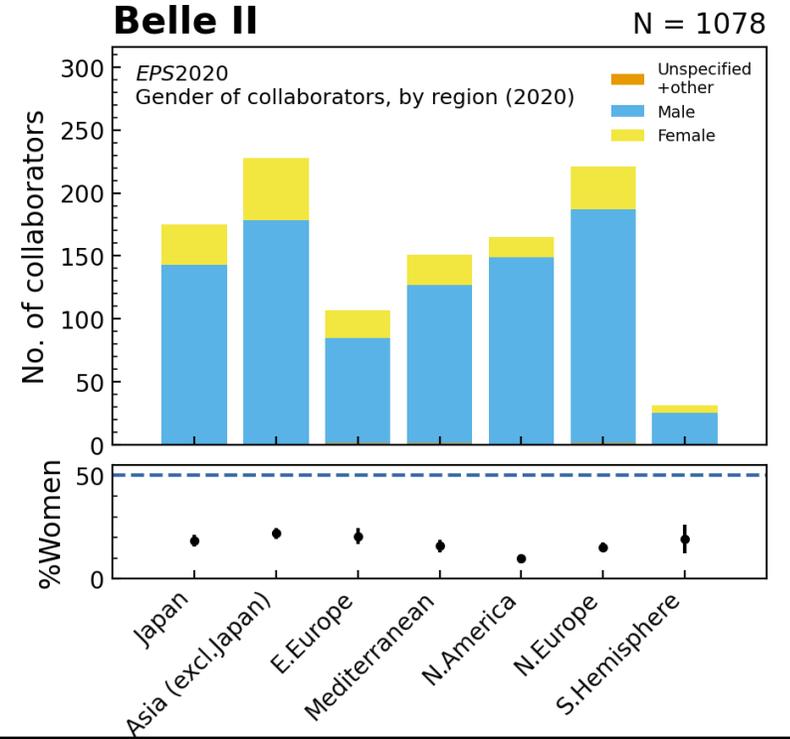
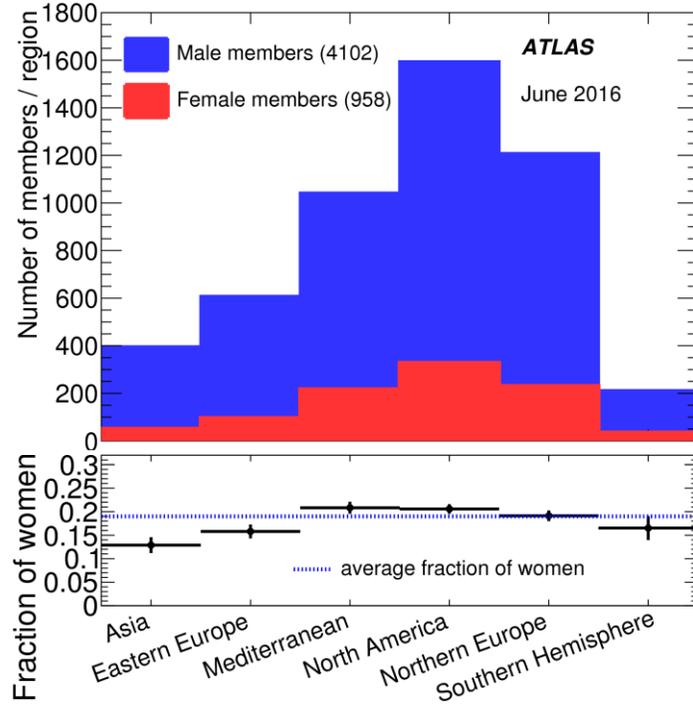


**Belle II Experiment** @belle2collab · Jul 6

In May 2021, SuperKEKB broke the world record for integrated luminosity in a single month and integrated  $40.3 \text{ fb}^{-1}$ . This can be compared to the B factories: KEKB integrated  $29.4 \text{ fb}^{-1}$  in its best month in 2006 while PEP-II integrated  $19.7 \text{ fb}^{-1}$  in its best month in 2007.



