


DNP2020

Fall Meeting of the Division of Nuclear Physics
of the American Physical Society
Oct. 29 – Nov. 1, 2020 *Now Virtual Meeting!*
~~Hyatt Regency Hotel, New Orleans, LA~~



Mark Bandstra
Heather Crawford
Tom Gallant
Ernst Sichtermann

DNP 2020

- I am sure many of are looking forward to, *and are scrambling to prepare for*, the upcoming Division of Nuclear Physics 2020 Fall meeting,
- Inspiring science, new results, insights, discussions, ...
- Everyone agrees to abide by the APS code of conduct as part of their registration that aims to enable these professional and scientific experiences for all,

DNP 2018

- The reality is that we do not always succeed:

APS NEWS

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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 harrowing read.

- DNP 2020 is virtual; advantages and new challenges

DNP 2020

- The APS Code of Conduct has contact information in case you need to report something, online via 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,
- The Laboratory's IDEIA website includes valuable and usable upstander resources

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



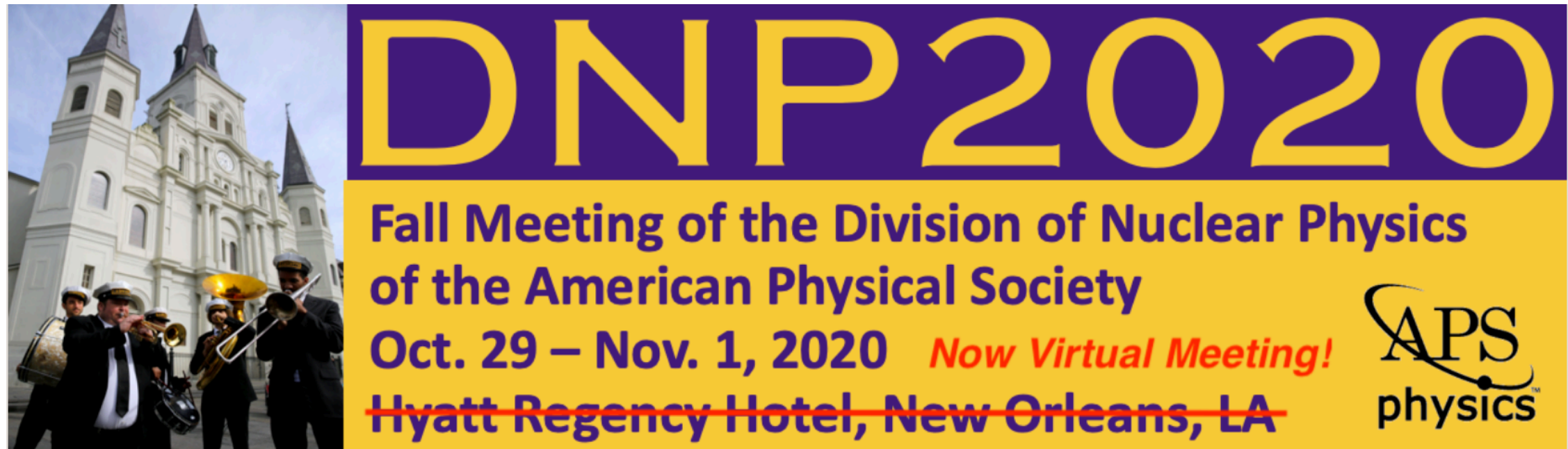
Berkeley Lab's IDEA strategy aims to unlock potential and innovation, and create a culture of welcoming and belonging within our teams. Part of this strategy is to understand the research on team psychological safety, and how the findings can benefit the Lab as "the home of Team Science." Psychological 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

TLDR take-aways: **Interrupt, Question, Educate, Echo**

Listen Up, Show Up, Talk Up, Speak Up

See also our July 28 staff meeting discussion on Upstander Behavior



- I am sure many of are looking forward to, *and are scrambling to prepare for*, the upcoming Division of Nuclear Physics 2020 Fall meeting,
- Let's all contribute as scientists and upstanders to ensure inspiring science, new results, insights, discussions, ... for all.

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