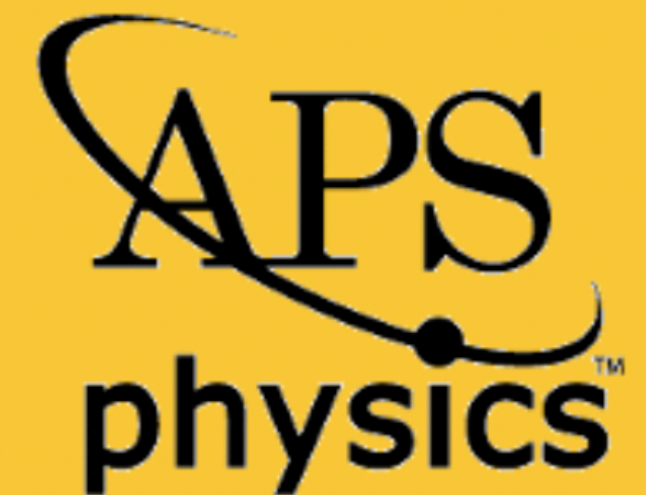




# DNP2022

**Fall Meeting of the Division of Nuclear Physics  
of the American Physical Society  
Oct. 27 – 30, 2022**

**Hyatt Regency Hotel, New Orleans, LA**



Mark Bandstra  
Heather Crawford  
Tom Gallant  
Reiner Kruecken  
Hannah Parrilla  
Ernst Sichtermann

# DNP 2022

- First *in-person* DNP Fall Meeting since 2019,
- Surely, many of us are looking forward to, *and are scrambling to prepare for*, the upcoming Division of Nuclear Physics 2022 Fall meeting,
- Inspiring science, new results, insights, discussions, ...
- Everyone agrees to abide by the APS Covid Policy, as well as the APS code of conduct as part of their registration that aims to enable these professional and scientific experiences for all,



# DNP 2018

Fact is that as a community we do not always succeed:

## APS NEWS

April 2019 (Volume 28, Number 4)

### The Back Page

#### Impressions from the APS Division of Nuclear Physics Fall Meeting

By Sara Jane

Note: The APS Division of Nuclear Physics (DNP) is committed to providing an inclusive space where physicists can exchange ideas and share their interests in nuclear physics, regardless of the origin, color, gender, sexual orientation, gender identity etc, of the scientist.

In this context, last year the DNP requested stories from the membership. Rather than present each story in isolation, we have chosen to collect them as though they happened to one young woman as she navigates DNP meetings. Each incident related in this compendium was submitted to us as an actual personal experience, however, only a fraction of the stories are included in this first edition (others stories will be part of future editions). All names have been changed to protect confidentiality.



**Dear Diary,**

**Wednesday 8:30 a.m.**

*After our registration, my advisor told me he would introduce me to this famous physicist that was standing in the lobby. I got so excited. He just looked at my name badge, nodded in recognition and said he thought I was a man. Clearly this person needs to work on his implicit bias and expand his imagination to include women physicists...*

... the article continues. I found it a disturbing read.

# DNP 2022

- The APS Code of Conduct has contact information in case you need to report something, online via [aps.ethicspoint.com](https://aps.ethicspoint.com), or by phone: (844) 660 3924,
- Most, if not all, session chairs were trained on technical aspects and on a number of possible scenarios,
- Growing DNP Allies Program — allies can be identified by a bright orange scarf or arm-band and are available to talk with anyone,
- The Laboratory's IDEA website includes usable [resources](#) for “Upstanders.”



<https://ideas-in-action.lbl.gov/accountability/upstander>



Berkeley Lab's IDEA strategy aims to unlock potential and innovation, and create a culture of welcoming and belonging within our teams. Part of this strategy is to understand the research on team psychological safety, and how the findings can benefit the Lab as "the home of Team Science." Psychological safety is the shared belief that the team is safe for interpersonal risk-taking. This type of safety affects our ability to fully contribute as a valued team member, and impacts engagement, retention, and morale. Furthermore, the ways in which implicit biases and microaggressions show up in the workplace can also affect the team's level of psychological safety and trust.

① In promoting the "A" in IDEA for accountability, we are encouraging Berkeley Lab colleagues to learn more about becoming an **"Upstander."** An Upstander is someone with integrity and courage who recognizes when something is wrong, acts to make it right, and hopefully prevents it from

**TL;DR — Interrupt, Question, Educate, Echo — if / when it is appropriate and safe to do so,  
Listen Up, Show Up, Talk Up, Speak Up**



# Code of Conduct for APS Meetings

It is the policy of the American Physical Society (APS) that all participants, including attendees, vendors, APS staff, volunteers, and all other stakeholders at APS meetings will conduct themselves in a professional manner that is welcoming to all participants and free from any form of discrimination, harassment, or retaliation. Participants will treat each other with respect and consideration to create a collegial, inclusive, and professional environment at APS Meetings. Creating a supportive environment to enable scientific discourse at APS meetings is the responsibility of all participants.

