

OUTREACH, EDUCATION AND EDI

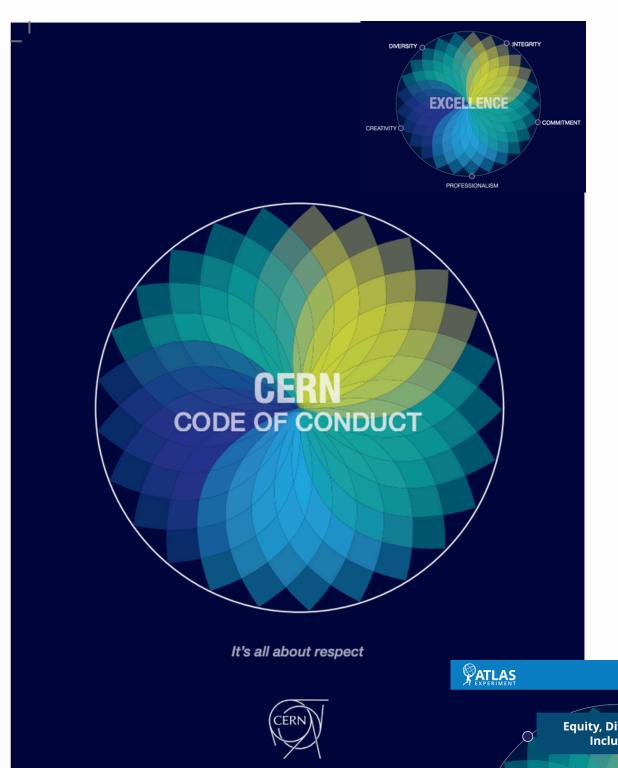
KATE SHAW
UNIVERSITY OF SUSSEX

2025 STFC HEP Summer School 3 September 2025





EDI & Outreach in High Energy Physics



Thing have changed a lot!

- Code of conduct at workshops, meetings & conference
- Experiments have **EDI statements**, EDI groups, lunches
- Many big conferences now have tracks on outreach and education, and on EDI so that researchers can present projects and initiatives

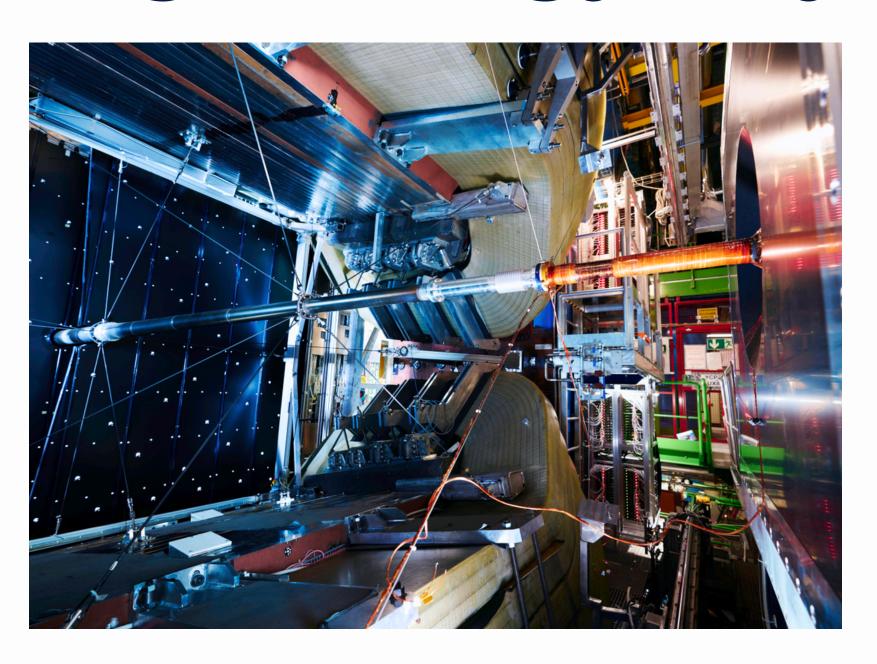
EDI is very important, as we have seen it can take many years to fight for equal rights, but things can also go backwards quickly







Diversity and Outreach in High Energy Physics



High Energy Physics is inherently <u>international</u>, and our community understands that to get the <u>best talent</u> we need to encourage diversity, equity and inclusion!

To achieve our ambitious goals in HEP we need international support and funding.

As scientists we know its our responsibility to reach out to the public, students and policy makers to **communicate** what we do and why!



EDI: Very important for our community

Equity: Treating people of all identities and backgrounds fairly and respectfully with regard to opportunities, access, treatment, power, outcomes, and resources.

Diversity: Embracing differences, which may include ethnicity, gender identity or expression, family status, disability status, sexual orientation, age, and socioeconomic situation.

Inclusion: Intentionally creating welcoming and respectful environments and systems in which inequities in power and privilege are addressed and everyone is given an opportunity to flourish.







DIVERSITY IS THE KEY TO SUCCESS OF PHYSICS

Monoculture can create mono approaches

A group of people with different experiences and **perspectives** brings **innovation** and creativity

If certain groups are under-represented, our **talent pool** is smaller

We see that the more diverse a group is, the more **inclusive** it becomes for everyone, and more people are attracted to a **welcoming** environment









Is Physics Diverse?

Well.. not as much as we would like



Nationally

- Many under-represented groups in physics (aspects such as gender, sexuality, disability, ethnicity, socialeconomic background, geographical location)
- Its not enough for under-represented groups to be welcomed, they must also have a seat and a voice at the table



IOP Report on the Potential of Physics



"Increasing R&D investment to 2.4% of GDP by 2027 would generate an additional 80,000 jobs and £30.5bn in GDP¹."

"Physics knowledge and skills are powerful drivers of productivity and innovation and open doors to a range of rewarding careers across the entire economy."

