



Collaboration Values Review

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for the EDI Committee

Values and Vision Statement

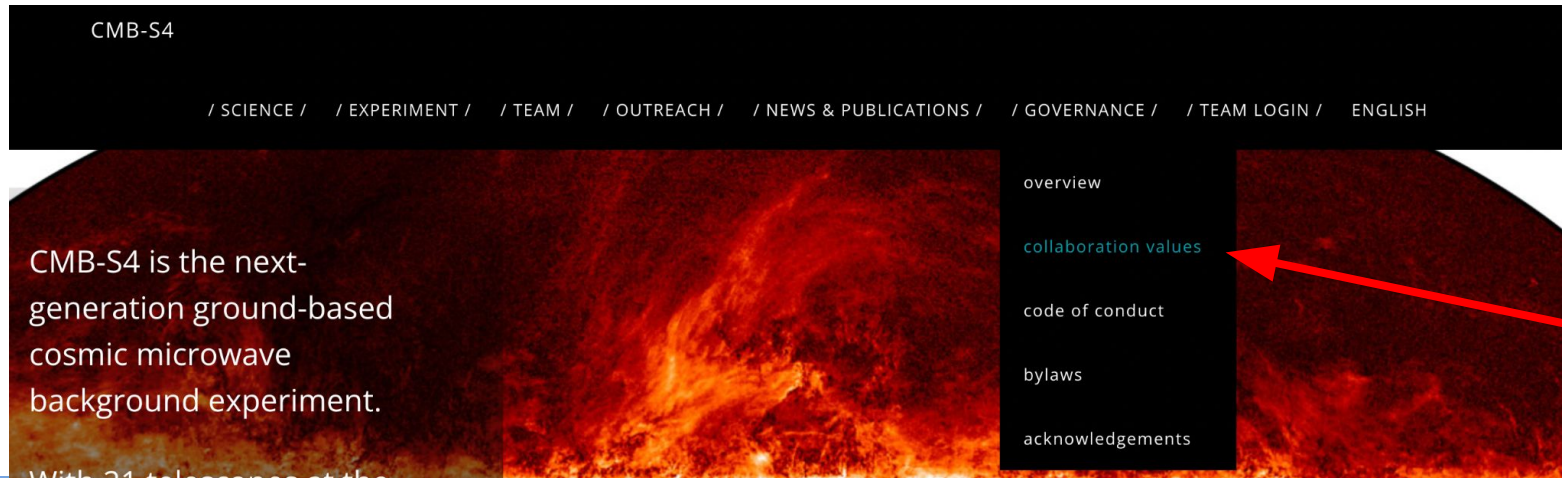
- Reflects the core principles and ethics of our collaboration
- What we want to achieve and become in the future
- Guide collaboration policy and activities
- Motivate and prioritize recommendations and changes to policy

Scope

- Our values statement will include both social and scientific values
 - This talk will focus on the social values
 - Next session will present draft of the scientific values
- 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 areas that we put action behind to achieve

Collaboration Values

- Social values were developed together in our Spring 2022 meeting
- Drafts were presented in the Summer 2022 and Spring 2023 meetings for feedback
- [Final draft of social values & vision statement](#)
- In June, the Governing Board endorsed our values
- Our values are now posted on the CMB-S4 webpage



CMB-S4

/ SCIENCE / / EXPERIMENT / / TEAM / / OUTREACH / / NEWS & PUBLICATIONS / / GOVERNANCE / / TEAM LOGIN / ENGLISH

overview

collaboration values

code of conduct

bylaws

acknowledgements

CMB-S4 is the next-generation ground-based cosmic microwave background experiment.

With 21 telescopes at the

Collaborative and Supportive Environment

In a collaborative and supportive environment, our interactions build community, we value our own and others' well-being, and we create an environment where we can grow both personally and professionally.

