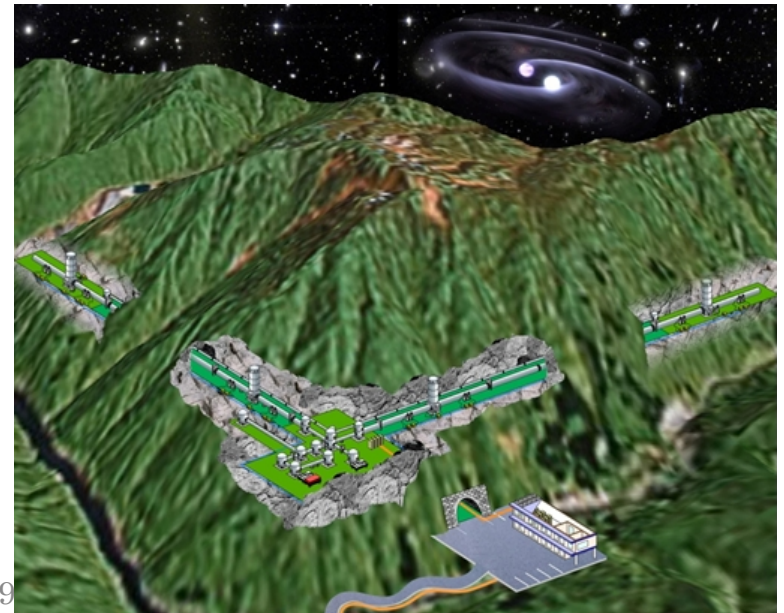


Demographic Landscape of the KAGRA Collaboration

Keiko Kokeyama
on behalf of the KSC diversity committee

KAGRA Collaboration

- KAGRA is a large-scale experimental project to build a **Gravitational-wave Telescope** and to start **Gravitational-wave Astrophysics**
- Project started in **2010**, funded by **Japan**

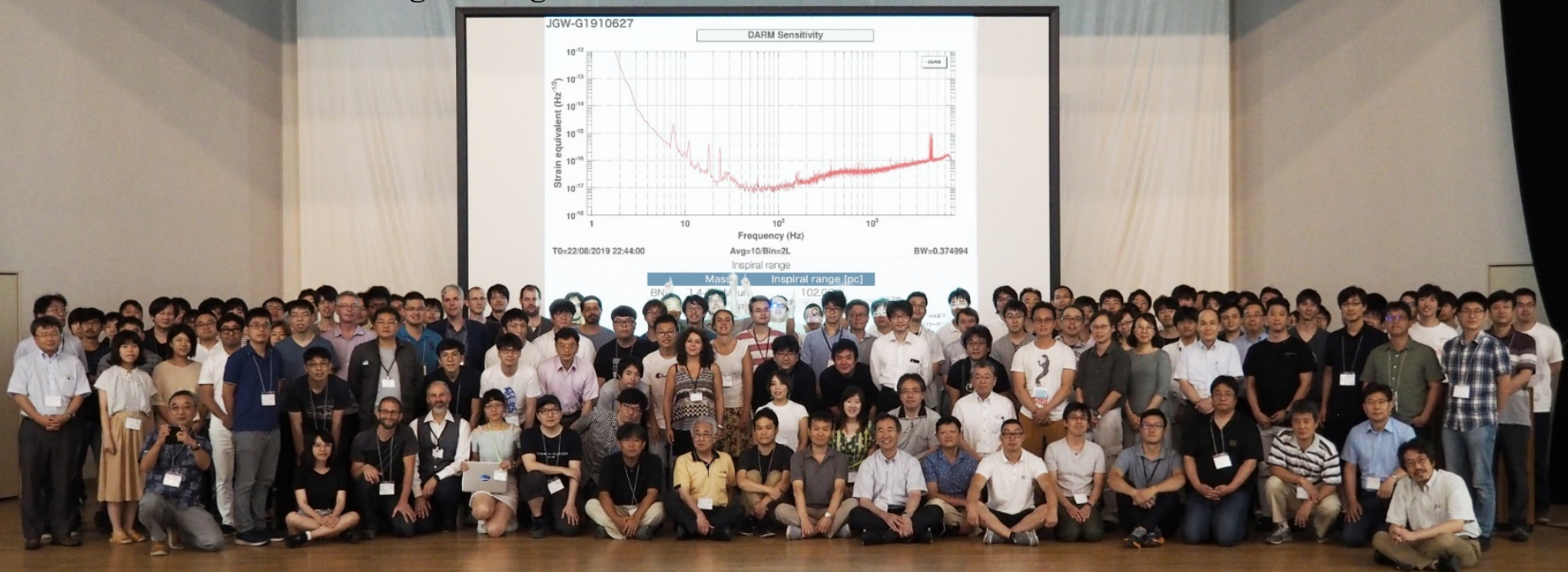


KAGRA Collaboration

International Collaboration with
110 institutions, more than
10 countries, ~470 members,
~200 authors



