Collaboration Values

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For the EDI Committee:
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Schedule

- Introduction (15 min)
  - Overview of goals and scope
  - Example values and vision statements
  - Overview of potential values

- Breakout discussions by value (40 min)
  - Discuss value importance
  - Develop common definition

- Report back from breakouts + discussion (65 min)

Values and Vision Statement

- Reflects the core principles and ethics of our collaboration

- What we want to achieve and become in the future

- Guide collaboration policy and activities

- Motivate and prioritize recommendations and changes to policy

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Scope

- Our values statement will be holistic, but the focus today is on the human side of our collaboration

    - Science goals and vision are a large part of our collaboration values and vision, but these are better defined→ we plan to iterate and gather feedback on these in the future

    - Today we want to focus on what it is like to be human in this collaboration and the environment we do our research in

- Values are big umbrella ideas that many things fall under

- Values don't have to be things that we feel like we are achieving now→ they can be what we want to achieve

- We want to provide resources and support to uphold these values and have strong accountability

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Today's Goals

1. Discuss and prioritize our collaboration values

2. Develop shared definitions for our values

The EDI committee will take your feedback from today and use it to develop a draft values and visions statement that we will present for feedback at the next collaboration meeting. EDI committee is open to all, and everyone is welcome to join the EDI meetings.

Example: MIT Physics

Well-being

We support each other at all times and remember that we are not alone.

Mental and physical health are priorities above all else. Proactively addressing wellness is essential to everyone in our community. We look out for others who may be in distress or struggling and offer them compassion and understanding. Just as we treat others well, we must be compassionate with ourselves. Asking for support is brave and admirable no matter the circumstances. We strive to find a healthy balance between our professional and personal lives and proactively seek out any support that we need.

For the full statement on community values see:
https://physics.mit.edu/about-physics/community-values/

Example: Berkeley Physics Department

WE SPEAK UP

• We refuse to initiate, participate, or condone discrimination and harassment. We have a responsibility to call out unacceptable behavior that does not reflect our principles.

• We recognize that calling out discriminatory behavior or harassment in the moment can be difficult due to concerns for safety and/or power differentials, and we have clear alternate avenues for reporting/addressing a concern.

• We are responsible, and held accountable for, the culture of our department, classrooms, and our research groups. We take action to ensure that our culture reflects our Principles of Community and care for those that are harmed.

For the full statement on community values see:
https://physics.berkeley.edu/physics-department-community-principles

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Example: Knox Research Group

Example behaviors that support 'Grow.'

1) I am aware of the distinction between 'fixed ability mindset' and 'growth mindset' and I do my best to operate with a growth mindset.
2) I identify what skills are needed for completion of a research project and I find a way to acquire them if I don't have them already.
3) I have the courage to ask questions when I don't understand something.
   …

For the full statement see:
https://docs.google.com/document/d/1zBa7e9FeN7O6mFfYYa-fcDZgXbsIltp-Rkq7YAD-_cc/edit?usp=sharing

Our Collaboration Values

- The potential values we'll discuss today have been guided by and shaped by our past collaboration discussions, our code of conduct, and discussions with the collaboration leadership

- The list is long, so we want to understand which values are our top ~5 priorities

- These are meant to be a starting point

- If you feel anything is missing at the end of the discussion today, please reach out to the EDI committee → we are always open to suggestions and participation

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Potential Values (listed alphabetically)

- Anti-racism
- Collaborative/Supportive Environment
- Diversity
- Equity
- Inclusion
- Integrity
- Justice
- Open-mindedness
- Respect
- Transparency

Poll: Right now, how would you prioritize these values?

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Breakout Discussion Guidelines

- Pick which value speaks most to you and join the breakout room
  - If several values are important to you, consider joining a room with fewer people to help balance the room sizes
  - It is okay if some rooms end up empty

- Make sure that you are making room for others to join the conversation
  - Use the raise hand feature
  - Wait until two people have spoken before speaking again (unless asked something directly)

- Listen respectfully, without interrupting

- Listen actively and with an ear to understanding others' views

- Avoid assumptions or generalizations about identities. Do not ask individuals to speak for their (perceived) identity group.

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Breakout Discussion Roles

- Facilitator
    - The facilitators are pre-assigned
    - Keep track of time and ensure that the discussion guidelines are followed

- Note-taker
    - Person with a last name closest to "M" (not the facilitator)
    - Take notes on the discussion in the pre-prepared documents (S4 edit permissions)
    - Capture the full definition of their value from the discussion

- Reporter
    - Person with the last name closest to "Z" (not the facilitator or note-taker)
   - Will report the definitions and key discussion points back to the main group (~3-5 min)

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Breakout Discussion Assignment

1. What does your value mean?

    a. We have provided several potential definitions to get your group started.
    b. Develop one combined definition for your value from the parts of the provided definitions that speak to your group and your own definitions. Definitions should include 1) what the value means and 2) behaviors that are consistent with that value.

2. Why is this value important for our collaboration?

3. What will it look like if we get this right?

4. What does accountability look like in this area? What do we need to accomplish in this area?

Pre-breakout poll results
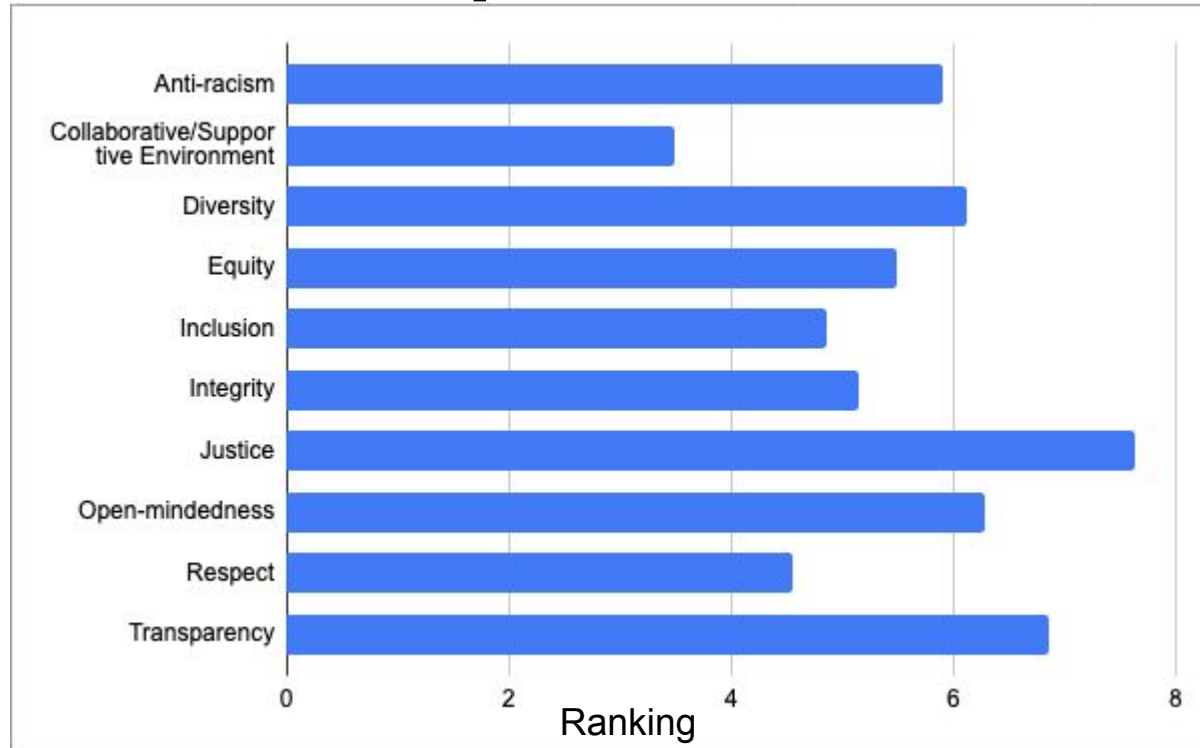
The ranking values are the average ranking assigned from all of the responses, so the lower the ranking value, the higher the overall priority
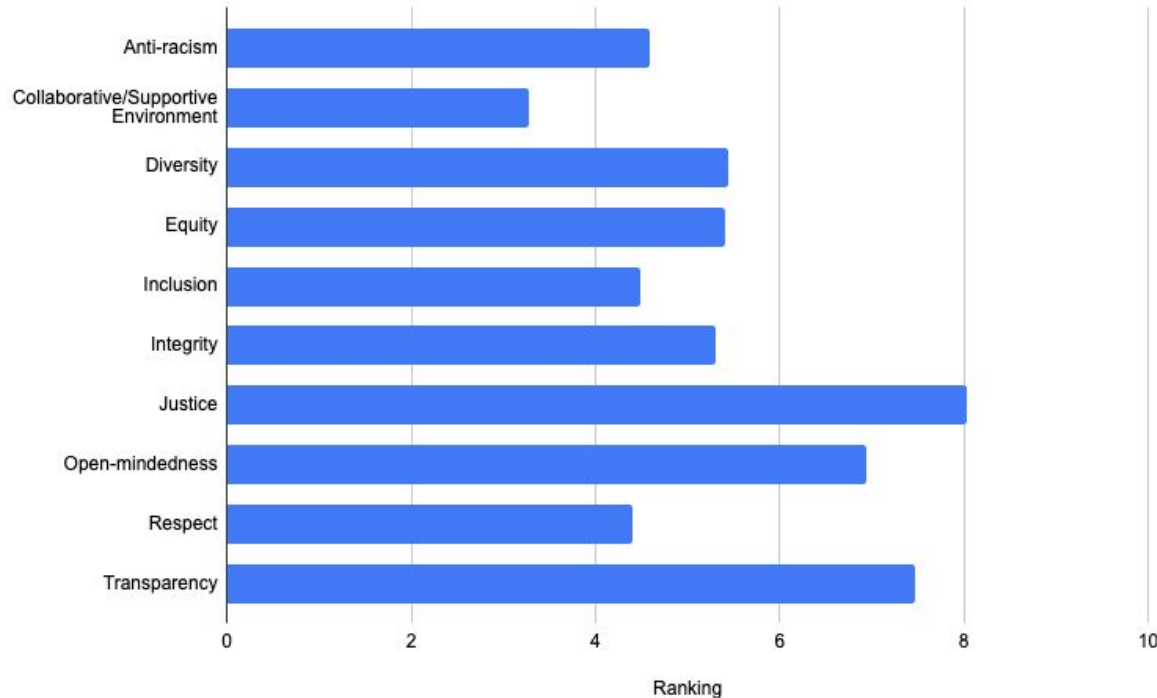
Report Backs (~3-5 min)

1. What does your value mean?

2. Why is this value important for our collaboration?

3. What will it look like if we get this right?

4. What does accountability look like in this area? What do we need to accomplish in this area?

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Poll: How would you prioritize the values now?

- Anti-racism
- Collaborative/Supportive Environment
- Diversity
- Equity
- Inclusion
- Integrity
- Justice
- Open-mindedness
- Respect
- Transparency

Post-discussion Poll

The ranking values are the average ranking assigned from all of the responses, so the lower the ranking value, the higher the overall priority