CMB-S4 Values and Vision Statement

Our values reflect the core principles and ethics of our collaboration. CMB-S4 commits to ensuring that our community upholds the values in this statement through (1) critically assessing our policies and structures and (2) providing individual members with resources to support their personal responsibility to uphold our values.

Our values are:
1) Collaborative and Supportive Environment
2) Inclusion
3) Respect
4) Integrity
5) Anti-racism
6) Equity

Collaborative and Supportive Environment

In a collaborative and supportive environment, our interactions build community, we value our own and others' well-being, and we create an environment where we can grow both personally and professionally.

Examples:
- Building community
  - We encourage healthy debate and focus critiques on ideas, not on each other
  - We learn from mistakes and have support and understanding for others when they make mistakes
  - We take each others' ideas seriously and give people credit for their work
  - We create an environment where people feel comfortable being open about challenges
  - We work together to find solutions to problems (both technical and interpersonal)
  - We proactively address problems and create an environment conducive to working together
  - We facilitate intra-collaboration communication and interaction
- Valuing well-being
  - We promote mental health and knowledge of available resources
  - We proactively promote wellness and work/life balance
  - We make every effort to respect the work/life balance of others. Some examples include:
    - We set timelines and schedules such that they do not assume work outside of nominal hours and account for vacation time
    - We do not expect replies to messages outside of nominal work hours and give recipients adequate time to respond

- - We acknowledge that experimental activities and/or timezones may make it difficult to always keep work within nominal work hours. We make expectations for work outside of nominal work hours clear and plan resources accordingly
- Creating an environment for growth
  - We foster an environment where collaboration members feel empowered, excited, and encouraged in their research
  - We understand that different people have different goals. We value and support people's diverse short-term and long-term goals through mentorship and a growth mindset.
  - We understand that people have diverse needs and means of engaging with the collaboration/project and provide the diverse support needed
  - We ensure that high quality work is rewarded equitably
  - We welcome different approaches
  - We promote early career scientists, including appropriate support
  - We create an environment where there is no fear about losing opportunities to participate and/or lead projects when asking for feedback

Inclusion

An inclusive environment is one in which individuals feel included, are treated with fairness, feel like they belong, and feel like they are respected and valued for who they are. It is the responsibility of the collaboration to actively and intentionally create and sustain an inclusive environment.

Examples:
- We are proactive in creating an inclusive environment so that individuals do not need to request inclusion
- We provide continued support and resources to sustain an inclusive environment
- We use inclusive language
- We normalize pronoun use
- We provide equitable access to opportunities and resources for people who might otherwise be excluded or marginalized, including accessibility services
- We make each other feel heard and understood
- We make space for others and are aware of who is taking space and time
- We are aware of traditional power dynamics and actively work to minimize their influence
- We meet people where they are and help each other grow
- We will attempt to make publications and presentations, both internal and external, accessible by default

Respect

Respect is an action taken to treat other colleagues in a manner that recognizes their intrinsic worth as a human being.

Examples:
- We treat each other with kindness and care
- We value each other's abilities and ideas
- We recognize and value that there are many many paths to be a physicist
- We behave in ways that are considerate of others with different life experiences, cultures, and identities than our own
- We assume positive intent
- We keep lines of communication open
- We respond to each other in a timely manner while being conscious of work/life balance
- We strive to communicate objectively
- We pause to consider other people's feelings before communicating
- We address problems with other people directly with them, through ombudspeople, or through the process outlined in the Code of Conduct
- We seek input from parties that will be affected by decisions we make
- We listen to understand
- We make room in meetings for others to speak and encourage them to do so
- We express gratitude to each other
- We take proactive steps to ensure that disrespectful behavior does not go unaddressed or ignored

Integrity

Integrity is holding ourselves to standards that build trust. All members at every level of the collaboration should follow the principles of integrity.

Examples:
- We communicate openly and honestly
- We make every effort to follow through on plans and communicate changes in plans in a timely manner to those affected
- We acknowledge others' contributions, and use collaborative work only in appropriate ways. This is essential to trust.
- We speak up and take action when we see violations of integrity
- We are open, honest, clear, transparent and accessible in communication and decision-making
- We are clear about what we are working on
- We are transparent about the status of our work and document it so that others can understand it, including limitations and mistakes if made
- We make decisions in the best interest of the collaboration and our collaborators

Anti-racism

Anti-racism is acknowledging the existence of—and actively working to change—systems, policies, behaviors, and beliefs that perpetuate racism. In the specific context of CMB-S4, this

includes acknowledging and working to dismantle racist systems in academia, in our particular field, and in CMB-S4 itself.

Examples:
- We acknowledge and confront acts and systems of racial discrimination
- We work to acknowledge our personal privileges and change our personal biases
- We seek to educate ourselves about systems and actions that perpetuate racism
- We seek out bystander intervention training and actively intervene when we see discrimination
- We acknowledge the existence and pervasiveness of racism in academia, including in our particular field
- We recognize the continued role of White supremacy in designing structures that enable the success of some groups over others
- We commit to deliberately considering how to build and rebuild CMB-S4, and examining how to influence the larger structures we are a part of

Equity

Equity goes beyond equality, in which the same rights and benefits are provided to all. Equity means recognizing that we do not all start from the same place and that we must acknowledge and correct imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.[1]

Examples:
- We will strive for equity of labor
- We will strive for equity of opportunity to provide everyone with what they need to succeed
- We will strive for equity of rewards (e.g. publications, committees, etc)
- We will strive for a needs-based approach to collaboration resources
- We will proactively identify and remove systemic barriers to success and advancement
- We take proactive steps to promote environmental sustainability

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[1] Heavily borrowed from the National Association of Colleges and Employers website