

Title: EDI - Capra Progress to Date

Speakers: Anna Heffernan

Collection: The 24th Capra meeting on Radiation Reaction in General Relativity

Date: June 09, 2021 - 11:00 AM

URL: <http://pirsa.org/21060047>



# CAPRA EDIT TEAM: PROGRESS TO DATE



## THE TEAM

### Co-chairs:

Anna Heffernan and Leanne Durkan

### Team Members:

Aaron Zimmerman  
Andrea Antonelli  
Jonathan Thompson  
Jonathan Thornburg  
Lidia Gomes Da Silva  
Philip Lynch  
Seth Hopper  
Zachary Nasipak

### Goal:

*"Our mission is to create a welcoming and diverse research community for everyone."*



Leanne Durkan

## THE 24TH CAPRA MEETING ON RADIATION REACTION IN GENERAL RELATIVITY

7-11 June 2021  
America/Phoenix timezone

Overview  
Timetable  
Registration  
Participant List  
Plenary Talks - Abstracts  
Contributed Talks - Abstracts  
Equity, Diversity, and Inclusion

### Equity, Diversity, and Inclusion

#### Capra EDI Team

##### Why Are We Doing This?

Last year, less than 5% of Capra speakers were women. With help from the Capra Equity, Diversity, and Inclusion (EDI) team hopes to improve on this to create a welcoming and diverse research community for everyone.

LISA launches in less than 15 years. Diverse teams perform better.

##### Statement of Inclusion

Capra meetings are open to all researchers regardless of gender, age, race, sexual orientation, socio-economic status, civil status, or family status.

We urge all those with an interest in research on self-force and extreme mass merging and submit an abstract for a presentation. Past and current attendees spectrum of their colleagues to apply, especially those from traditionally underrepresented groups: Black and Indigenous People, People of Color, People from Ethnic Minority groups.

##### Roles of the Capra EDI Team and Who We Are

###### Meet the Team:

Co-Chairs: Anna Heffernan, Leanne Durkan

Team Members: Andrea Antonelli, Lydia Gomes Da Silva, Seth Hopper, Phillip Lynch, Zachary Nasipak, Jonathan Thompson, Jonathan Thornburg, Aaron Zimmerman.

###### Duties of the Capra EDI Team:

1. Identify barriers for attendees and find ways to overcome them.
  2. Adopt a statement of inclusion, statement of purpose, code of conduct and accessibility checklist, which will be made easily accessible to attendees.
  3. Organize an EDI session and discussion at Capra and update the community on the team's activities.
  4. Provide resources to participants on how to pursue EDI at their home institutions.
  5. Encourage ideas from participants as to how we can increase diversity at Capra.
- Establish a clear point of contact to voice feedback or raise issues.
- Collaborate with the Capra organizing committee.
- Solicit feedback and suggestions via the contacts listed below.
- Elect new co-chairs at least biannually.
- Submit a report on the EDI team's activities and future suggestions.

##### Projects

The Capra EDI team is committed to equality, diversity and inclusion and believe that inclusion statements are not enough. In addition to advertising Capra widely, below are a list of additional projects that we pursue in order to ensure equal opportunities at Capra:

- Design a demographic survey for attendees to investigate why participants did not sign up to give a talk and why they chose not to do so.
- Begin tracking Capra participant statistics: ethnicity, gender.
- Mapping Capra: create a map showing where all our participants are from. This will demonstrate our diversity.
- Secure funding for those who need financial assistance to attend Capra meetings.
- Launch a mentorship program.
- Organize a mid-year EDI campaign.

##### For Participants

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Capra Code of Conduct

### Capra Code of Conduct

We believe all participants at Capra should feel welcome and safe. We take harassment and discrimination of any kind very seriously. Capra's draft code of conduct is listed below and will be reviewed at the EDI Discussion Session on Wednesday, June 9 at 11:00 am.