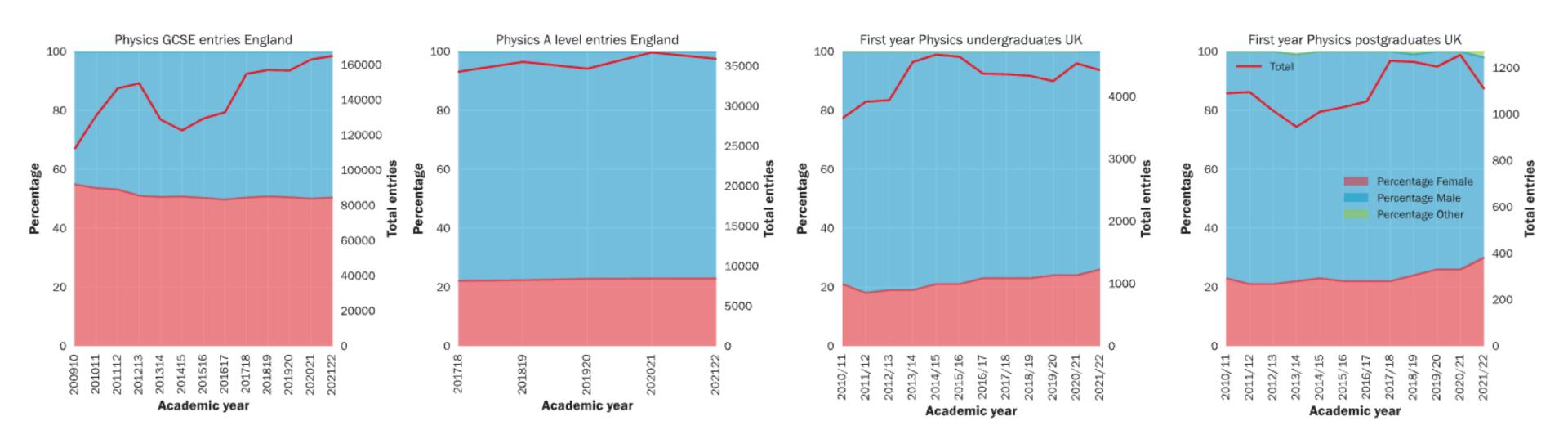
What are the most significant barriers preventing the UK from developing the workforce needed for physics R&D to thrive?

- **1. Teaching workforce challenges:** There are serious shortages of teachers with a physics background in secondary and further education.
- 2. Lack of diversity and inclusive culture: Women, people from disadvantaged backgrounds, disabled people, those who identify as LGBT+, and minority ethnic groups are all underrepresented.
- 3. Inflexible research careers & interaction with industry: Research career structures are narrow with few incentives for industrial engagement, preventing people from moving easily between



IOP: Physics Education in Schools & Universities

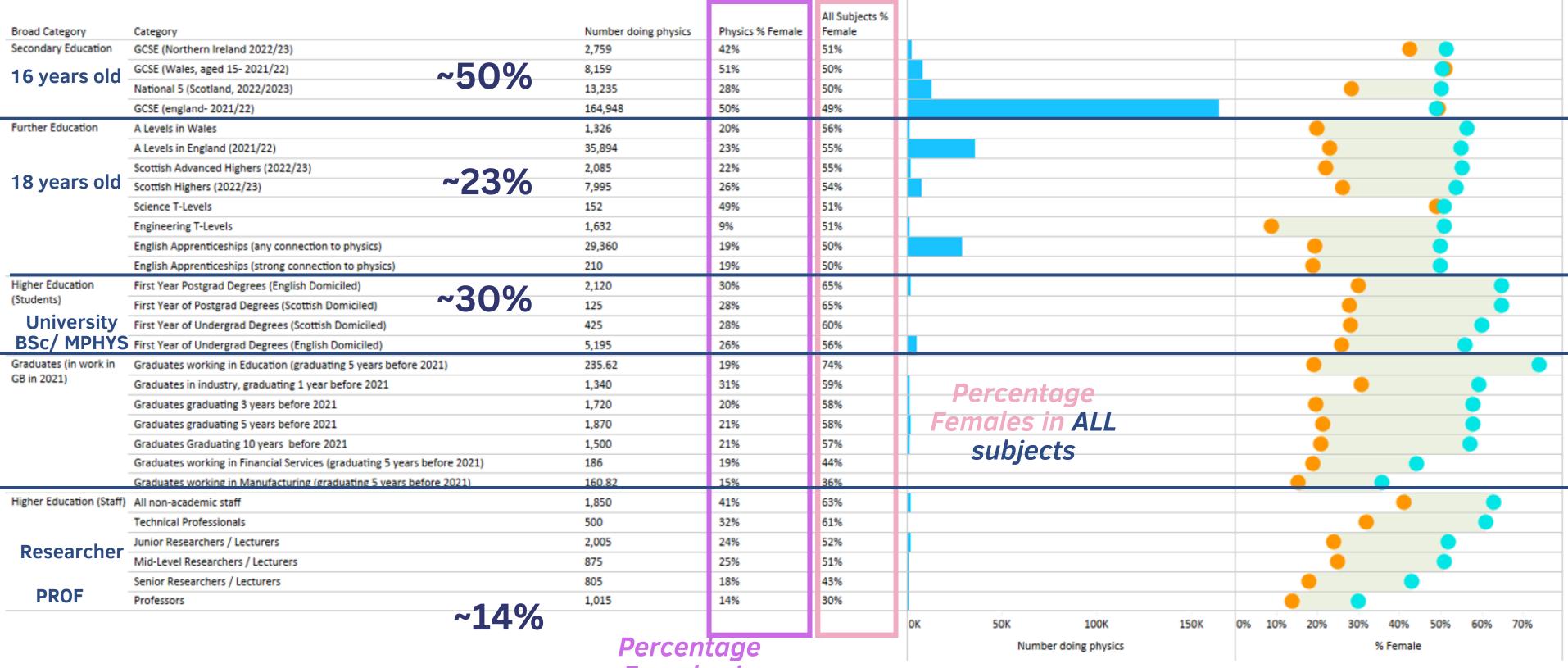
Physics Student numbers have been on the up (until 2021/22): Gender balance has been improving at UK universities, but less in schools.



Sources: Department for Education (DfE), HESA/JISC

Gender & Participation: The Pipeline

Physics has an even gender split at GCSE in England & Wales. It's then very male-dominated at further education- slightly less so in higher education.