# DEMOGRAPHICS: GENDER OF COLLABORATORS BY REGION



Region	#People	%People (in Collab)	#Women	%Women (in Region)
Japan	175	16.2	32	18.3
Asia (excl. Japan)	228	21.2	50	21.9
E. Europe	107	9.93	22	20.6
Med.	151	14.0	24	15.9
N. America	165	15.3	16	9.70
N. Europe	221	20.5	32	15.4
S. Hemi.	31	2.88	6	19.4

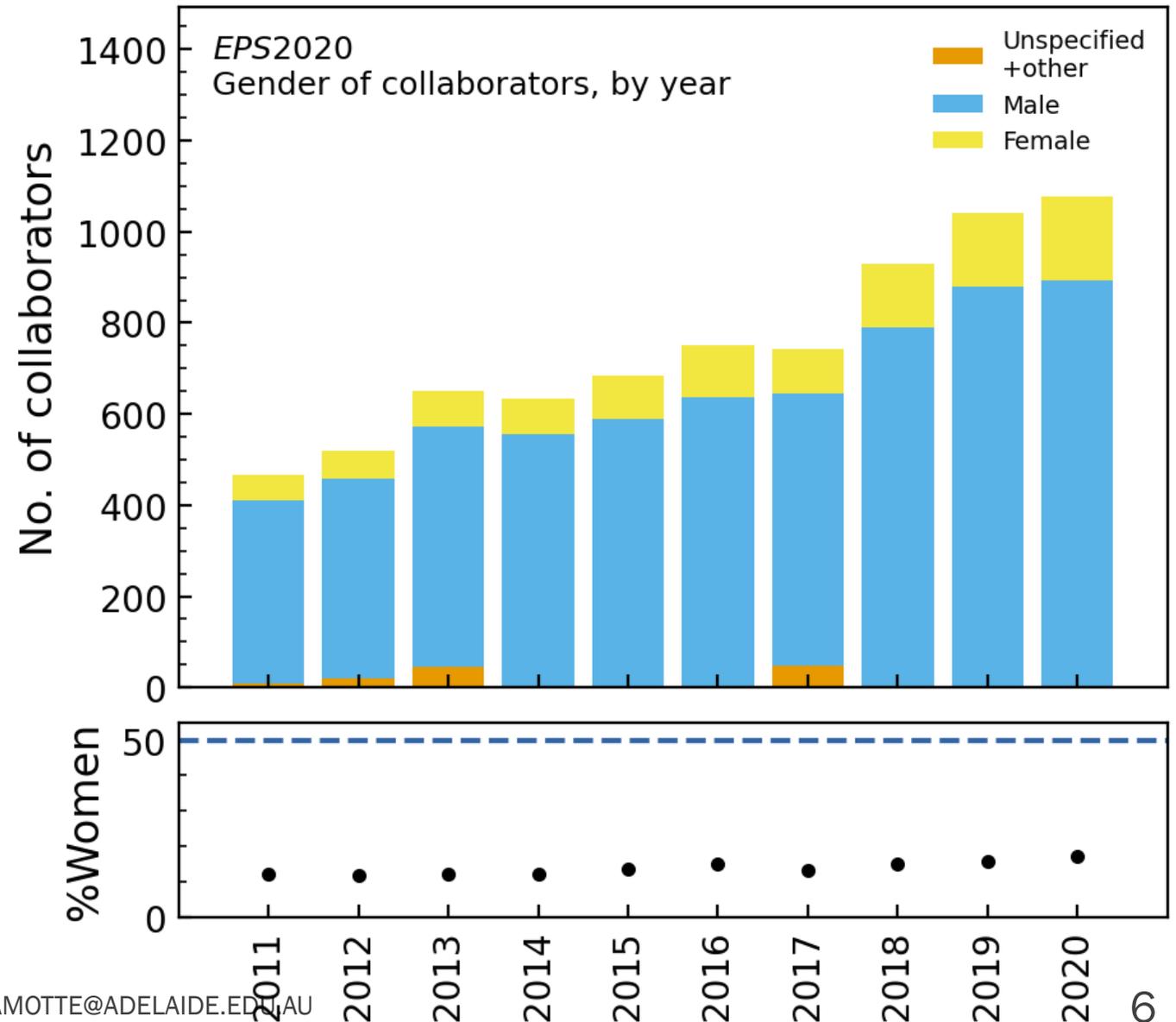


# she/her him/his they/them

## DEMOGRAPHICS: GENDER OF COLLABORATORS BY YEAR

- Women represent...
  - 2011: 12.2% of 467 members
  - 2020: 17.1% of 1078 members
  - +37 increase in collaborators, +22 increase in women since 2019
  - Extrapolate trend (linearly), 50% women in ~60 years!