#### Statement of Values

The Capra meetings were initially formed to further the study of self-forced motion in the context of general relativity. While this remains our scholastic focus, we are also a community of people who strive to provide a safe and welcoming atmosphere for all who wish to partake in these academic pursuits.

#### Expected Behavior

We expect individuals in our community to treat one another with respect and without prejudice.

Unacceptable behavior includes, but is not limited to the following:

- Harassment
- Bullying
- Discrimination
- Retaliation

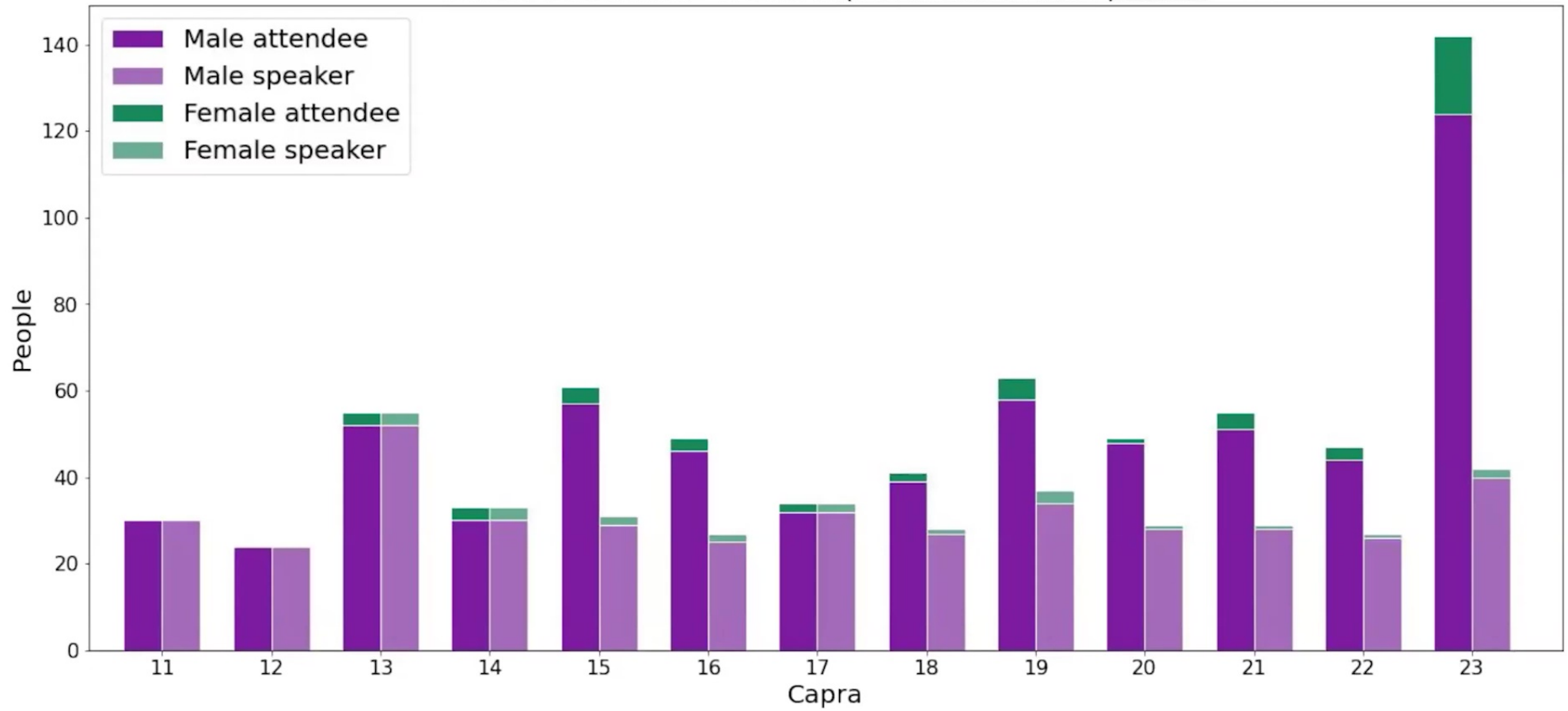
While bias and harassment come in many forms, the following forms are quite common. Discrimination based on the following is not acceptable:

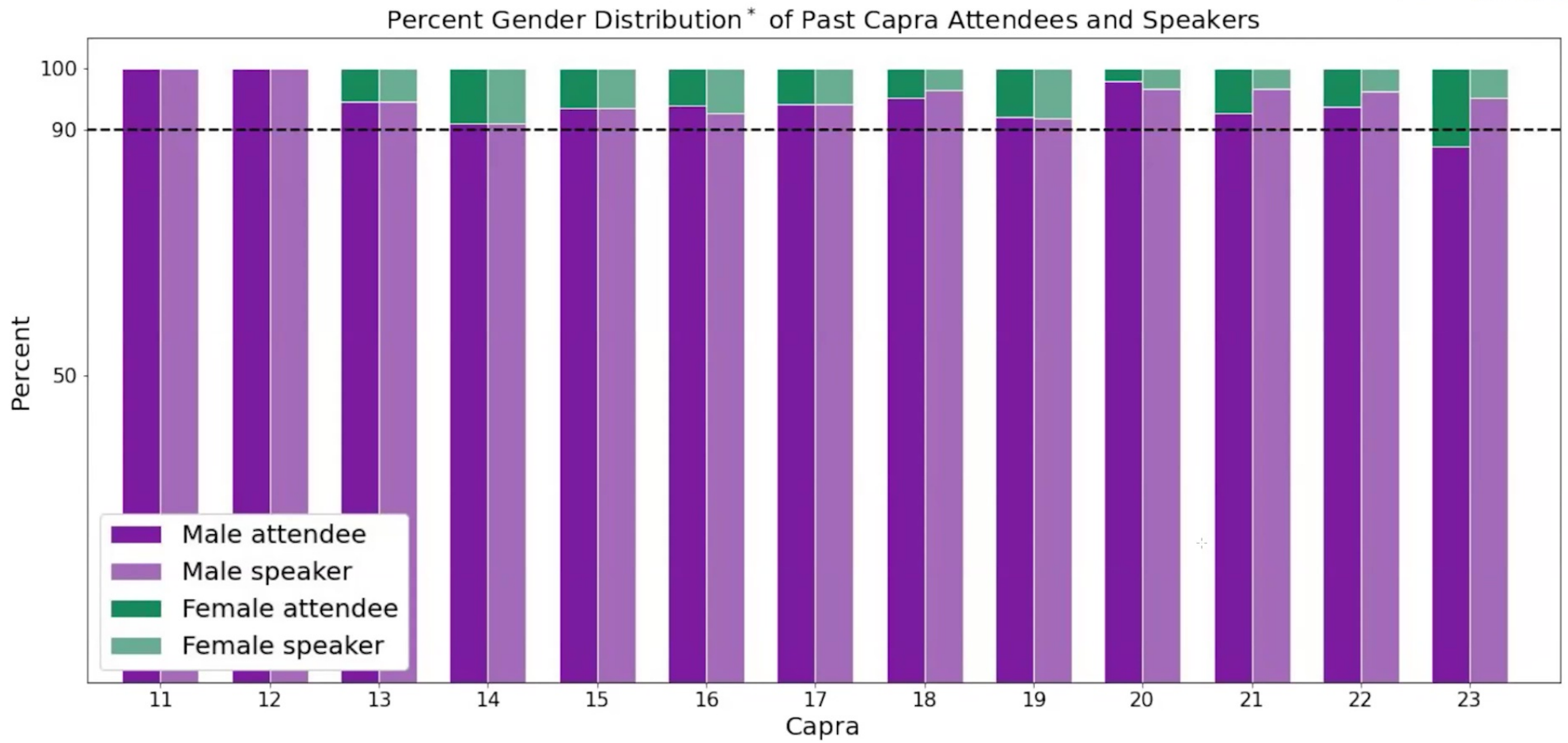
- Race
- Ethnicity

# WEBSITE UPDATE