Department for Education (England) SQA (Scotland) CCEA (Northern Ireland) StatWales (Wales) HESA / JISC (University Data)

Females in Measure Names All Subjects % Female **Physics**

Number doing physics

Physics % Female



Other Black background

IOP: University Physics Student Ethnicity

Representation Level Subject Black or Black British is the Mathematical Sciences Biosciences Computing most underrepresented Chemistry Physics group in A level Physics. Characteristic Chinese Asian or Asian British - Indian Mixed Unknown/Not applicable White Other Asian background Other Asian or Asian British - Bangladeshi Asian or Asian British - Pakistani Black or Black British - African Black or Black British - Caribbean

Students from Black and some Asian backgrounds continue to be under-represented in physics at university: More-so than in many other comparable subjects

Sources: Department for Education (DfE), HESA/JISC

78.2K (15%)

IOP: Socio-economic background

149.1K (28%) (22%) 0.9K (21%)

US

Physics University Students from the **UK** are especially likely to come from more advantaged parts of the country

Characteristic

- Unknown/Not applicable
- Quintile 5 (Least disadvantaged)
- Quintile 4
- Quintile 3
- Quintile 2
- Quintile 1 (Most disadvantaged)

Among comparable subjects, Physics students are the most likely to have attended privately funded schools

- Unknown/Not applicable
- State funded school or college
- Privately funded school

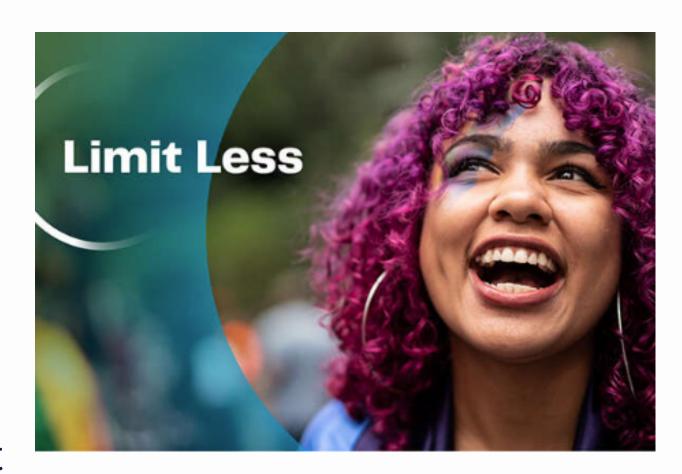
IOP Institute of Physics

Sources: Department for Education (DfE), HESA/JISC



Promoting EDI in Physics

- In our different scientific communities, work on how to cultivate an **inclusive environment for all**
- Investigate and tackle barriers and issues
 encountered by different groups and different
 stages of their careers
- Develop outreach initiatives to encourage the next generation of scientists, focused on those under represented groups





Public Engagement at STFC



STFC Public Engagement Strategy 2024-2028

For a society in which all people feel able to engage with STEM, research and innovation





<u>Funding opportunities from STFC</u>

Engage the public with science, technology or facilities

- **Spark** Awards (£1 £15k)
- Nucleus Awards (£15 £125k)

STFC Public Engagement Stratgey

STFC Public Engagement Evaluation Framework



10P Public Engagement Grant Scheme

The Institute Of Physics (IOP)
Limit Less campaign supports
young people to change the
world and fulfil their potential
by doing physics

Unfortunately, some young people are put off by the misconceived ideas they are told about what physics is. Others are denied the opportunity to study physics due to the prejudice and stereotypes that they experience because of who they are.



Apply for £500 - £4,000 Three rounds a year!

Report

Many girls are told that physics is more suited to boys, and both girls and boys are told that physics is not for the likes of them based on their **ethnicity**, their **sexual orientation**, their **disability** and their **social background**.

The grant looks to prioritise projects that reach families with young people under the age of 16 who identify with one or more of the following groups:

- Girls and young women
- Disabled young people
- LGBT+ young people
- Young people from disadvantaged backgrounds
- Black Caribbean young people

IOP Institute of Physics



Is Physics Diverse?

Well.. not as much as we would like

Internationally countries in the Global South fare much worse (in general!!)



- → Many students, researchers and scientists live in countries that lack educational and training resources, their universities lack investment
- → Many scientists do not have any access to research / travel funding, or governmental support
- → Many students and young people lack exposure to research, and access to research opportunities
- → This costs us valuable talent and scientists!