Participants will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, educational background, or any other characteristic protected by law. Disruptive or harassing behavior of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behavior and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

Violations of this code of conduct policy should be reported to meeting organizers, APS staff, or the APS Director of Meetings. Sanctions may range from verbal warning, to ejection from the meeting without refund, to notifying appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated. If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.

**Need to report something: [aps.ethicspoint.com](https://aps.ethicspoint.com), (844) 660 3924**

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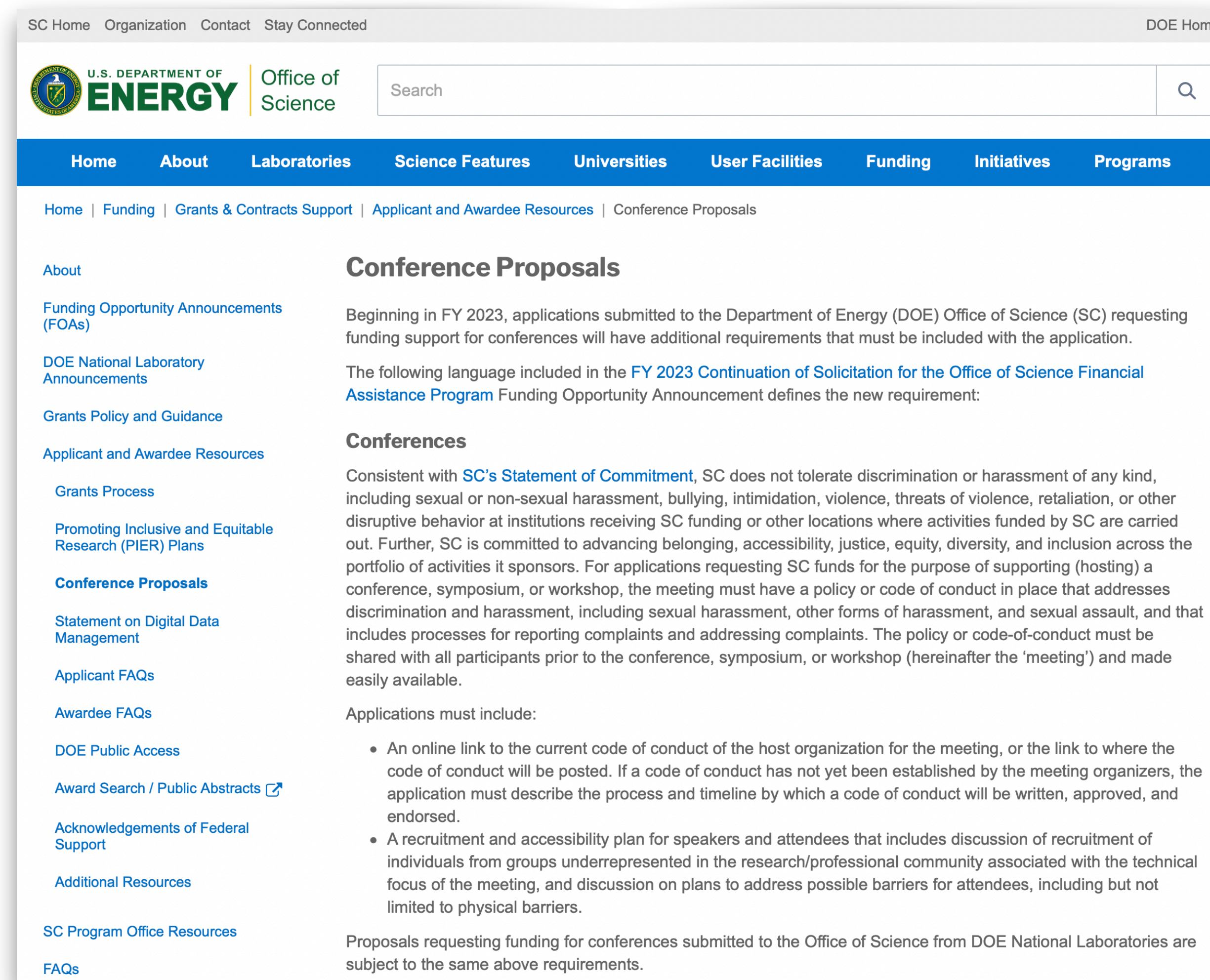
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# New Conference Requirements



Beginning in FY 2023, applications submitted to the Department of Energy Office of Science requesting funding support for conferences will require: a posted **code of conduct**, and a **recruitment and accessibility plan** for speakers and attendees.



# IDEA Resources

- URM Job Posting funding
  - [Luminary Cards](#)
  - IDEA SPOT Award Program
  - [LeanIn cards “50 ways to fight bias”](#)
- 
- [Idea.lbl.gov](#)
  - [Employee Resource Groups](#)
  - [Physical Sciences Workplace Life Committee](#)

## **Consider joining the Council!**

- All-volunteer effort
- Looking for people from all roles and areas of NSD

**Share your ideas for topics or other feedback:**

**[NSD-IDEA-Council@lbl.gov](mailto:NSD-IDEA-Council@lbl.gov)**