## Belle II

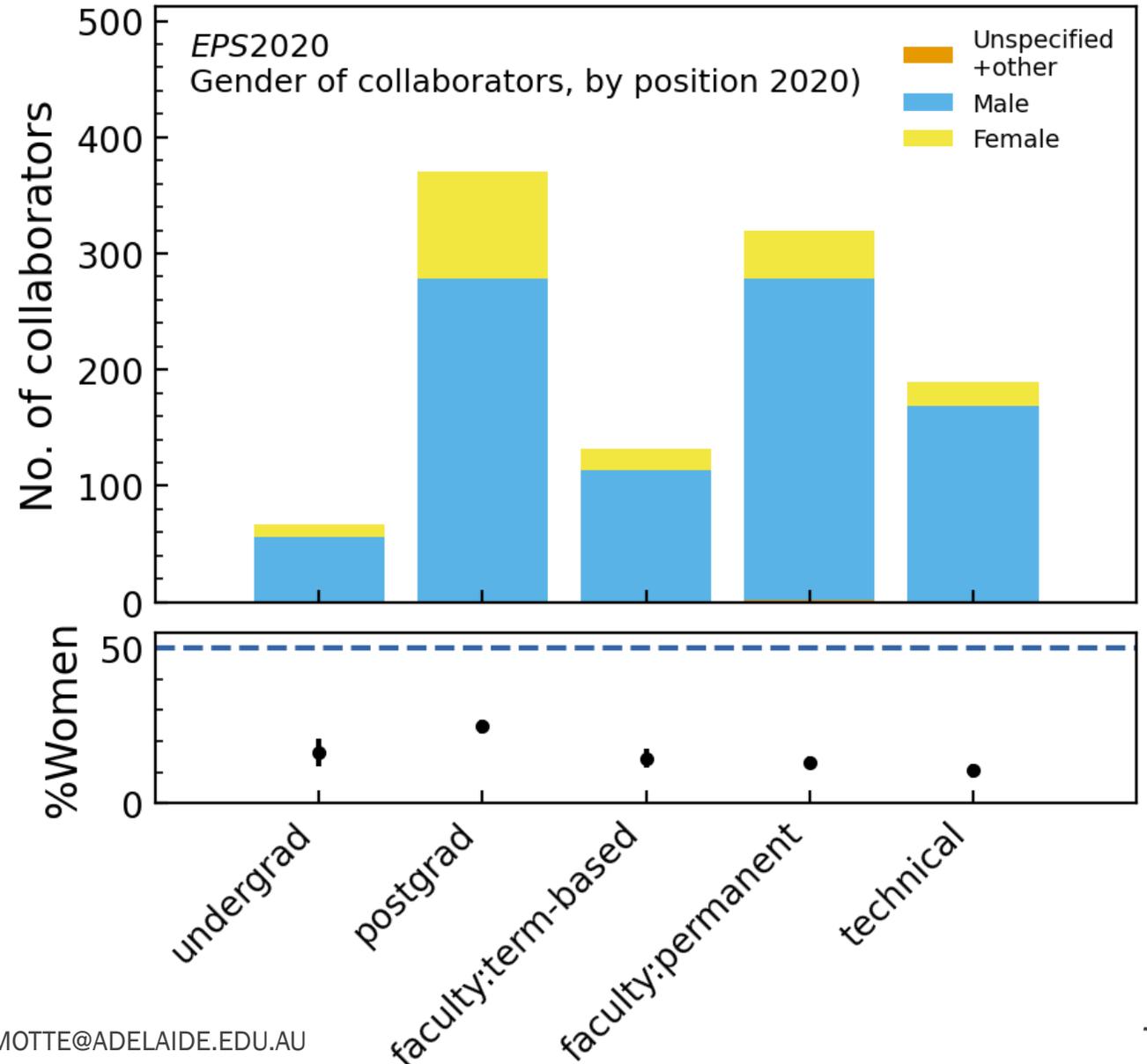


## DEMOGRAPHICS: GENDER OF COLLABORATORS BY POSITION

- Leaky pipeline from postgraduate to term-based positions?