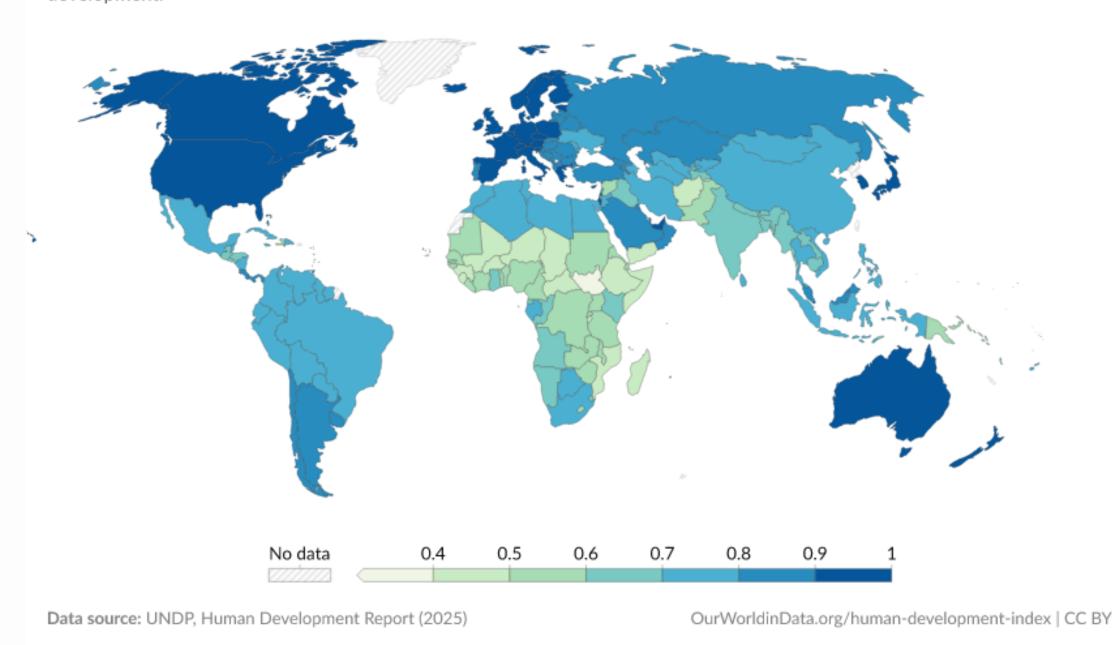


Research Gap between Global North and South

Human Development Index, 2023

Our World in Data

The Human Development Index (HDI) is a summary measure of key dimensions of human development: a long and healthy life, a good education, and a decent standard of living. Higher values indicate higher human development.



Global South countries account for 80% of the worlds population but only 28% of the worlds scientists come from these countries

UNESCO Science Reports

Our World in Data





Since faculty struggle to be engaged in research due to

- no access to grants for equipment / time buy outs
- no research time allocated
- no access to funds to travel to workshops, meetings, conferences
- often isolated scientist dont visit there

BSc and MSc students lack opportunities for research to go onto further study - get MSC/PhD positions

lack exposure to opportunities such as CERN
 Summer School

This costs us valuable scientists!

- -Lacks time for research
- -No access to research grants
- -No funding to travel to conferences to present results and meet new collaborators









- Palestinians place a uniquely high value on education (>25
 % in high level education, no issue with educating women)
- Universities with physics departments and high standard of teaching
- •Number of Palestinians currently in the field (PhDs or postdocs)





Organsied a roadshow with intensive particle physics masterclasses

We visited Palestine (3-4 Universities West Bank, plus 3 Gaza) for several years









2013 I went for 6 months to teach at Birzeit University whilst working on ATLAS

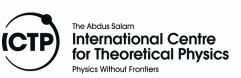


ICTP Physics Without Frontiers works to **inspire**, **train** and **motivate** physics and mathematics university students worldwide with some focus on science and technology lagging countries, to help build the next generation of scientists. Each project is unique, developed with the country's specific needs in mind.

- Inspire and motivate the next generation of physicists
- Train and educate those with less access
- Provide environments for networking and collaboration













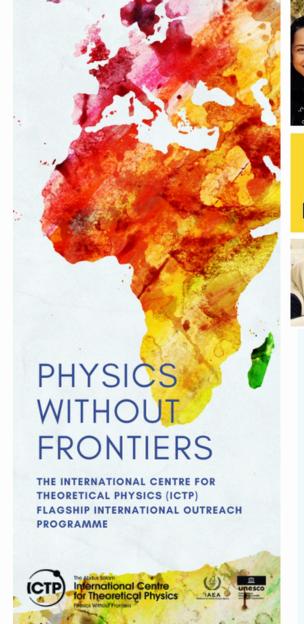
We work with over **50 countries** worldwide, and run around 25 <u>PWF projects</u> around the world every year, in all areas of physics with some focus on least developed countries and conflict regions