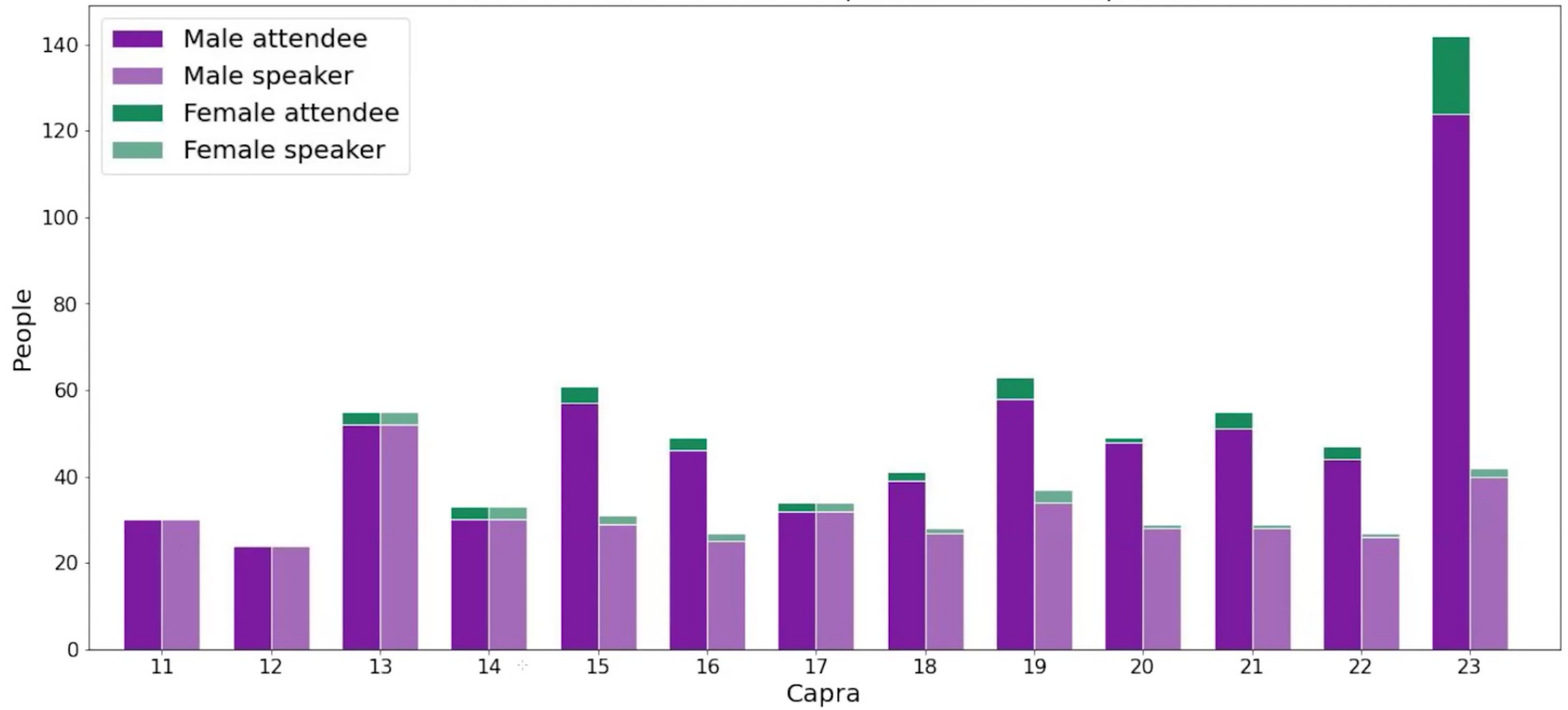
Gender Distribution\* of Past Capra Attendees and Speakers

