

OUTREACH & WELLBEING @ HIP



HELSINKI
INSTITUTE OF
PHYSICS

HIP TOWN MEETING 2019



PART 1 OUTREACH

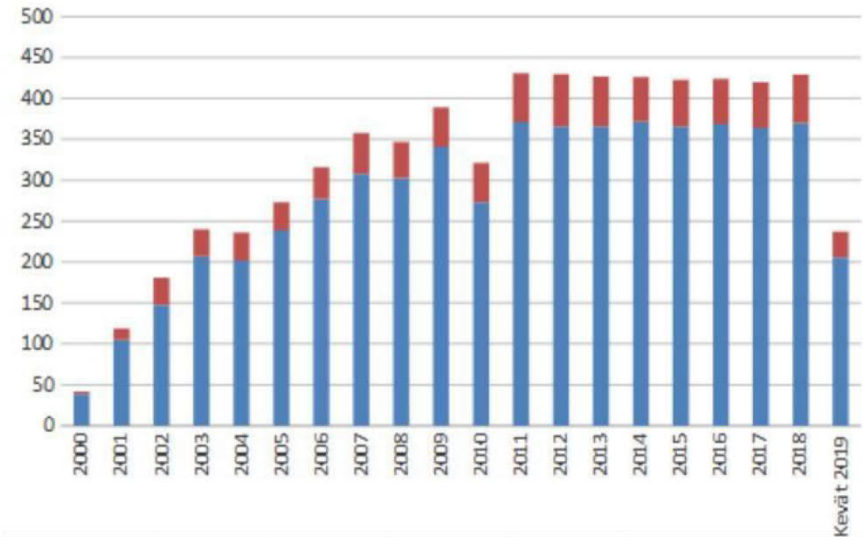
OUTREACH – WHY & HOW

- Why outreach:
 - **Societal interaction** is one of the three main responsibilities of Universities
 - **Encouraging children and youth**, especially girls, to pursue career in particle physics in particular and STEM in general
 - **Disseminating information** about particle physics to general public
 - **Role models**
- HIP CMS groups and Detector Laboratory are active in “**show-and-tell**”
- Several HIP researchers are active in **media and literature** (e.g. Enqvist, Räsänen)

HIP Science Schools @ CERN

- Three-day module with **lectures and visits**, given by researchers
- By June 2019 **5592** students from **375** schools & **1260** teachers with the groups or separately from **243** schools
- During the academic year 2018-2019, **373** students & **56** teachers
- Also: **open data** education in Finland & workshops at CERN
- More info: Kati Lassila-Perini

Doc. chief engineer Eija Tuominen



Kati Lassila-Perini, Tuija Karppinen: "Lukiolaisten tiedeopiskelu CERNissä lukuvuonna 2018 – 2019", HIP 17.9.2019

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HIP @ CERN Open Days

- CERN Open Days 20-22.9.2019: 7000 visitors at **CMS cave** (& more above the ground) with ~200 CMS users
- Only positive feedback from CMS visitors
- See faces of happy visitors: hashtag **#myCMSvisit**
- More info: Panja Luukka



HIP Boot Camp @ CERN

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- One-week intensive summer course with 5 ECT points
- Aimed at **polytechnic** school students, working with HIP students
- Focus in solving great societal or humanitarian challenges by applying **service design and design thinking** methods
- More info: Tapio Lampén



HIP @ IPPOG

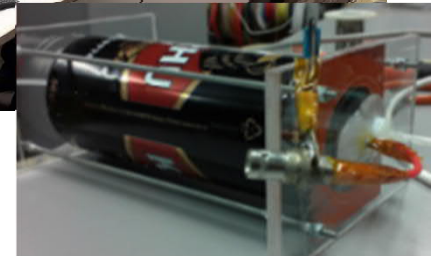
- **The International Particle Physics Outreach Group** (<http://ippog.org/>)
- IPPOG has 30 members: 24 countries, 5 experiments and CERN
- E.g. **MasterClasses**, annually also at Kumpula.
- Finnish delegate: Sami Lehti



Jennifer Ott
and the 17th
IPPOG
meeting
(<https://indico.cern.ch/event/767060/overview>)