Examples:

- Building community
 - We encourage healthy debate and focus critiques on ideas, not on each other
 - We learn from mistakes and have support and understanding for others when they make mistakes
 - We take each others' ideas seriously and give people credit for their work
 - We create an environment where people feel comfortable being open about challenges
 - We work together to find solutions to problems (both technical and interpersonal)
 - We proactively address problems and create an environment conducive to working together
 - We facilitate intra-collaboration communication and interaction
- Valuing well-being
 - We promote mental health and knowledge of available resources
 - We proactively promote wellness and work/life balance
 - We make every effort to respect the work/life balance of others. Some examples include:
 - We set timelines and schedules such that they do not assume work outside of nominal hours and account for vacation time
 - We do not expect replies to messages outside of nominal work hours and give recipients adequate time to respond
 - We acknowledge that experimental activities and/or timezones may make it difficult to always keep work within nominal work hours. We make expectations for work outside of nominal work hours clear and plan resources accordingly
- Creating an environment for growth
 - We foster an environment where collaboration members feel empowered, excited, and encouraged in their research
 - We understand that different people have different goals. We value and support people's diverse short-term and long-term goals through mentorship and a growth mindset.
 - We understand that people have diverse needs and means of engaging with the collaboration/project and provide the diverse support needed
 - We ensure that high quality work is rewarded equitably
 - We welcome different approaches
 - We promote early career scientists, including appropriate support
 - We create an environment where there is no fear about losing opportunities to participate and/or lead projects when asking for feedback

Inclusion

An inclusive environment is one in which individuals feel included, are treated with fairness, feel like they belong, and feel like they are respected and valued for who they are. It is the responsibility of the collaboration to actively and intentionally create and sustain an inclusive environment.

Examples:

- We are proactive in creating an inclusive environment so that individuals do not need to request inclusion
- We provide continued support and resources to sustain an inclusive environment
- We use inclusive language
- We normalize pronoun use
- We provide equitable access to opportunities and resources for people who might otherwise be excluded or marginalized, including accessibility services
- We make each other feel heard and understood
- We make space for others and are aware of who is taking space and time
- We are aware of traditional power dynamics and actively work to minimize their influence
- We meet people where they are and help each other grow
- We will attempt to make publications and presentations, both internal and external, accessible by default

Respect

Respect is an action taken to treat other colleagues in a manner that recognizes their intrinsic worth as a human being.

Examples:

- We treat each other with kindness and care
- We value each other's abilities and ideas
- We recognize and value that there are many many paths to be a physicist
- We behave in ways that are considerate of others with different life experiences, cultures, and identities than our own
- We assume positive intent
- We keep lines of communication open
- We respond to each other in a timely manner while being conscious of work/life balance
- We strive to communicate objectively
- We pause to consider other people's feelings before communicating
- We address problems with other people directly with them, through ombudspople, or through the process outlined in the Code of Conduct
- We seek input from parties that will be affected by decisions we make
- We listen to understand
- We make room in meetings for others to speak and encourage them to do so
- We express gratitude to each other
- We take proactive steps to ensure that disrespectful behavior does not go unaddressed or ignored

Integrity

Integrity is holding ourselves to standards that build trust. All members at every level of the collaboration should follow the principles of integrity.

Note: Integrity is both a social and scientific value, so the definition has been combined in one definition

Examples:

- We communicate openly and honestly
- We make every effort to follow through on plans and communicate changes in plans in a timely manner to those affected
- We acknowledge others' contributions, and use collaborative work only in appropriate ways. This is essential to trust.
- We speak up and take action when we see violations of integrity
- We are open, honest, clear, transparent and accessible in communication and decision-making
- We are clear about what we are working on
- We are transparent about the status of our work and document it so that others can understand it, including limitations and mistakes if made
- We make decisions in the best interest of the collaboration and our collaborators

Anti-racism

Anti-racism is acknowledging the existence of—and actively working to change—systems, policies, behaviors, and beliefs that perpetuate racism. In the specific context of CMB-S4, this includes acknowledging and working to dismantle racist systems in academia, in our particular field, and in CMB-S4 itself.