### Belle II

N = 1078

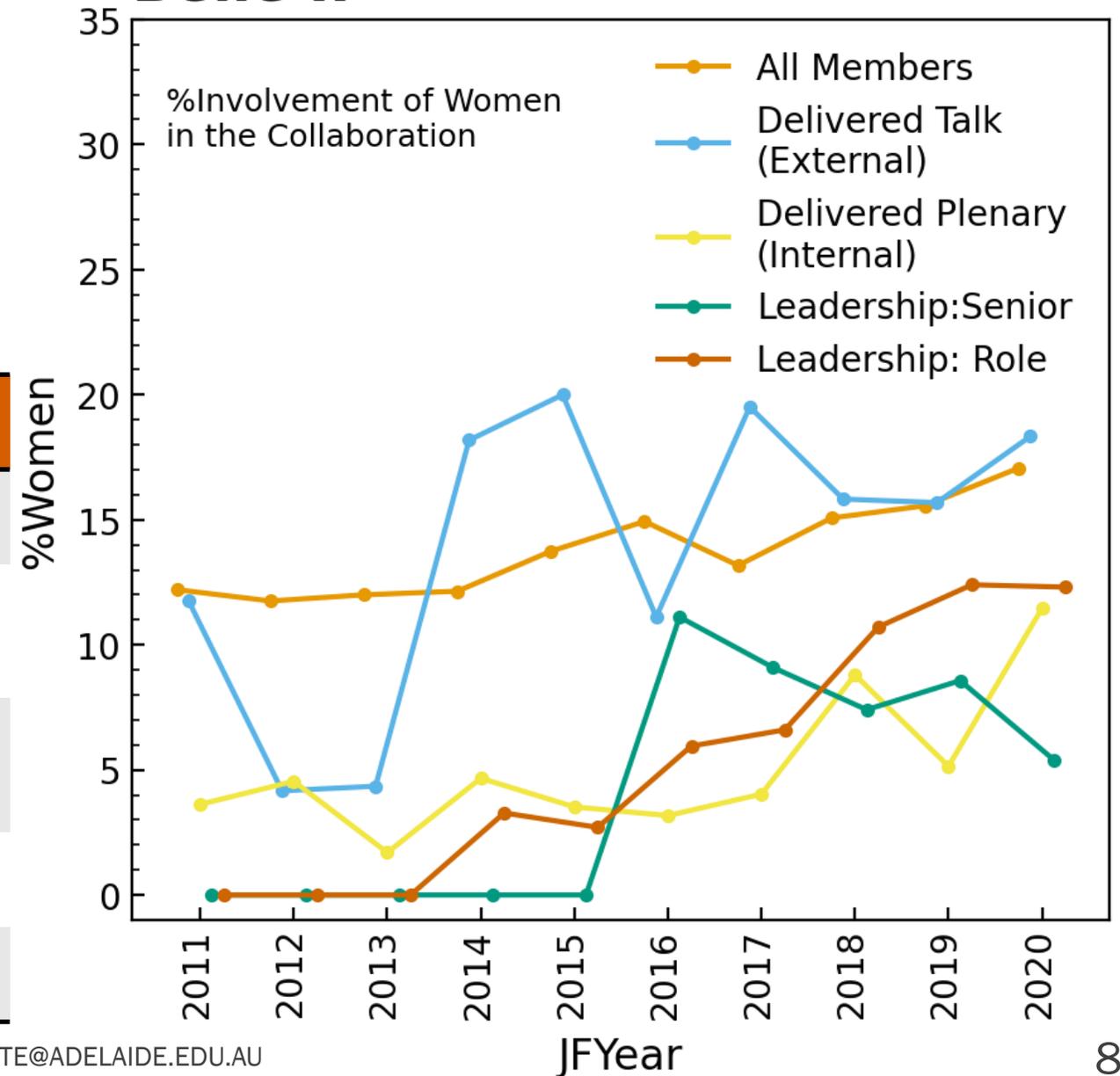




## PARTICIPATION OF WOMEN IN LEADERSHIP

Category (2020)	#People	%People (in Collab)	#Women	%Women (in Involvement)
All Members	1078	100	184	17.1
Delivered Talk (External)	56	5.29	10	17.9
Delivered Talk (Internal)	96	8.91	11	11.5
Leadership: Senior	37	3.43	2	5.41
Leadership: All Roles	130	12.1	16	12.3