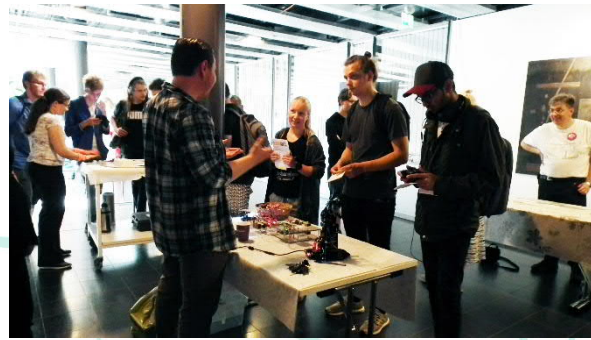
Visits to HIP @ Kumpula, 1/2

- Visits by **high school** students and teachers, with lectures and laboratory demonstrations:
 - 2018: 233 students & teachers
 - 2017: 296 students & teachers
- Visits by **elementary schools**:
 - 2017, ~80 9th graders with CMS virtual visit
 - 2017, ~20 2nd graders with laboratory exercises
- More info: Mikko Lotti, Jennifer Ott
Doc. chief engineer Eija Tuominen



Visits to HIP @ Kumpula, 2/2

- **“Road shows” & lab visits,** @ Kumpula potentiaali, Science Bazaar, Koe-Kumpula, Master Classes, Witchcraft Day, Bring-your-Child-to-Work
- **Hosting practices:** TET, Lukio-TET, Taksvärkki, Watchmaker School



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HIP Visits Outside Kumpula

- Visits to high schools & elementary schools
- “Road shows” @ exhibitions, festivals, Researchers’ Night, etc.



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Doc. chief engineer Eija Tuominen



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Science Basement ry



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The Science Basement

Students and early career researchers from UH and Aalto providing opportunities for scientists in training to communicate outside of science



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More info: Ekaterina Baibuz



PART 2 WELLBEING

WHY WELLBEING

- Wellbeing is an issue:
 - Half of the HIP personnel report **stress** and disturbing tiredness during the working day & **delayed recovery** during free time (Mehiläinen 2019)
 - Cases of **sexual harassment** (Helsinki Assoc. Women Researchers 2018)
 - **Inappropriate behavior**, harassment, problems with stress (Faculty-wide wellbeing survey 2017)
- **HIP priorities** for the development of wellbeing (ref. the 2017 survey):
 - 1) career development
 - 2) work-life balance
 - 3) internal communication
 - 4) working conditions

Wellbeing @ HIP

HOW TO discuss challenging situations

You may have seen these!

0. Remember that everyone has the right to feel safe and respected at work

Kumpula Campus Code of Conduct (<https://www.helsinki.fi/en/faculty-of-science/faculty/kumpula-campus-code-of-conduct>)

1. In case of bullying, abuse, harassment, or other unpleasant behavior CONTACT:

- Your supervisor (@HIP: Rummukainen, Tuominen, Väihkönen or Österberg)
- Your supervisor's supervisor (@ HIP: director Huitu)
- UH harassment contact persons:
Timo.Valtonen@helsinki.fi, Veli-Pekka.Heiskanen@helsinki.fi and
Pirjo.Kekalainen@helsinki.fi
- Kumpula occupational safety representative: Seija.Lemettinen@helsinki.fi
(deputies Antti-Pekka Tuovinen and Jukka Nieminen)
- Your union representatives (depends on your union, check Flamma)
- The Kumpula Physics wellbeing group: www.hip.fi/wellbeing

2. In case of stress, burnout, or issues in your personal life, etc. CONTACT:

- Mehiläinen occupational health nurse @ Kumpula:
Jaana.Koskinen@mehilainen.fi
- Mehiläinen occupational physician (@ HIP: Carita Sundman-Digert)

Grant-holders: only public health centers

3. More info @ Flamma:

- Finnish: Flamman pääsivu: "Palvelut ja ohjeet": "Hakemisto A-Ö":
i. H: "Haastavat tilanteet työyhteisössä"
ii. T: "Työsuojelu" → "Työsuojeluorganisaatio"
iii. Y: "Yhteistoiminta ja työehtosopimus" → "Yhteistoiminta ja luottamusmiehet"
- English: Flamma main page: "Services and instructions":
i. "Directory A-Ö": C: "Challenging situations in the work community"
ii. "Human resources" → "Occupational safety"
iii. "Human resources" → "Collective agreement" → "Joint consultation and union representatives"

PS. Upgrade is on the way by David & Eija!