Examples:

- We acknowledge and confront acts and systems of racial discrimination
- We work to acknowledge our personal privileges and change our personal biases
- We seek to educate ourselves about systems and actions that perpetuate racism
- We seek out bystander intervention training and actively intervene when we see discrimination
- We acknowledge the existence and pervasiveness of racism in academia, including in our particular field
- We recognize the continued role of White supremacy in designing structures that enable the success of some groups over others
- We commit to deliberately considering how to build and rebuild CMB-S4, and examining how to influence the larger structures we are a part of

Equity

Equity goes beyond equality, in which the same rights and benefits are provided to all. Equity means recognizing that we do not all start from the same place and that we must acknowledge and correct imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

Examples:

- We will strive for equity of labor
- We will strive for equity of opportunity to provide everyone with what they need to succeed
- We will strive for equity of rewards (e.g. publications, committees, etc)
- We will strive for a needs-based approach to collaboration resources
- We will proactively identify and remove systemic barriers to success and advancement
- We take proactive steps to promote environmental sustainability

Accountability is the next step

We want to have accountability to these values by

- Providing resources and support to uphold our values
- Implementing recommendations stemming from our values
- Tracking how well we are upholding our values

Resources

- Developing a long-term training plan for our collaboration based on our values to ensure that we all have the tools we need to help uphold our values
- Developing resource pages for additional education and support

Recommendation Flowdown

- Using a [driver diagram](#) process to flowdown our values into recommendations
- Level 1: Values
- Level 2: High level factors (primary drivers) that will help/hinder us from achieving our values
 - These drivers can be further broken into secondary drivers where needed
- Level 3: Actions we can take to act on primary drivers
- This process ensures that there are direct connections between our recommendations and our values
- Need more people to join and engage to get a broad set of ideas→ join EDI calls

Driver Diagram Example

Value	What helps/hinders this value? (Primary Drivers)	Secondary Drivers	What actions can we take to address these?
Inclusion	Being actively welcomed	Being invited to events/meetings	Consistent use of email list (not just slack / calendar invite / etc) Circulating agendas in advance of meetings (big ask!) Personal invitations to new people to join meetings
		Accessibility of meetings/events	Have a standard process for requesting accommodations (e.g. captioning) Have the collaboration proactively ask people if they need accommodations Schedule meetings at times that make it easier for people with children/family obligations (maybe subjective) Have collaboration meetings be more accessible to those with health concerns for COVID If there is food provided add ingredients for those with allergies Be mindful of people's work/life balance in scheduling events and meetings Have a running list of projects that people can join if they have interest Financial support to help folks attend in person meetings who might not otherwise be able to join?
	Accessible language	Avoiding: Jargon Discussions where "insider" knowledge is needed Undefined acronyms	Keep clear and up-to-date documentation in WGs that can be used as reference material Have a jargon/acronym definition page that is easy to find, and include it with onboarding materials Encourage meeting leaders to define jargon/acronyms if it comes up in the zoom chat Encourage meeting leads to contextualize presentations and information in their meetings
	Feeling like you belong here	Using correct pronouns and normalizing their use lack of role models/mentors	(see some in inclusive language) Working groups develop onboarding process? Foster collaborations with societies for underrepresented groups to enable peer and mentor opportunities for underrepresented groups Make an effort to ask a diverse set of folks to be speakers Mentorship program? Best practices guide on mentorship
		Inclusive language	Include pronouns on slides by default Not assuming someone's pronouns Use gender neutral language (e.g. they vs. he/she) when making general comments

Recommendation Prioritization

- The driver diagram exercise will result in a large number of recommendations→ will need to prioritize
- Factors will include
 - Resources available (funding and people willing to contribute)
 - Feedback from collaboration on areas that need the most improvement (e.g. via climate survey)

Tracking Progress

- The EDI committee has been exploring options for climate surveys
 - Help us identify areas where we need to focus effort
 - Track progress over time
- Nominal plan would be to build a climate study around our collaboration values vs. generic survey
- Aim is to make results actionable→ part of a cohesive plan to hold ourselves accountable to our values
- Also plan to have focus groups and discussions to help capture information that climate surveys can miss

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These are big items, and we will need your help! The EDI committee is always open to those that want to join, and there are many opportunities to get involved

- Telecon every other week on Thursday at 3 pm CDT (next on August 10th)
- #edic on S4 slack, edic@cmb-s4.org