## Belle II

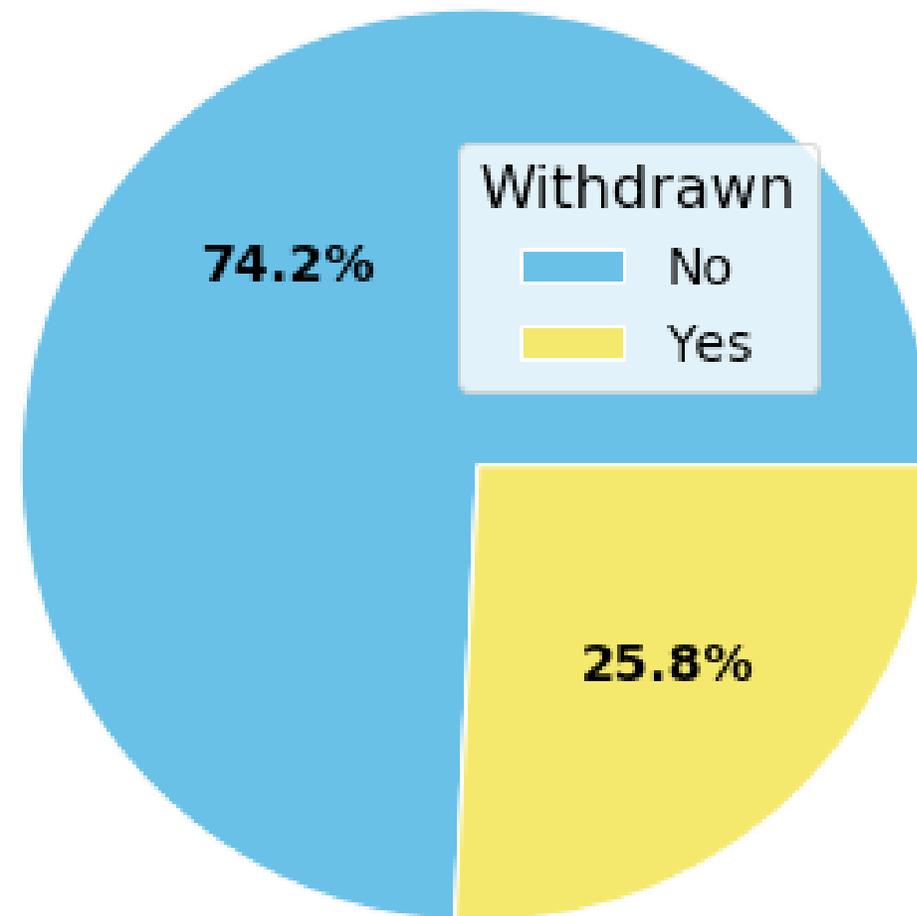


## 2018 COLLABORATION SURVEY

“...HOWEVER, WITH *INADEQUATE* DATA COLLECTION AND ANALYSIS, PROGRESS TOWARDS EQUAL REPRESENTATION *REMAINS SLOW*”

Nature Reviews Physics,  
'Data on women in Physics'

<https://www.nature.com/articles/s42254-019-0061-3>



“Have you ever **withdrawn** from consideration for a leadership role at Belle (implicitly or explicitly) because of the **impact it would have on your family life?**”  
(Based on LHCb survey)

## WHAT IS MEANT BY *DIVERSITY & INCLUSION*?

- *Diversity: the differences in gender, race, sexual orientation, socio-economic status, ability, religious belief.*
- *Inclusion: The actions we can make to ensure each difference is given an **equal opportunity** to do good Physics.*

## Inclusion: Our Efforts



THE DETECTOR

THE COLLABORATION

DIVERSITY

SUPERKEKB



*“The Belle II collaboration is committed to fostering an open, diverse, and inclusive working environment that nurtures growth and development of all, and believes that an array of values, interests, experiences, and cultural viewpoints enriches our learning and our workplace. Thus, members shall not engage in violent, harassing, sexist, racist, or discriminatory behaviour.”*

<https://belle2.jp/diversity/>

Extract from the *Belle II Code of Conduct*

# FROM OUR CODE OF CONDUCT



*Promote inclusivity – Safe point of contact - Support marginalised groups - Publicise equity events*

## OUR DIVERSITY OFFICERS

ELISABETTA PRENCIPE (JUSTUS-LIEBIG-UNIVERSITY OF GIESSEN), MATT BARRETT (KEK), KAY KINOSHITA (FORMER, UNIVERSITY OF CINCINNATI), STRIKING THE AWARENESS POSES FOR INTERNATIONAL WOMEN'S DAY 2020 AND 2021



Belle II

Experiment @belle2collab · Feb 12, 2020

#InternationalDayofWomenandGirlsinScience, where we acknowledge the indispensable participation of women in STEM. At #Belle2 we all work together to crack the mysteries of the universe.



10 25

Belle II Collaboration  
7 September 2019 ·

John Dalton was a physicist, chemist, and meteorologist who was born on the 6th of September 1766; colour blind himself, he made some of the first scientific studies of colour blindness. "Daltonism", in fact, was one of the first names for red-green colorbl... See more



# BELLE II ON SOCIAL MEDIA

- 11<sup>th</sup> February: International Day of Women and Girls in Science
- 8<sup>th</sup> March: International Women's Day
- 21<sup>st</sup> March: International Day for the Elimination of Racial Discrimination
- 6<sup>th</sup> September: Colo(u)r Blindness Awareness Day
- International Day of LGBTQ+ People in Science Technology Engineering and Mathematics

Belle II Experiment @belle2collab · Nov 18, 2020

The Belle II collaboration is proud to support the 2020 International Day of LGBTQ+ People in STEM. We support and value our LGBTQ+ collaborators, and we are committed to making Belle II a safe and inclusive collaboration that values people's individuality. #Belle2 #LGBTSTEMDay