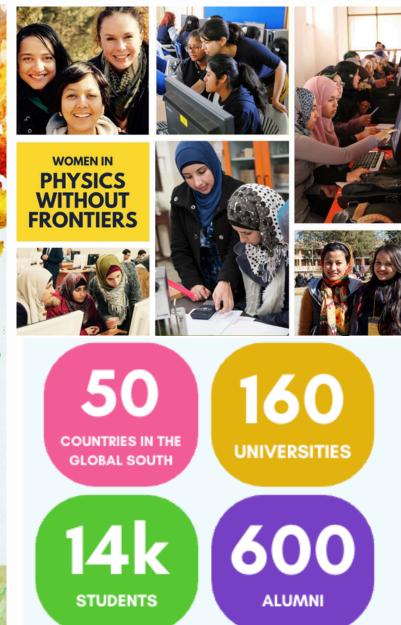








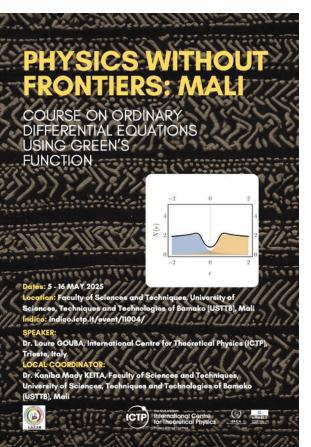


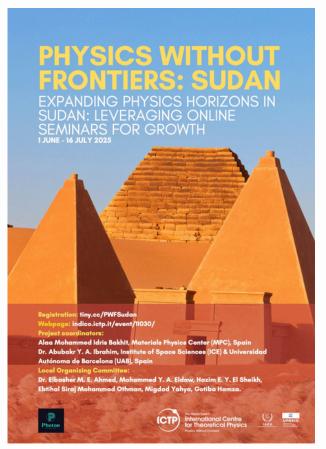


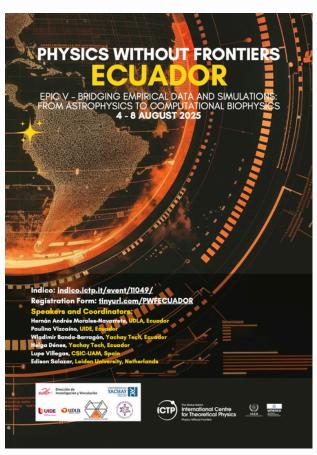




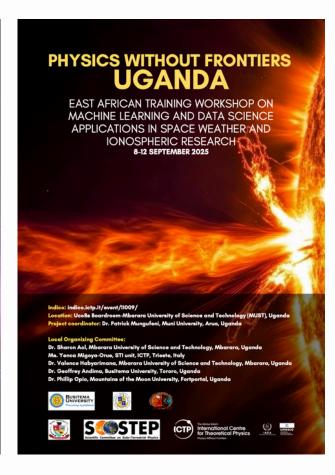


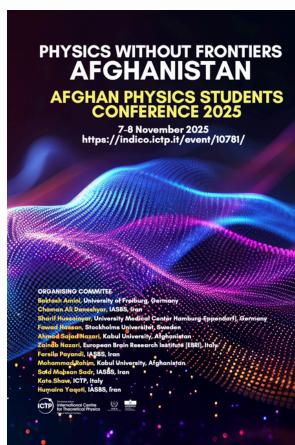








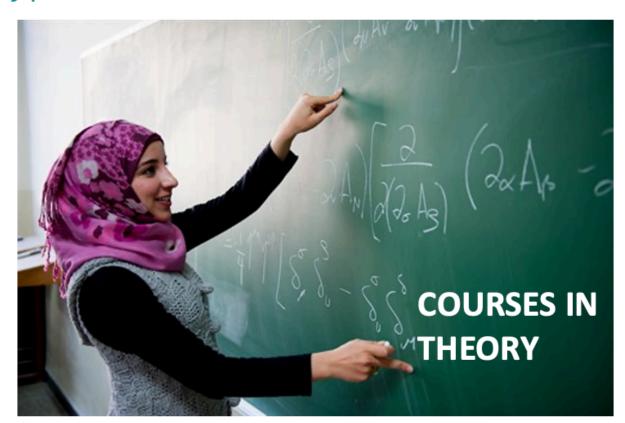




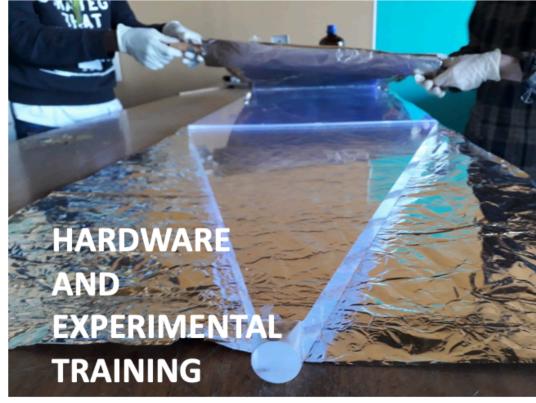
We work to bring physics to each corner of the Globe, with focus on:

- •Economic Frontiers: Low income & science & technology lagging countries
- •Social Frontiers: Women and Girls, cultural frontiers
- •Geographical Frontiers: Rural and remote areas
- •Sociopolitical Frontiers: under represented ethnicities and conflict regions or political turmoil

















VOLUTEER NETWORK



PWF volunteer, <u>Ibrahima</u> Bah Assistant professor, John Hopkins University. 'Thanks for the opportunity for participating in the PWF Senegal. I had a fantastic time! I am looking forward to doing one again anywhere, I will be happy to volunteer as opportunities arise. '



We have a focus on countries in conflict or poltical turmoil Afghanistan









Kate Shaw, Baktash Amini, Encieh Erfani, Marco Celoria, Fawad Hassan, Zainab Nazari, Sajad Nazari, Jawad Ahmedi

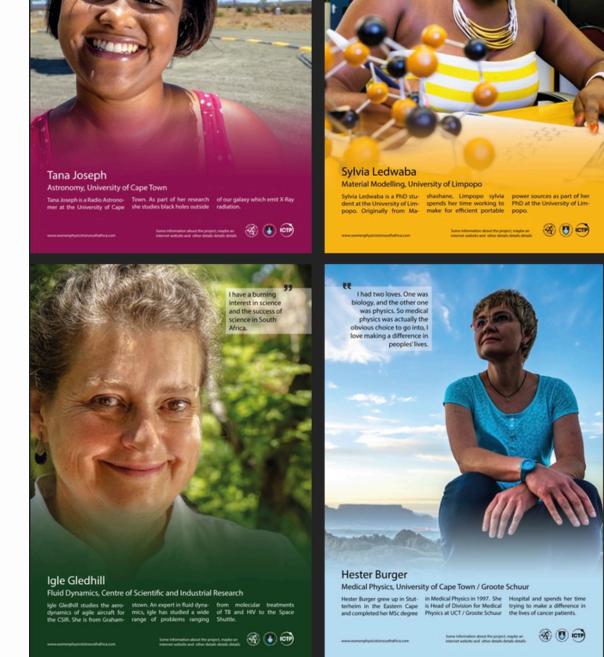
- Annual Schools 2018, 2019
- Working with governments and UNESCO to develop BSc and MSc courses
- With no MSc, PWF works with IASBS and Iranian universities to provide now 30 MSc scholarships for students



Women in Physics in South Africa

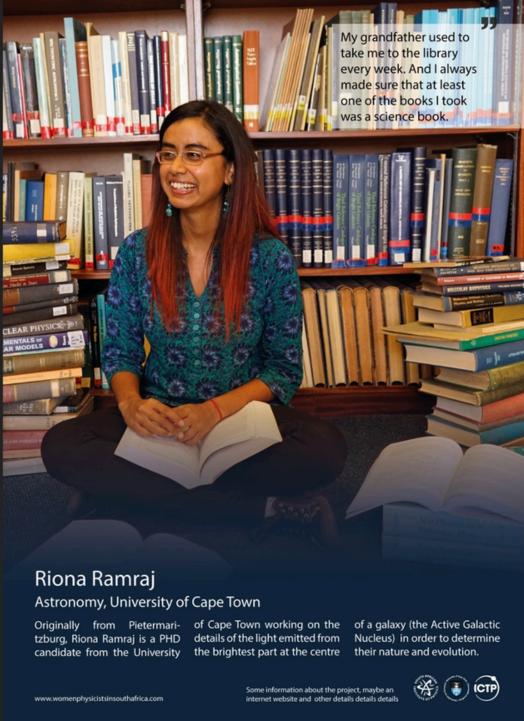
We have a focus on supporting under represented groups

Women and Girls









Developed an outreach initiative to encourage the next generation of scientists, focused on those under represented groups



PWF ALUMI



"I love physics and want to make a difference in the world. I am driven to build a career in medical physics, particularly in radiation therapy and imaging for cancer treatment."