PHYSICS WELLBEING GROUP

- HIP / UH Physics Wellbeing group was established at 2017, in connection to the Faculty-wide wellbeing survey
- **Diverse group:** males & females, junior & senior, various professional areas, chaired by prof. Flyura Djurabekova
- Activities:
 - **Point of first contact** for any difficult situations
 - Organizing **Physics Department Colloquium** to foster social networking
 - Providing information for and analyzing data of **wellbeing surveys**
 - Organizing **events**
 - More info at the **wiki page** (www.hip.fi/wellbeing)

The Wellbeing group

Kumpula Physics



You may have seen these!

We are the first point of contact for any difficult situation you might have!

<https://wiki.helsinki.fi/display/WellBeing/Home+of+WellBeing>

<http://www.hip.fi/wellbeing>



Kumpula Campus Code of Conduct

- **The** Code of Conduct sets out **clearly, openly, simply, positively, preventively and proactively**:
 - How **we behave** in our Faculty of Science,
 - How **we represent** our Faculty to the outside world,
 - What kind of behaviour **we expect** from each other,
 - How **we ensure** that our Faculty is a place of work, study and visit that is good for everyone,
 - How **the values** of the University can be clearly translated into guidelines that everyone can – and must – follow.
- <https://www.helsinki.fi/en/faculty-of-science/faculty/kumpula-campus-code-of-conduct>
- More Info: Samuli Siltanen, David Weir, Eija Tuominen



PS.
Stickers
available
at comms
office EXA
A210!



Kumpula Campus Code of Conduct

TRUTH AND KNOWLEDGE

- We are guided in our actions by our core values of truth and knowledge, autonomy, creativity, critical mind, edification and wellbeing.
- We take as a starting point for our research, teaching, learning and other activities the pursuit of truth and new knowledge.
- We respect and value difference.
- We are open to new ideas and approaches.
- We structure our efforts so that others can get involved, and continue or extend our work.
- We do not deceive others, whether by unintentional omission or by deliberate act.
- We respect the privacy of others, and the confidentiality of information, documents and data.
- We do not commit plagiarism, or misinterpret or falsify data.

AUTONOMY

- We recognise that our behaviour may reflect upon the reputation of the Faculty of Science.
- We respect the limited human, financial and material resources available to the University community.
- We advise and guide each other where appropriate.
- We exercise adequate supervision when in a position of authority, or when delegating tasks, avoiding excessive workloads.
- We do not abuse our authority, position or power to obtain special treatment or undue influence for ourselves or others.
- We are familiar with, and follow, all relevant rules and regulations.
- We avoid conflicts of interest, whether real or perceived.

CREATIVITY

- We are open to new ideas and approaches.

- We value all areas of academic endeavour equally highly.
- We keep up-to-date with developments that affect our work, studies or research.
- We apply our learning, skills and professional experience constructively for the benefit of all.
- We share any knowledge that could benefit each other in our work or studies.
- We adopt alternative approaches in order to generate new thoughts and concepts.
- We give credit to others for their contributions.

CRITICAL MIND

- We demonstrate fairness and impartiality.
- We define clear and realistic objectives for our activities and communicate them to each other.
- When offering others feedback or criticism, we do so constructively and without harshness.
- We do not allow outsiders to affect our judgement or interfere with the application of our skills or specialised knowledge.
- We strive for openness of meaning, tolerance for different opinions and avoidance of moralistic language.
- We show flexibility and willingness to adapt to change.
- We address conflict proactively and impartially.

EDIFICATION

- We promote versatile education, in-depth learning and the development of problem-solving skills within the University and across society.
- We offer our learning and research results for the service of society.
- We educate experts who can make a positive contribution to the world.
- We promote sustainability in all our activities, such as teaching, research, processes and practices.
- We exercise critical judgement in our public comments and activities (including social media) in order to uphold the good reputation of the Faculty of Science.

WELLBEING

- We treat others with tolerance, courtesy and mutual respect, maintaining good working and learning relationships with all.
- We promote diversity and inclusiveness, both in terms of personal characteristics and professional skills.
- We refrain from unpleasant or disparaging remarks or actions on the basis of gender, gender identity, age, religion or belief, nationality, culture, ethnicity, race, sexual orientation, seniority, health, disability, family situation, pregnancy or caring responsibilities.
- We abstain from, actively discourage and report all forms of discrimination, harassment and abuse.
- We promote and maintain a safe and healthy environment. We look after our own and others' mental and physical health.