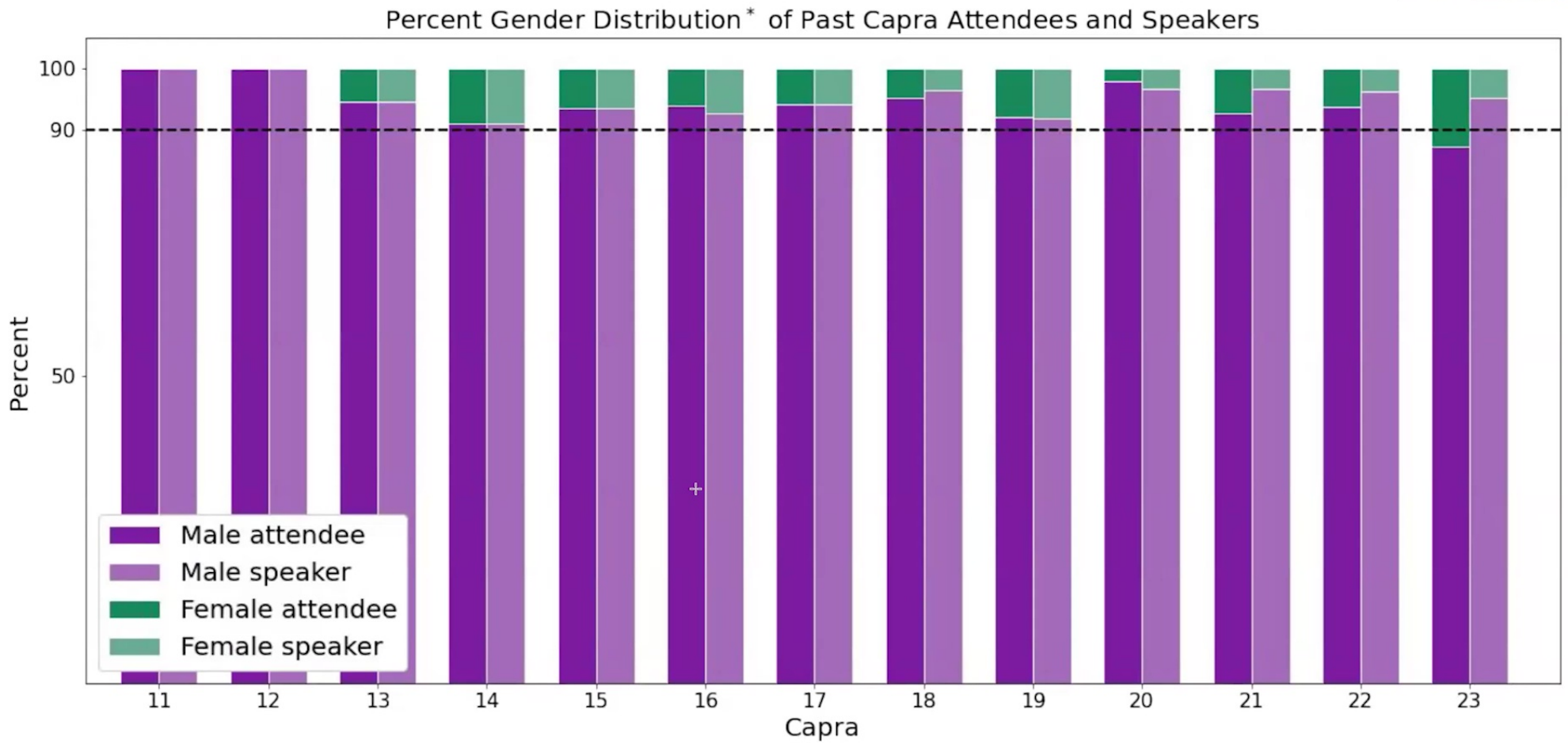






Gender Distribution\* of Past Capra Attendees and Speakers

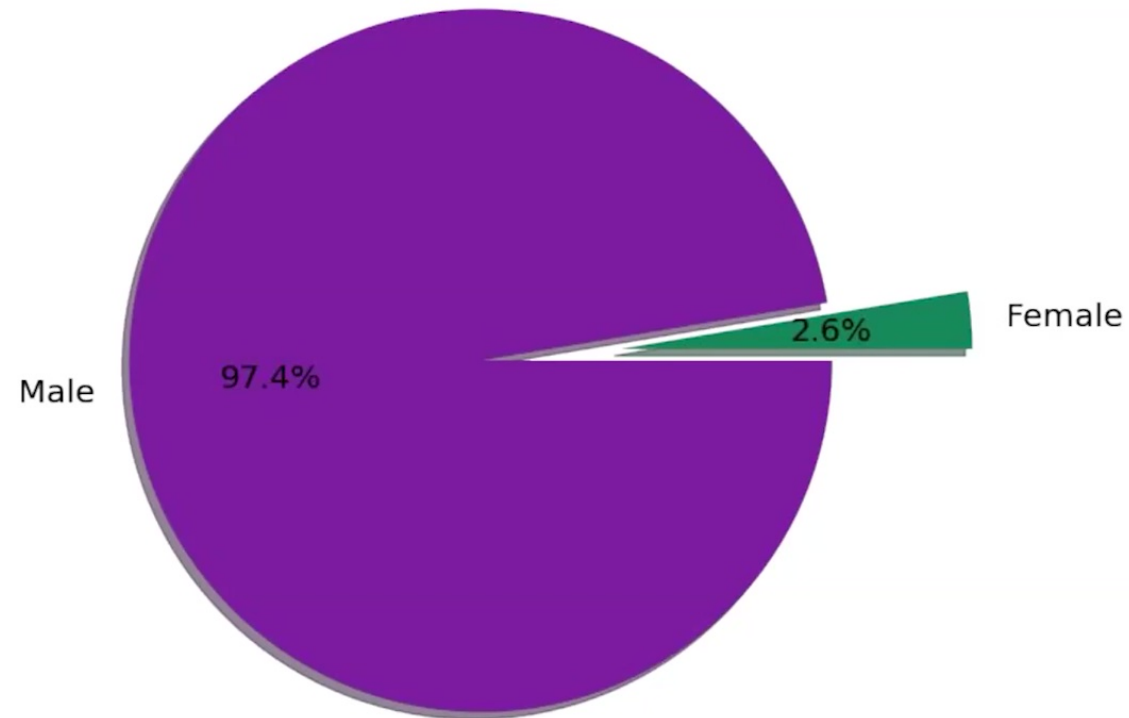








Gender Distribution\* of Past Invited Capra Speakers





# Capra 2021 EDI Survey

The purpose of this survey is to obtain accurate statistics on Capra's demographics in order to quantitatively demonstrate and understand how we can improve the diversity of our community. In particular, this survey aims to find out if there is a reason why attendees of a certain age group/gender/race did not apply to present a talk.

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Credit – Lidia Gomes Da Silva