16 37



belle2collab

belle2collab The Belle II collaboration supports the #IWD2021 initiative #ChooseToChallenge, and recognises the invaluable role of women in every aspect of life. Our collaboration includes and is proud of the presence of many women, actively working in data analysis, software and hardware development, and during these days where the coronavirus pandemic has affected the lives of all of us, wishes to all women, inside and outside the collaboration, the best for International Women's Day 2021. Belle II実験国際共同研究コラボレーションは、国際女性デー#IWD2021のごとのテーマである「リーダーシップを発揮する女性たち：コロナ禍の世界で平等な未来を実現す

Liked by zioname and 35 others

MARCH 9

Add a comment... Post



## SUPPORT FOR LGBTQ+ STEM DAY AND CHALLENGES

- 18<sup>th</sup> November: Anniversary of American Astronomer and gay activist Frank Kameny's US Supreme Court fight against workplace discrimination.

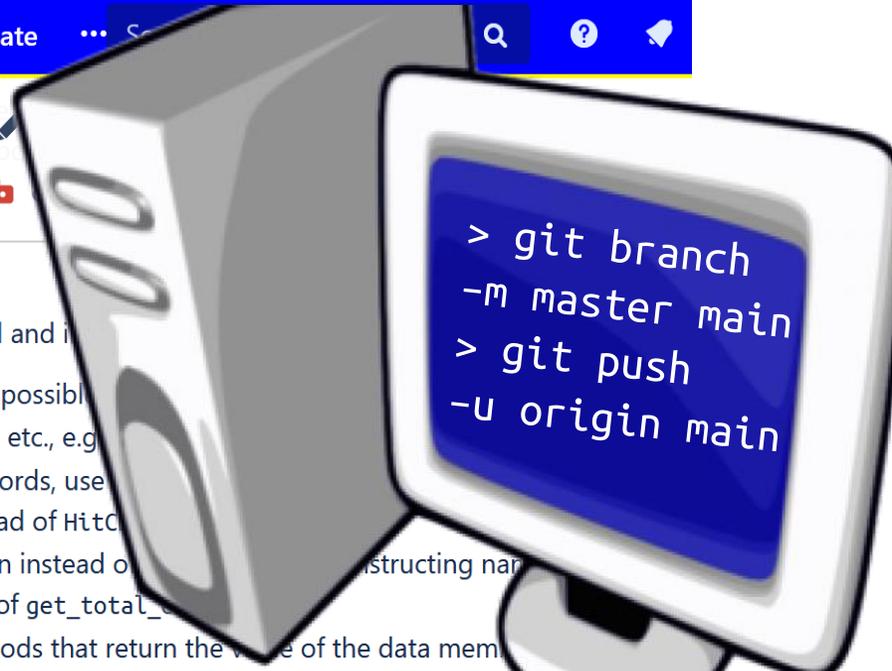
## Regarding Git and Branch Naming

June 23, 2020

Both Conservancy and the Git project are aware that the initial branch name, 'master', is offensive to some people and we empathize with those hurt by the use of that term.

Existing versions of Git are capable of working with any branch name; there's nothing special about 'master' except that it has historically been the name used for the first branch when creating a new repository from scratch (with the `git init` command). Thus many projects use it to represent the primary line of development. We support and encourage projects to switch to branch names that are meaningful and inclusive, and we'll be adding features to Git to make it even easier to use a different default for new projects.

As a first step, Git will add a mechanism to allow users to specify the default used as the name of the first branch when creating a new repository. Also, consistent with its project governance, Git has undertaken a community process to explore changing the name of the first branch created automatically for new repositories away from 'master'. That change is currently being discussed on our mailing list. As always, changes in Git's core will minimize disruption for Git's users and will include appropriate deprecation periods.