You may have seen these!

WELLBEING & DIVERSITY

- Diverse communities make better decisions!
- Activities in promoting equality and diversity:
 - **FPS Finnish Women in Physics (FinWiP)**
(<https://blogs.helsinki.fi/finnishwomeninphysics/>)
 - **Kumpula Campus Women in Science Network**
(<https://blogs.helsinki.fi/kumpulawomen/>)
 - **Helsinki Association of Women Researchers (HELWOR)**
(<https://blogs.helsinki.fi/tutkijanaiset/>)
 - **GENERA Network** (www.genera_network.eu), representative Venus Keus
 - **2nd Nordic Conf. in Diversity in Physics** (<https://norndip.com/norndip-2019/>)
 - More info ↑: Hanna Vehkamäki & Eija Tuominen
 - **Kumpula-LGBT+ organisation**, more info: Natalia Lahén, Juulia Moreau
 - These all welcome all genders!



Genera Network GA, DESY 18-19.9.2019

You may have seen these!

Doc. chief engineer Eija Tuominen



11 Annual Conference

Nordic Network for Diversity in Physics

Abstract Submission Deadline: 30 September 2019

ON LINE REGISTRATION OPEN UNTIL 15 OCTOBER

Main themes: physical sciences and diversity/equality related topics

Keynote Speakers:

Fabiola GIANOTTI, CERN, Switzerland – t.b.c.

Jadranka GVOZDANOVIC, University of Heidelberg, Germany

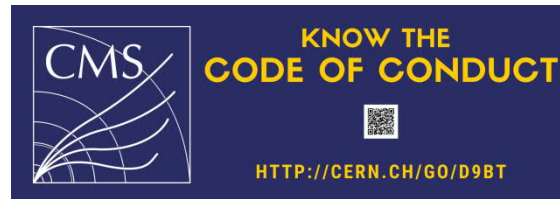
Details and info: www.norndip.com

Contact: norndip@gmail.com

NORNDIP has received financial support by NordForsk.

WELLBEING @ CERN CMS

- CMS Women Forum →
- CMS Diversity Office
(<https://twiki.cern.ch/twiki/bin/view/CMSPublic/CMSDiversityOffice>)
 - Recently composed the CMS code of conduct
 - Deals e.g. with careers, disabilities, harassment, discrimination, wellbeing
 - "CERN Round Table Meetings" with CERN Diversity Office, Disability Network, LGBTQ Network, HR
- More info: Panja Luukka
Doc. chief engineer Eija Tuominen



IT'S EVERYONE'S RESPONSIBILITY TO:



Maintain a professional environment in an atmosphere of tolerance and mutual respect.



Abstain from all forms of harassment, abuse, intimidation, bullying and mistreatment of any kind.



This includes intimidation, sexual or crude jokes or comments, offensive images, and unwelcome physical conduct.



Keep in mind that behaviour and language deemed acceptable to one person may not be to another.



Help our community adhere to the code of conduct and speak up when you see possible violations.

WELCOME: ATHENA SWAN & PROJECT JUNO @ Kumpula

- **“Towards Equal Opportunities”** - information meeting about UK Athena SWAN and Project Juno equality and diversity initiatives
- Physicum E207, Friday 11.10.2019, 9.30-12.00:
 - Opening by vice-rector **Tom Böhling**
 - **Gary Loke**, Advance HE: Athena SWAN covering all disciplines
 - **Prof. Nicola Wilkin**, University of Birmingham: Physics-specific Project Juno
 - Panel discussion including **Mark Hindmarsh**, UH Dep. of Physics
 - Networking
- Registration <https://elomake.helsinki.fi/lomakkeet/100060/lomake.html>
- More info: David Weir, Hanna Vehkamäki & Eija Tuominen

SUMMARY

“Science is not a boy's game, it's not a girl's game. It's everyone's game.”
- Nichelle Nichols



<https://oursecurefuture.org/blog/%E2%80%99Cscience-not-boy%E2%80%99s-game%E2%80%9D-celebrating-international-day-women-and-girls-science>

The background is a solid teal color. It features several abstract white geometric elements: a large circle on the left with two small dots on its upper-left edge, a curved line segment at the top left, a curved line at the top center, a curved line at the bottom center, and a curved line on the bottom right with a small dot on its upper-left edge.

Thank You.