



# The Euclid Consortium Diversity Committee (ECDC)



Chiara Sirignano (UniPD & INFN PD)

on behalf of ECDC



**6° Meeting Nazionale Collaborazione Euclid ITALIA**  
19 - 20 Gennaio 2023

# The Euclid Consortium Diversity Committee (ECDC)

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Image banner by Kirsten Ulve

<https://sites.google.com/view/ecdc-website/home>



Our website provides some information that might be useful to all of you, but the list is non exhaustive.

<https://sites.google.com/view/ecdc-website/home>

Other infos and resources are available on Redmine

<https://euclid.roe.ac.uk/projects/ecdc/wiki/Wiki>

Please feel free to contact for any concerns.  
ecdc@euclid-ec.org





# *Our aim*

- *The Euclid Consortium Diversity Committee aims to encourage a positive and inclusive environment within the Euclid Consortium.*
- *Every single member of the Euclid Consortium plays a key part in this process, and we are here to promote that and assist anyone in need within the collaboration.*

***Embracing equality, diversity and inclusion is key to success.***





Agenzia  
Spaziale  
Italiana



*The ECDC has a duty of support and guidance, however all committee members have to abide by confidentiality rules.*

*EC members in need of the ECDC support should feel free to contact any members of the committee that they feel comfortable with, and can request to remain anonymous to the rest of the committee if they wish. While the ECDC aims at being as transparent as possible, all EC members have to keep in mind that none of the ECDC committee members can break confidentiality.*

***The ECDC is opened to all EC members. If you are interested in joining us, regular calls for applications are being sent to the entire EC. Next call for (4) applications is scheduled for February 2023.***



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# *Main Activities*

The ECDC provides help and support:

- regarding [hiring processes](#).
- detail the rules established by the ECB regarding the [organization of events under the banner of the Euclid Consortium](#).
- in maintenance of the Euclid [Code of Conduct](#), and the [Meeting Code of Conduct](#).





# Online Resources

[Code of Conduct of the EC](#), as well as the [Meeting Code of Conduct](#).

In the context of our action to promote fairness of the hiring process, we provide information and online materials to potential recruiters in order to promote diversity and equality.

Information on [Unconscious Bias](#), [Impostor syndrome](#), some ground [rules for respectful discussion](#).

A list of [definitions](#) for some of main issues (unfortunately) faced when it comes to diversity and equality. This information is non exhaustive and should be taken as such.





# *Code of Conduct*

The Code of Conduct is drafted by ECDC and endorsed by the Euclid Consortium Board, it is a live document (the last version is available on Redmine pages).

## *Content*

Inclusion and respect, Discrimination, Harassment and Bullying  
Scientific Misconduct,

Communication and privacy, Recordings of Euclid Videoconferences,

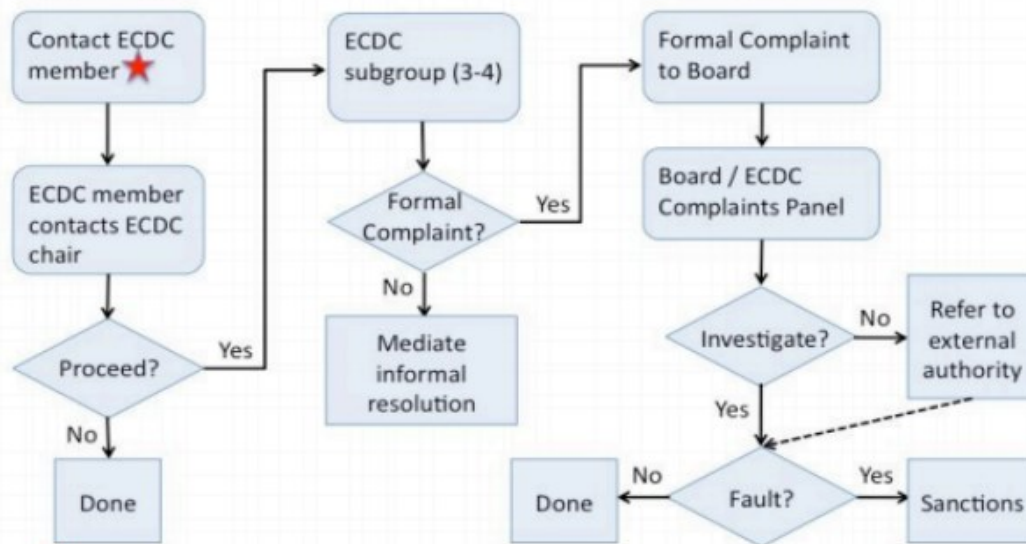
Resolution of Conflicts and Complaints, Retaliation, Potential Sanctions





# Resolution of Conflicts

## Complaints Procedure



★ Note that EC members are free to talk to anybody they want (e.g. supervisors, local HR)!

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Thanks for the attention and feel always free to contact any of us



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Angela Iovino

co-Chair  
Italy

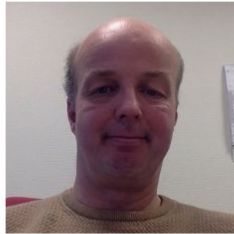
[angela.iovino@inaf.it](mailto:angela.iovino@inaf.it)



Mark Brodwin

USA

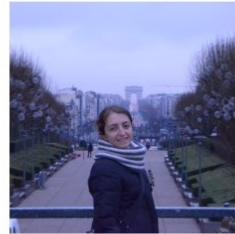
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