

* differences in gender, race, sexual orientation, socio-economic status, ability, religious belief
** the actions we can make to ensure that each difference is given **an equal opportunity to do good physics**

Diversity* + Inclusion** at Belle II:

*Who we are, what we've done
and where we want to be*

Shanette De La Motte

ICHEP 2020 | @SubatomicSADLM



THE UNIVERSITY
of ADELAIDE

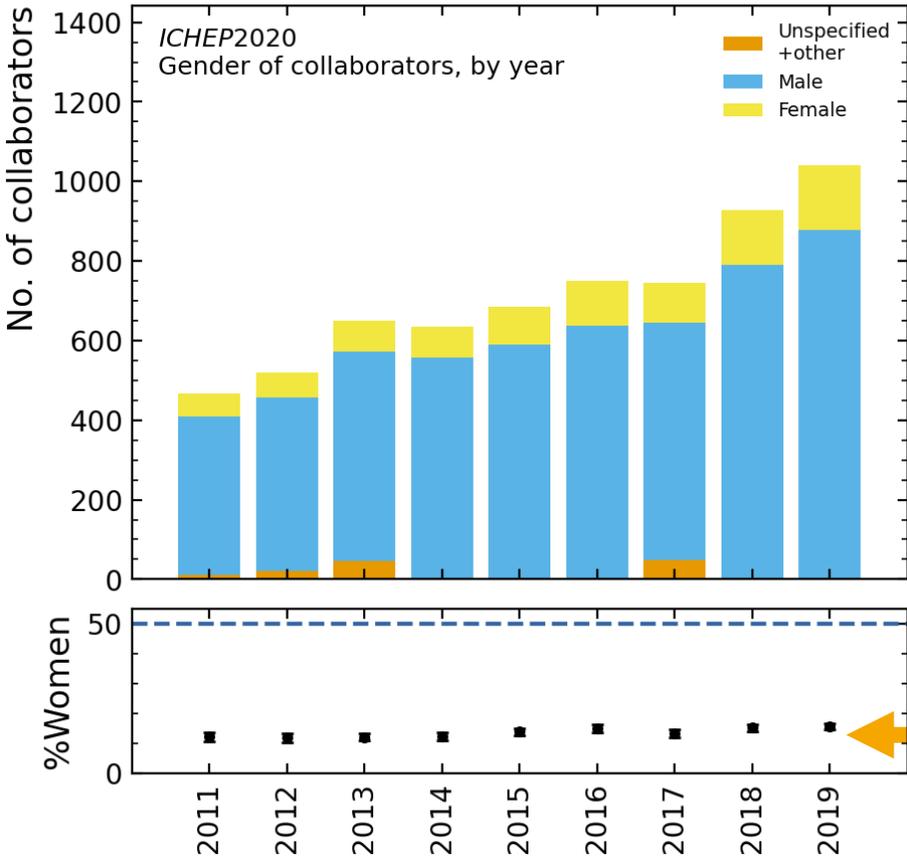
I acknowledge and pay my respects to the Kaurna people, the traditional custodians whose ancestral lands the University of Adelaide is located on.





Region	#People	%People(in Collab.)	#Women	%Women(in Region)
Japan	169	16.23	28	16.57
Asia (excl.Japan)	202	19.4	43	21.29
E.Europe	90	8.65	14	15.56
Mediterranean	144	13.83	19	13.19
N.America	176	16.91	16	9.09
N.Europe	230	22.09	37	16.09
S.Hemisphere	30	2.88	5	16.67

Belle II



2011: $12.2 \pm 1.5\%$ women
 2019: $15.5 \pm 1.1\%$ women

...who we are



git branch -m master main

Confluence

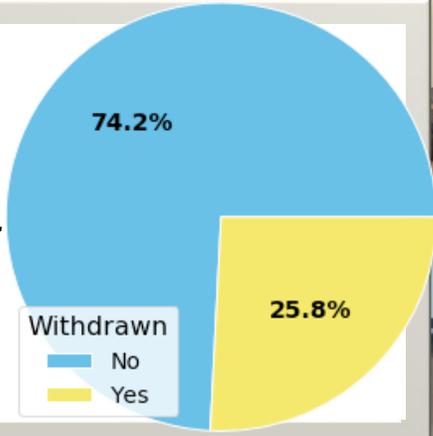
Dashboard / ... / Belle II Diversity

Colo(u)r Blind Friendly Plots and Displays

Matthew Barrett posted on 30. Jul. 2019 07:05h - last edited by Matthew Barrett 2019 04:26h

Colour (or Color) blindness, or more accurately colour vision deficiency, affects up to 8% of men and 0.5% of women. People with colour blindness may be unable to distinguish between certain colours, with red-green colour blindness being the most common type. This can cause issues when, for example, looking at some of the displays...

Collab. Poll -
"Have you ever withdrawn from consideration for a leadership role at Belle II (implicitly or explicitly) because of the impact it would have on your family life?"



Belle II
 International Women's Day
 #IWD2020
 #EachforEqual

~~manpower~~
peoplepower



Our Diversity Officers, Matt and Kay



Belle2実験
 5 July 2019

本日2019年7月5日は科学、技術、エンジニアリング、および数値におけるLGBT+Peopleの第2回国際デーです。

Belle IIコラボレーションは、この国際デーのオフィシャルサポーターであることを誇りに思っています。

私たちはLGBT+ コラボレーターを支持し評価します。そして私たちはBelle IIを人々の個性を大切にする安全ですべての人を受け入れるコラボレーションにすることを約束します。

#Belle2 #LGBTSTEMDay @belle2collab



...what we've done



"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."

--Extract from the *Belle II Code of Conduct*

**Support for
under-
represented
groups...**

**Leads to
more diverse
approaches
in analysis...**

**And better
Physics!**

Onwards, to equality for higher luminosity!

...and where we want to be!