

Snowmass2021 Letter of Interest : Resource Issues and Recommendations for Funding Agencies

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Thematic Areas:

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

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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 :

- Produce recommendations to be “sent to HEPAP” as the view of the community. Highlight and quantify the need for financial support of DEI issues. Provide specific guidelines/requirements (e.g. include things like guidance on codes of conduct, including minority serving institutions in collaborations, implementing mentorship programs within collaborations, etc.)
- How to better take advantage of fellowships/grant opportunities for underrepresented groups. Comparative analysis of collaborations, labs, universities. Compare the diversity statements, committees/panels.
- How are statistics on diversity collected in various organizations
- Financial Barriers to Entry - “How can HEP be done with no money?”
- Guidance from astrophysics community (1907.13202, 1907.13172)

General Description :

The goal of snowmass is to provide guidance to HEPAP and eventually the P5 report which will eventually influence how funding is distributed back to our community. Although broadly the NSF, DOE, and APS “support” the concept of diversity, it is not clear that this view is in line with the view of our field and what the funding agencies view as necessary institutions. Policies may not exist in ways that promote social justice coherently with members of these institutions. For example, the protection of members by a code of conduct may vary widely based on the institution and/or the specific individual in a position of leadership thereby making it more challenging for an individual to navigate the professional environment in a free way knowing that their voice will be respected and heard. Pragmatically, programs may not exist that support under-represented demographic groups in the appropriate ways, or even if such programs exist, it may not be evident to the targeted groups or promoters of DEI within the field can take advantage of these specially allocated resources effectively. Or, financial barriers exist (e.g. HEP collaboration fees) that make the financial barrier to entry too high for academics employed by smaller institutions, thereby creating an “in” and an “out” group mentality. If the field of particle physics is committed to DEI, then how this manifests in the programs that are created to support the science we do and how funding is allocated should reflect these goals. In this way, the promotion and support of DEI and social justice issues within our field can move from a “secondary commitment” to an explicit achievement goal in one’s grant proposal.

This LoI proposes to gather an organized list of recommendations surrounding DEI that will be submitted alongside the “science goals for HEP” to the funding agencies that will shape the manner in which resources are allocated in the course of pursuing our scientific goals.