



TARGET Program, Fermilab

PARTICLE PHYSICISTS

Value Diversity and Strive Toward Equity

Particle physicists understand the importance of having a diverse research community and fostering a sense of belonging among its current and future members. We are actively working to improve the climate for groups historically underrepresented in physics. These long needed changes to address systemic inequities are taking place throughout the community and wherever physicists work, including laboratory and university settings.



SAGE-S Summer Camp, SLAC



Community strategy to enable a diverse future

"What drives significant intellectual progress and breakthroughs is having a diverse pool of talents who bring in distinctive skills and perspectives. Through the Snowmass decadal planning process, the U.S. Particle Physics community is strategizing ways to ensure **equal access to education and career opportunities** for historically marginalized communities."

—**Mu-Chun Chen** (she/her/hers)
University of California, Irvine



Building a sense of belonging and a pathway to success

"The Suarez group at Boston University established a mentoring program for women and other underrepresented students to facilitate participation in LHC research starting early in their undergraduate career. We're invested in **promoting the mentoring, teaching, and training of students and creating a pipeline for their success** through involvement in research. This ensures that we create a STEM workforce that is diverse in experiences, knowledge, and skills."

—Indara Suarez and Daniel Spitzbart
Boston University



Broadening research opportunities

"The Visiting Faculty Program (VFP) fosters collaboration between Fermilab employees and faculty and students from universities that are underrepresented in the

research community, including HBCUs and other minority serving institutions. As the VFP lead, my goal is to bring awareness to this DOE-sponsored program so that more **faculty and students can strengthen their research competitiveness** and bring innovation to Fermilab, their universities, and the DOE mission areas."

—Kathrine Laureto
Fermilab



Expanding graduate education opportunities

"As an undergraduate student, I had to balance a full-time job and class, which left little time to gain adequate research experience. I was accepted at Cal State Long Beach through the APS Bridge Program, where I received **outstanding mentorship and guidance both in academics and professional development**. After earning a masters degree and a PhD, I am now a postdoctoral fellow continuing my work at the frontier of high energy physics research and computing."

—Daniel Diaz, UC San Diego



Building inclusive environments

"The increased **awareness of diversity and equity issues is translating into action** in particle physics collaborations and university physics departments. Large collaborations have Codes of Conduct and strive for diversity when assigning management positions. University physics departments increasingly consider diversity and inclusion a core value in teaching and research. Target of opportunity programs and improvements in candidate evaluation are making hiring and admissions more equitable, **leading to increased diversity** in faculty and students."

—Meenakshi Narain, Brown University



usparticlephysics.org

Prepared by:

