

# Code of Conduct Working Group Membership

- Linda Akli, Broadening Participation
- Dana Brunson, Campus Engagement
- Marisa Brazil, Campus Champions
- Aaron Culich, Champions Leadership Team
- Rachel Vincent-Finley, Champion
- Jay Alameda, ECSS-ESTEO
- Lorna Rivera, Evaluation
- Jennifer Houchins, Workforce Development
- Rosie Gomez, Workforce Development-Student Programs
- Susan Mehringer, Workforce Development-Training
- Ken Hackworth, Allocations-XRAC
- Mike Pingleton, User Support-Ticketing System
- Marques Bland, Program Management

# Discussion Questions

- **General:** A single Code of Conduct or a general one and a separate one for Champions?
  - Concern about the lines of blurred understanding of responsibilities and accountability while Champions is part of XSEDE.
  - Confusion regarding which one applies and when.
  - Duplication of effort.
  - Can the core body/spirit of the text is the same between both the CCs and XSEDE, and that where they differ is in the contact info and XSEDE-specific remedies that are beyond the scope of the CCs or vice-versa as the XSEDE and the CC organizational relationship co-evolves.
- **General:** What can we do to create an environment where people will be comfortable reporting?
  - Concern about incidents that occur to underrepresented people, women and those with disabilities. Often these groups are hesitant to report due to various power dynamics and for fear of further exclusion in an arena where they are already marginalized.
- **Reporting:** Is there a contingency plan (ie a third person that can take over) for if the Pi/Co-PI both are involved in a situation in which they are in violation?
  - Both the previous comment and this one raise issues that directly relate to heart of the matter. Incidents occur when there is an imbalance of power and the victim is concerned about the immediate impact on their employment, promotion, or income and the long-term impact on their career.

# Discussion Questions

- **Reporting:** Recommendation from Rosie to provide a link to a form (needs to be created). This way, folks don't forget to report all the info requested/listed in this section.
- **Reporting:** What if the victim wishes to report the incident to someone (in-person) at the conference? Who should he/she contact? Hotel staff?
- **Additions:**
  - "Frequently asked questions" - A list can be generated and then built up as data is received.
- **Student concerns:** There should be a clear and familiar point of contact for undergraduate/graduate students at XSEDE events. For example, students from MSIs who perhaps are attending an event/conference for the first time may require a dedicated debriefing on conference protocol and encouragement to report if someone is in violation of protocol.

# Discussion Questions

- **Does the draft document:**
  - State the correct position
  - Provide reasonable guidance
  - Have consequences consistent with the violations
  - Deter indicants
  - Can easily understood by staff, event organizers, participants, and users
- **What is missing?**
- **What doesn't belong or apply?**
- **Legal, contracts, and human resources review by NCSA, NSF, XSEDE Partners?**

# References

<https://citizenlab.ca/2017/07/citizen-lab-summer-institute-code-conduct/>  
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# Questions