Confluence

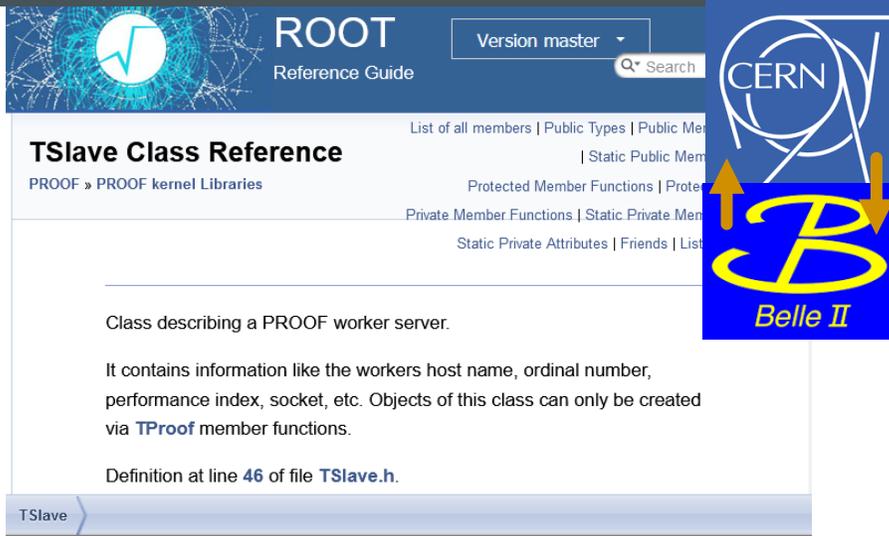
Dashboard / ...

/ Software CodeManagement

### Naming Conventions

Names should be precise, colorful and inclusive.

- Avoid abbreviations where possible.
- Use plurals for lists, vectors etc., e.g. `getTotalEnergy()` instead of `get_total_e`.
- When combining several words, use camel case, e.g. `CDCHit` instead of `HitCD`.
- Use first-letter capitalization instead of all caps for constructing names.
- Use the `get` prefix for methods that return the value of the data member.
- Use the `set` prefix for methods that set the value of a data member by parsing an argument.
- Avoid the usage of "slave/master", "blacklist/whitelist". Prefer instead: "controller/agent", "primary/secondary", "denylist/allowlist".
- In general, avoid anything that might cause distress or feelings of exclusion to other collaborators.



ROOT Reference Guide

Version master

Search

### TSlave Class Reference

PROOF » PROOF kernel Libraries

Class describing a PROOF worker server.

It contains information like the workers host name, ordinal number, performance index, socket, etc. Objects of this class can only be created via `TProof` member functions.

Definition at line 46 of file `TSlave.h`.

TSlave

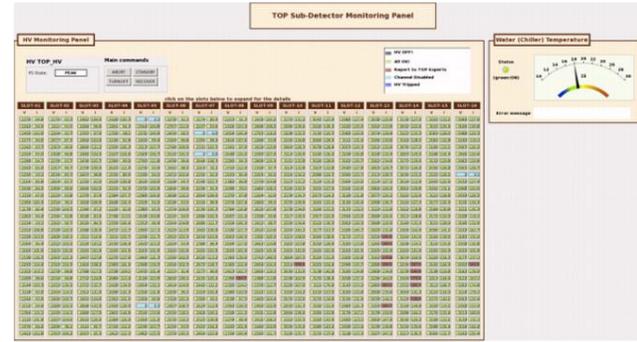
# MAKING OUR LANGUAGE MORE INCLUSIVE



I (Normal):



TOP GUI (Red-Weak/Protanomaly):



TOP GUI (Green-Weak/Deuteranomaly):



TOP GUI (Blue-Weak/Tritanomaly):



