

Snowmass2021 Letter of Interest : Under-represented/Marginalized Communities

Kétévi A. Assamagan¹, Carla Bonifazi⁵, Johan S. Bonilla³, Mu-Chun Chen², and Sam Meehan⁴

¹Brookhaven National Laboratory

²University of California, Irvine

³University of California, Davis

⁴CERN

⁵Universidade Federal do Rio de Janeiro

Thematic Areas:

- CommF1: Applications & Industry
- CommF2: Career Pipeline & Development
- CommF3: Diversity & Inclusion
- CommF4: Physics Education
- CommF5: Public Education & Outreach
- CommF6: Public Policy & Government Engagement

Contact Information:

Samuel Meehan: samuel.meehan@cern.ch

Abstract: This is a group-written contribution pertaining to how financial barriers can hinder doing particle physics and how the results from this group will be communicated to the funding agencies.

Elements of Interest :

- Acquiring and synthesizing demographic statistics for our field anti-Black, Latino/Hispanic, Women, LGBT+ sentiments and culture in particle physics
- How engineers (are “they” “physicists”?) are involved in the community
- How to deal with “crackpots”
- Involvement of non-US citizens in US physics

General Description :

Understanding the demographic groups and how identifying with a particular group disadvantages an individual in our field is critical. It forms the foundation for understanding what actions must be taken to change the structures within our institutions as well as the culture that individuals perpetuate through individual actions. Moreover, contextualizing this in the field of particle physics can bring into stark contrast our perceived notions of what we *think* our field is and what is *actually* is. This means understanding the stories of a wide array of under-represented minorities and marginalized communities including Black, Latino, women, LGBT+ and the intersection of these identities. Beyond these communities, it is important to realize how professional subfields within our field, such as engineers and technicians, can be marginalized by not being “part of the physics community” when in reality they are essential to our success and having their perspectives be represented should be viewed as essential. Along similar lines, within the US particle physics community, it is important to better understand the cultural and pragmatic issues that uniquely face non-American scientists studying and/or working within the US. Finally, it is important to understand the groups of individuals that themselves can become alienated by our reactions to their intellectual engagement and be dismissed as “crackpots” for any number of reasons. One large group of people who is commonly categorized as such are “flat earthers”.

In short, this LoI is proposing to commit to documenting the myriad groups who are marginalized, intentionally or otherwise, by the culture and systems set up within the field of particle physics and provide this in a context that can be appreciated by the community. In addition, it is imperative to facilitate the creation of networks (professional and social) in order to mitigate the feeling of alienation of cultural minorities in particle physics.