

# Best Practices for the LIGO Scientific Collaboration

*Neil Gehrels, on behalf of the LSC-Diversity group*

The academic strength of the LIGO Scientific Collaboration (LSC) is closely linked to its diversity, drawing highly talented scientists of different gender, race, ethnic and economic backgrounds, and from many countries. This principle has recently been reaffirmed by the adoption of the *LSC Diversity Statement* ([LIGO Document M1300484](#)). The richness of human resources in the LSC may be fostered by adopting the following guiding principles:

- All LSC members deserve equal opportunities to contribute to the LSC.
- Full participation of all LSC members will maximize excellence in the collaboration.
- Long-term change requires periodic evaluation of progress and consequent action to address areas where improvement is necessary.

To fulfill these principles, the LSC-Diversity group recommends that:

## *The LSC leadership*

1. communicate to members of the LSC why diversity issues are important and how a welcoming and mutually supportive environment will help the LSC be successful;
2. be sensitive to including women and under-represented minorities in key committees and in leadership roles, to give them a voice in the collaboration;
3. strive for transparency in collaboration governance by developing clear and written procedures for activities;
4. develop explicit, clear, written policies for filling all LSC positions and make them available to the LSC;
5. set up a process for external review of the diversity practices in the LSC;
6. develop clear and reasonable policies for parental leave so that members can return to their previous LSC levels of responsibility after a parental break;
7. develop good mentoring practices for all new members;
8. develop a procedure for nominating members for high-visibility opportunities in presentations, panel representation and external awards;
9. deal immediately and firmly to address cases of discrimination within the collaboration.

## *The LSC membership*

1. strive to adopt best practices of societies like [APS](#) and [AAS](#) at their home institutions;
2. set a high standard of treating all LSC colleagues with respect;
3. maintain a welcoming environment for new members.