Rami Dhungana K.C took part in the 2018 PWF HEP Winter School, Kathmandu, and is currently a CERN summer student.







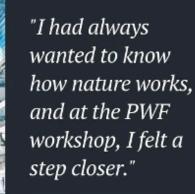


Haifa Sfar took part in PWF courses in 2015 and 2016, and is now a PhD student working on the CMS experiment at CERN.

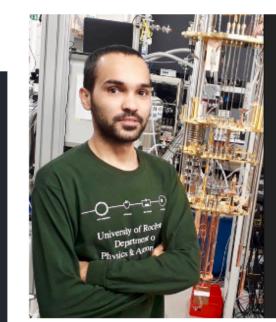


Over 600 students have been mentored to further study, MSc, PhD, Postdocs!

Many have become PWF Volunteers!



Mahesh Thakuri took part in the 2014 PWF particle physics workshop, Nepal, and is now studying for his masters in physics.



"My aim is to continue research, and to share what I've learned and provide support for those deprived of opportunities and exposure."

adav P. Kandel took part in the 2014 PWF particle physics sasterclasses in Nepal, and is arrently a graduate research sistant at the University of ochester, working on santum computing and quantum formation.



Physics for Sustainable Development

Physics outreach and communication in all countries around the world is vital to promote scientific literacy in the population

School students benefit from **enquiry based learning** (observation, measurement and experimentation)

Understanding scientific discovery requires continual readjustment with new facts

Democracy relies on a scientific literate population



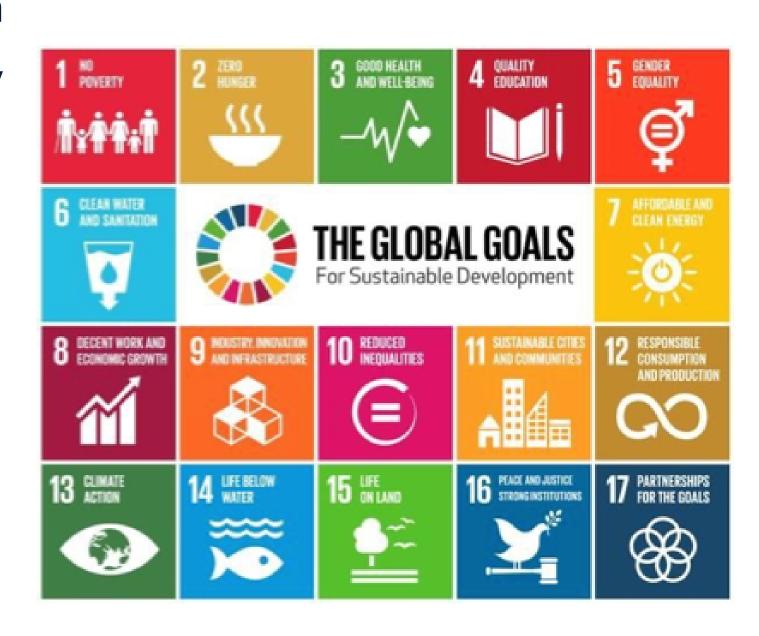


Physics for Sustainable Development

Countries at all income levels are looking to transition towards digital and green economies and sustainably develop

This vitally involves **investment into science**, and accelerating technology transfer into industry

To reach SDG by 2030 countries will need to **invest** more into **scientific research** and innovation



The Sustainable Development Goals Report:

https://sdgs.un.org/documents/sustainable-development-goals-report-2023-53220



Open Science Movement



Open science is an **accelerator** for the **Sustainable Development Goals (SDGs) 2030** and a powerful tool to bridge the science divide between and within countries

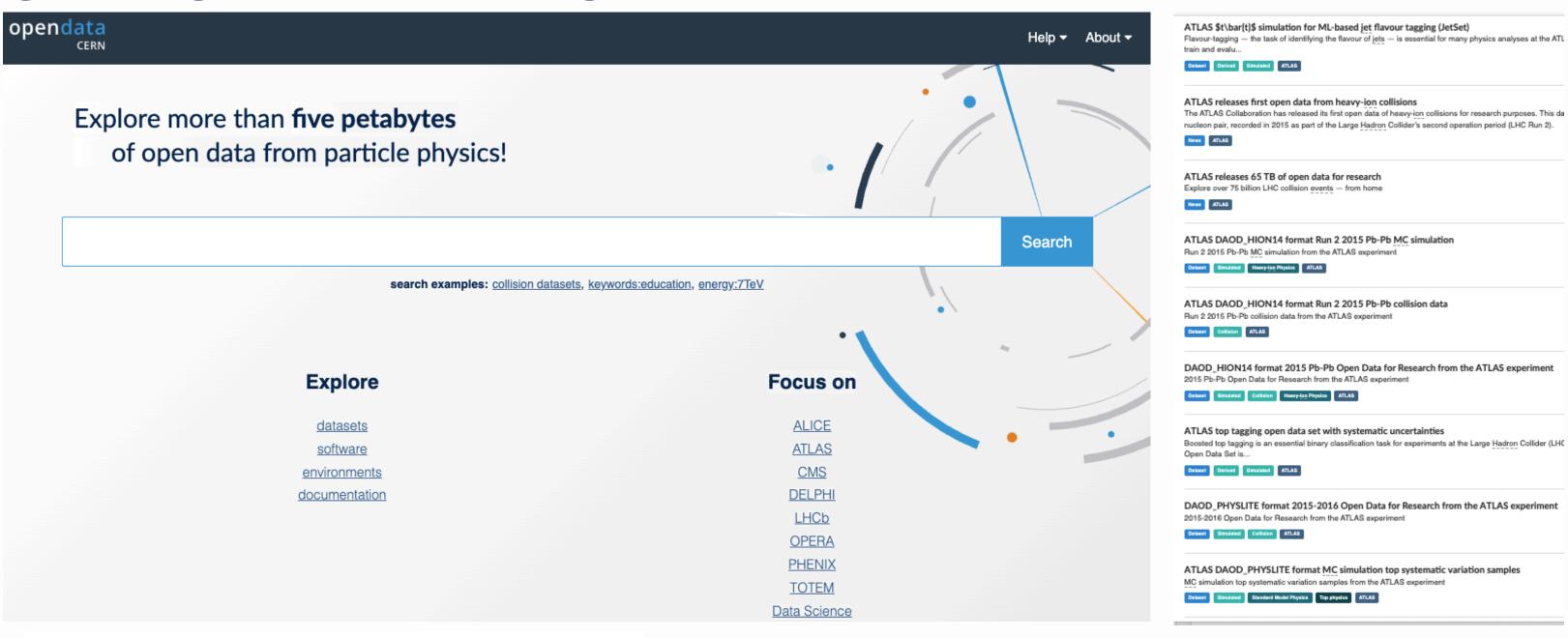
Open science aims at making scientific knowledge openly available, accessible and reusable.