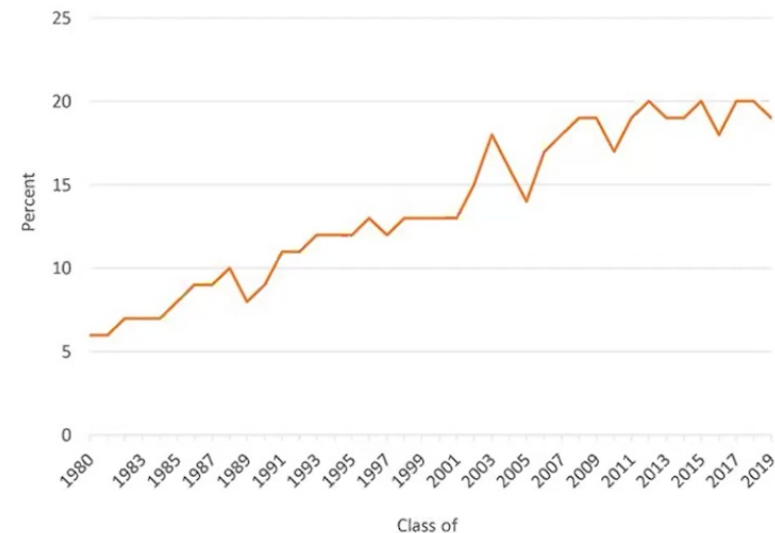


## HOW DOES CAPRA COMPARE?

- The physics/astrophysics community as a whole has a significantly larger percentage of women than Capra has had.
- Gender ratios vary from country to country.
- Gender ratios also vary between different fields of physics.
- There are less women in physics as age increases.

Credit – Jonathan Thornburg

Percent of Physics PhDs Earned by Women,  
Classes 1980 through 2019





## SO FAR...

- EDI website content and statement of inclusion
- Past Capra statistics - Jonathan Thompson
- Demographic survey - Lida Gomes Da Silva
- EDI session, invited speaker and discussion
- Code of conduct (for review)- Seth Hopper



## FUTURE PROJECTS



Mapping Capra: create a map of where all our participants are from to demonstrate our diversity.



Secure funding for those who need financial assistance to attend Capra meetings.



Launch a mentorship program.



Advertise Capra widely, with statement of inclusion.



Student talk competition to encourage early career academics.



Possible centralised webpage and email.



Continue to work with future Capra organisers



# WHAT YOU CAN DO

## RECRUITMENT:

1. Use a statement of inclusivity on your group website and in correspondence.
2. Advertise opportunities widely.

## OUTREACH:

1. Host undergraduate level seminars.
2. Get involved in public outreach events e.g. speak at primary/secondary schools.
3. Get involved in local EDI initiatives in your city/institution/department or start your own. eg. <https://piscopia.co.uk/>

## WHAT ELSE YOU CAN DO:

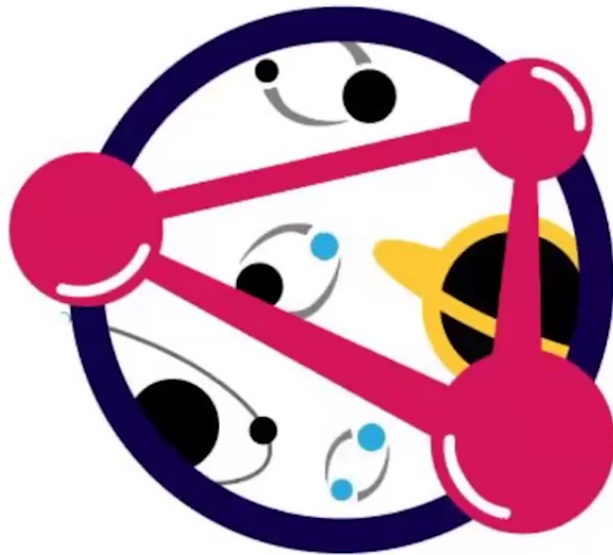
1. Read your home institution's EDI policies.
2. Get in touch with other research groups to learn what they are doing to pursue EDI.
3. Provide feedback to the Capra EDI team or get in touch for ideas.
4. Propose funding opportunities.



Co-chairs for Capra 25:

Leanne Durkan and Jonathan Thompson

New team members  
welcome!



# LISA LAUNCHES IN LESS THAN 15 YEARS

## DIVERSE TEAMS PERFORM BETTER

For information on the effects of diversity see the McKinzie reports “*Diversity Matters*” (2015) and “*Delivering through Diversity*” (2018)

Study of gender diversity in research and development: “*Gender diversity within R&D teams: Its impact on radicalness of innovation*” Diaz-García et al. (2013)