INITIATIVES AT KEK LABORATORY



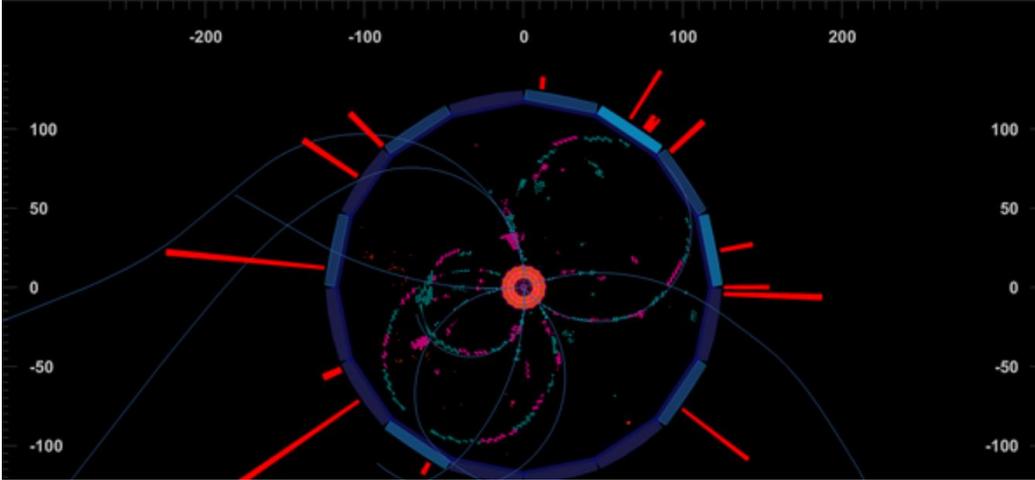
大学共同利用機関法人 高エネルギー加速器研究機構



**Belle II Collaboration** is 🥰 feeling positive.  
 10 March 2020 · 🌐

We started to record electron and positron collisions with the Belle II detector on March 5th. It is going to be a tough month as many collaborators could not participate in data taking because of travel restrictions imposed due to the Novel Coronavirus (COVID-19) outbreak. Several preventative measures at KEK are being taken to stop the possible spread of COVID-19. Belle II is operating with a skeleton on-site crew, practicing social distancing, and following recommended hygienic precautions. During this challenging time our Japan-based collaborators are working overtime. Our data taking is going smoothly and we are safely ramping up the instantaneous luminosity.

#BelleII #corona #nCoV #coronavirus



**Belle II Experiment** @belle2collab · Mar 30

At Belle II, we work together as one team on our experiment, cooperating to prevent the spread of COVID-19, including by wearing our new #Belle2 & #SuperKEKB face masks. In these images you can see members of the Nagoya University Belle II group wearing the #Belle2Mask.

🗨️ 5 ❤️ 22 ↗️

# BELLE II DURING COVID

## BARRIERS TO CAREGIVERS IN SCIENCE: CHILDCARE AT KEK



まずは利用者登録だけでもOK!

ベビーシッター利用支援事業

小学校6年生までのお子さんを持つ職員・学生対象です

Casual babysitting guidance from KEK Gender Equity Officer webpage:  
*“Babysitter support, just register as a user and it’s ok! Elementary school to 6<sup>th</sup> grade”*



**THANK YOU!**  
**TOWARDS EQUALITY, FOR HIGHER LUMINOSITY!**

*“...an array of values, interests, experiences, and cultural viewpoints enriches our learning”*

Support for  
under-  
represented  
groups...

Leads to more  
diverse  
approaches in  
analysis...

And better  
Physics!



*Mt. Tsukuba, partnered with Mt. Fuji as one of the two great mountains of Japan.  
Located not all that far away from the Belle II Experiment!*

# BACK UP SLIDES

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DIVERSITY & INCLUSION AT BELLE II: EPS-HEP 2021 SHANETTE.DELAMOTTE@ADELAIDE.EDU.AU

## PREVIOUS BELLE II TALKS IN DIVERSITY AND INCLUSION

- Belle II presented two diversity and inclusion talks at ICHEP2020 - our first such talks!
  - Hannah Wakeling **"Diversity and Inclusion Activities in the Belle II Collaboration"**  
Presentation: <https://indico.cern.ch/event/868940/contributions/3801008/>  
Proceedings: <https://pos.sissa.it/390/976/pdf>
  - Shanette De La Motte **"Diversity + Inclusion at Belle II"**  
Presentation: <https://indico.cern.ch/event/868940/contributions/3801009/>  
Proceedings: <https://pos.sissa.it/390/977/pdf>

## RESOURCES RECOMMENDATIONS:

- For more accessible colour schemes (such as the one used in this talk):
  - See “Set of colors that is unambiguous both to colorblinds and non-colorblinds”  
<https://jfly.uni-koeln.de/color/>
- For changing your primary development branch to “main”:
  - On GitHub: <https://docs.github.com/en/github/administering-a-repository/managing-branches-in-your-repository/changing-the-default-branch>
  - General Git repos: <https://www.git-tower.com/learn/git/faq/git-rename-master-to-main/>

Original	Simulation			Hue	for Photoshop, Illustrator, Freehand, etc.			for Word, Power Point, Canvas, etc.	
	Protan	Deutan	Tritan		C,M,Y,K (%)	R,G,B (0-255)	R,G,B (%)	R,G,B (%)	
1				Black	-°	(0,0,0,100)	(0,0,0)	(0,0,0)	
2				Orange	41°	(0,50,100,0)	(230,159,0)	(90,60,0)	
3				Sky Blue	202°	(80,0,0,0)	(86,180,233)	(35,70,90)	
4				bluish Green	164°	(97,0,75,0)	(0,158,115)	(0,60,50)	
5				Yellow	56°	(10,5,90,0)	(240,228,66)	(95,90,25)	
6				Blue	202°	(100,50,0,0)	(0,114,178)	(0,45,70)	
7				Vermilion	27°	(0,80,100,0)	(213,94,0)	(80,40,0)	
8				reddish Purple	326°	(10,70,0,0)	(204,121,167)	(80,60,70)	