The key elements include open access to scientific publications, **data**, educational resources, software and hardware, and open infrastructures

Open Science at CERN website



CERN OPEN DATA PORTAL















https://opendata.cern.ch





ATLAS OPEN DATA

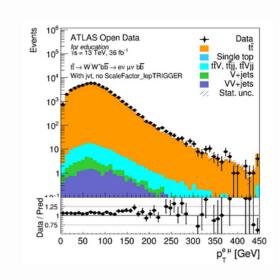
For Education To provide data and tools to high school, undergraduate and graduate students, as well as teachers and lecturers, to help educate them and exercise in physics analysis techniques used in experimental particle physics. Get Started Get Started Our values The collaboration shares the data gathered by the ATLAS detector committing to three fundamental principles: Accessibility Make the data and the tools openly available for everyone to use, without technology, region, or knowledge restrictions. Transferable expertise Along with particle physics analysis and ATLAS learning objectives, provide skills in programming, software and machline learning. Usability Different target audiences, with different backgrounds and skills must be able to use the dat and tools for a wide range of learning objectives.

For Research Webpage

- 13 TeV Proton-Proton collision datasets, 36 fb-1, 2015-2016, 65 TB in PHYSLITE files , with 2 billion events of simulated data
- **5 TeV Lead-Lead collision datasets,** 486µb-1, 2015, 4 TB in <u>DAOD_HION14 files</u>, with corresponding simulations
- Event generation data in HEPMC format
- Heavy ion data from the hard probes stream with corresponding simulations

For Education Webpage

Open Data for Research release 65 TB, 36 fb-1 PHYSLITE Open Data for Education release 2 TB, 36 fb-1 ROOT NTuples Skimmed samples selecting dedicated final states
1.5 GB to ~350 GB
ROOT NTuples



Datasets on
CERN Open
Data Portal
inlouding first
and second
releases.

Fully accessible <u>website</u> with step-by-step tutorials, tools, videos, data visualisation (<u>Histogram Analyser</u>, 6 <u>Machine Learning online application</u>, teacher <u>workshop</u>, <u>Jupyter Notebook analyses</u>, and analysis facilities.



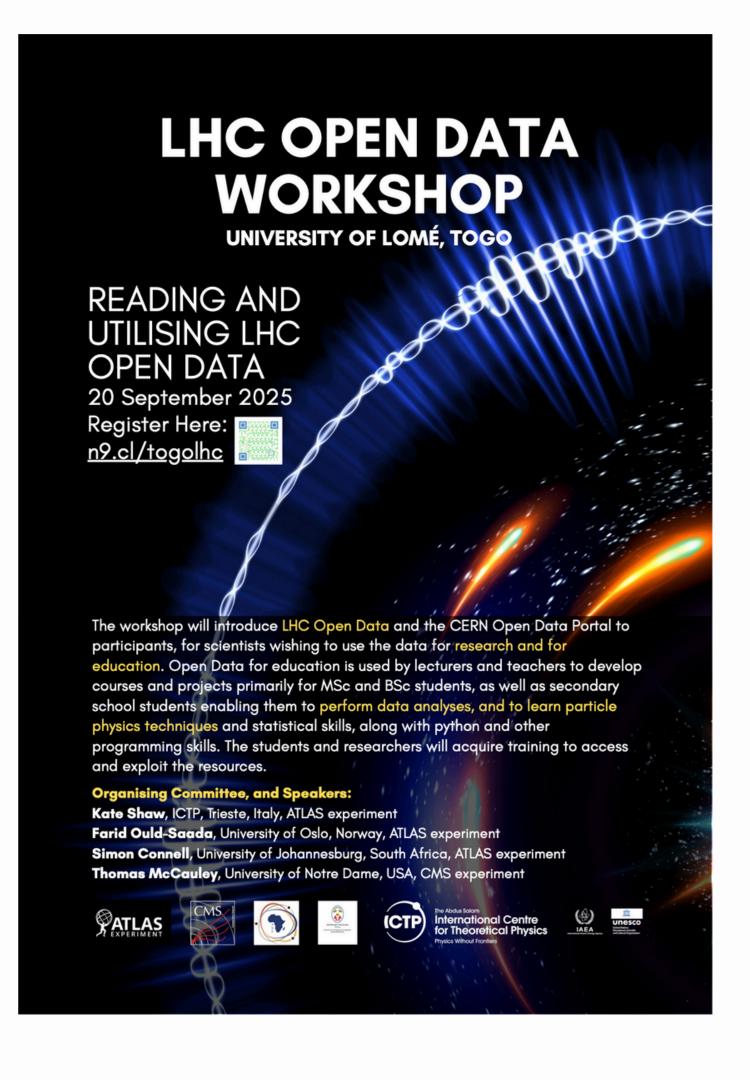
OPEN DATA: How is it used?

Theorists/ scientists wanting to do studies

PhD training, undergraduate courses and BSc and MSc projects

 Students can dive into the learning objectives immediately (physics, statistics, analysis skills such as fitting and machine learning);

Training and **outreach** activities such as **hackthons** and **workshops**, with PhD students, university students, 16–18 year olds or even younger

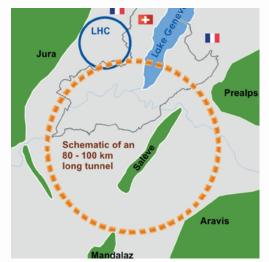


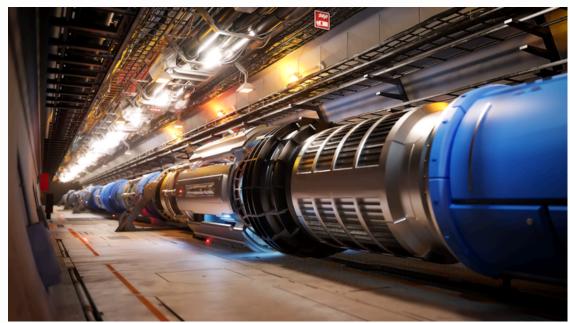


HEP Communication

We have big plans

- → We need to show the societal impact of our work
 - Inspiration, education, high-level training, new technology, spin outs
- → Communicate our news and updates from our collaborations and groups using press releases, websites and social media
- → Build **trust** with the public, **inspire** policy makers, **educate** and train young people

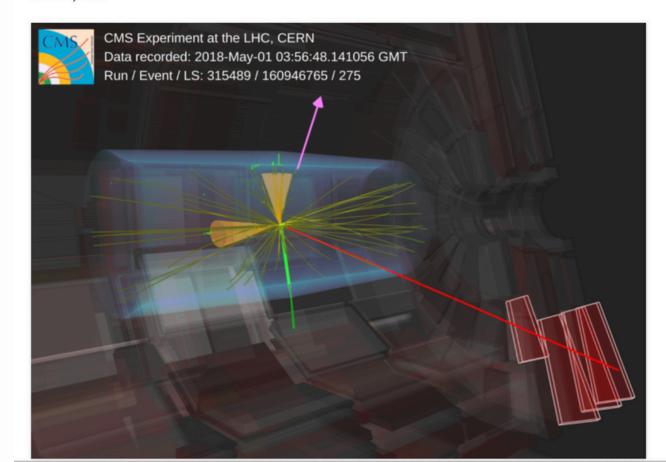




CMS finds unexpected excess of top quarks

Data from the CMS experiment at CERN's Large Hadron Collider reveals an intriguing excess of top-quark pairs, hinting at the first observation of a composite particle with unique properties

3 APRIL, 2025

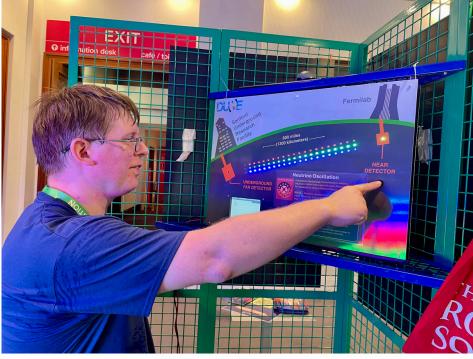




Exhibits, Exhibitions, Festivals



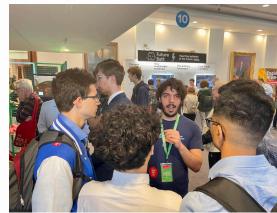












DUNE @ The Royal Society July 2024





Exhibits, Exhibitions, Festivals





IOP





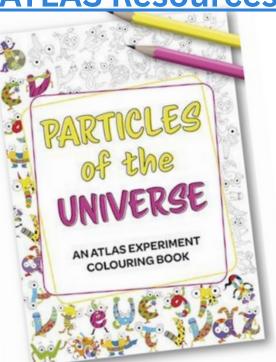




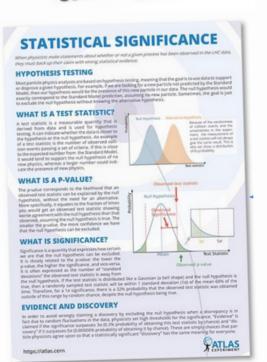


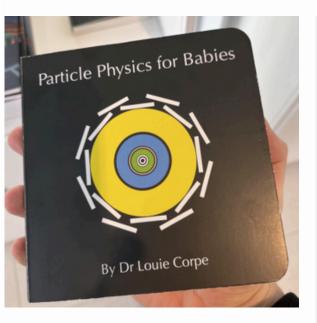
Resources: Physics for all ages

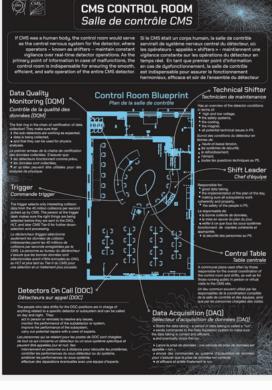
ATLAS Resources



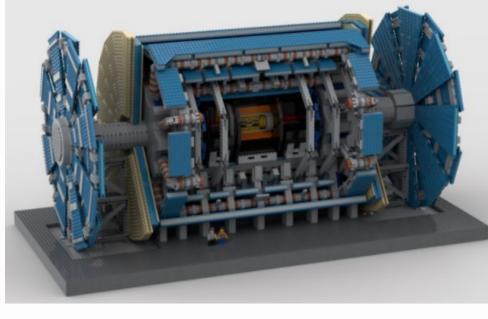
Particles of the Universe Colouring Book







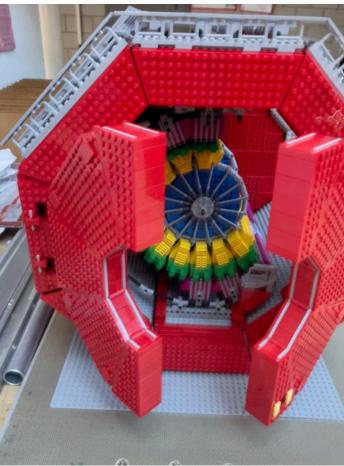














Virtual Visits, & Masterclasses





ALICE Virtual Visits



ACTIVITY

International Masterclasses







Summary

EDI is such an important part of building our community, we all must invest in supporting initiatives, and support the **international** community

Outreach and Open Data is an important part of our experiments deliverables, for research and education, to build trust and help secure support

Get in touch with your **collaboration EDI** team or **outreach** team, many resources out there.