At Face-to-Face meeting in August 2019



Demographics of KAGRA Collaboration in 2018

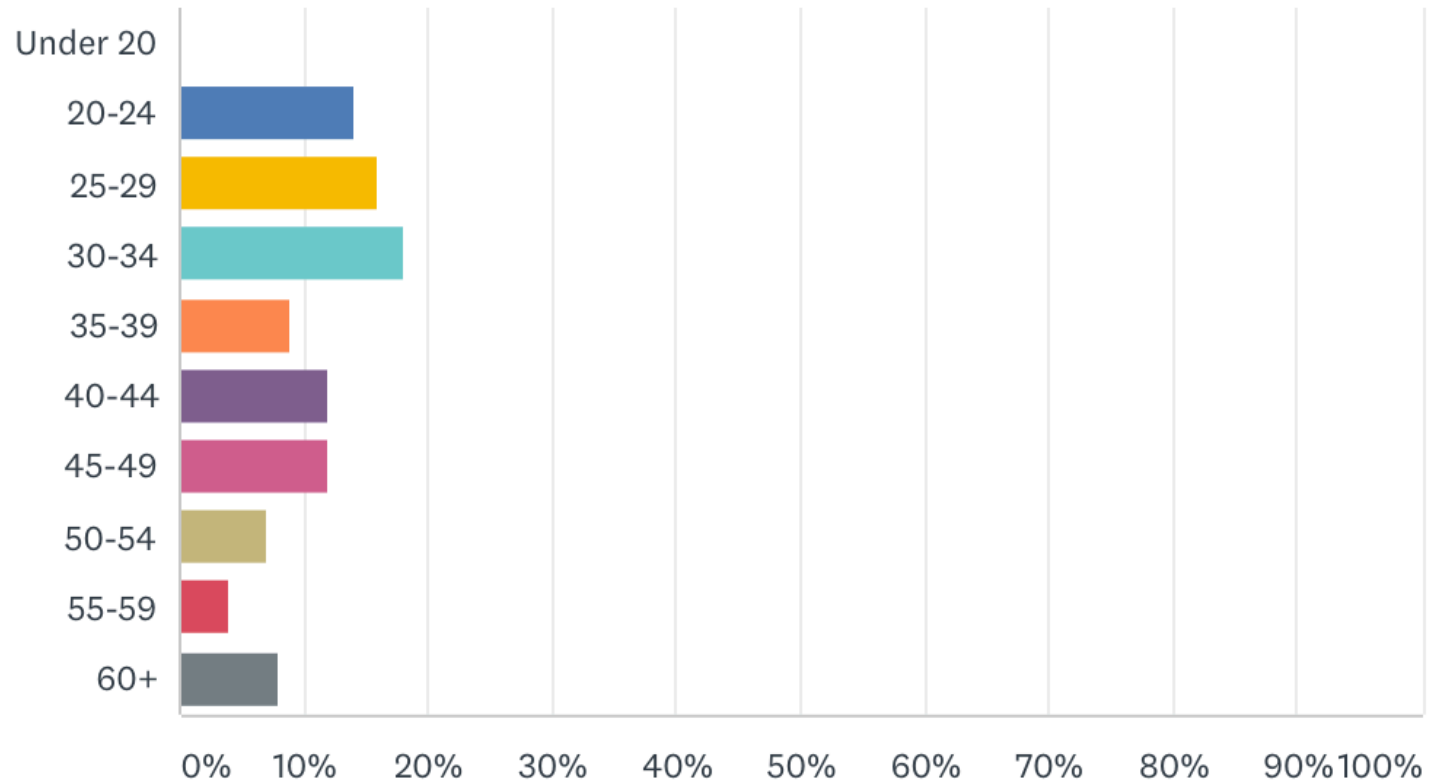
- Our second demographic survey of KAGRA
- Online survey was done from Nov 6th to 25th, 2018
- **102 responses**

Survey Results 1

Age and Positions

Which category below includes your age?

Answered: 100 Skipped: 2

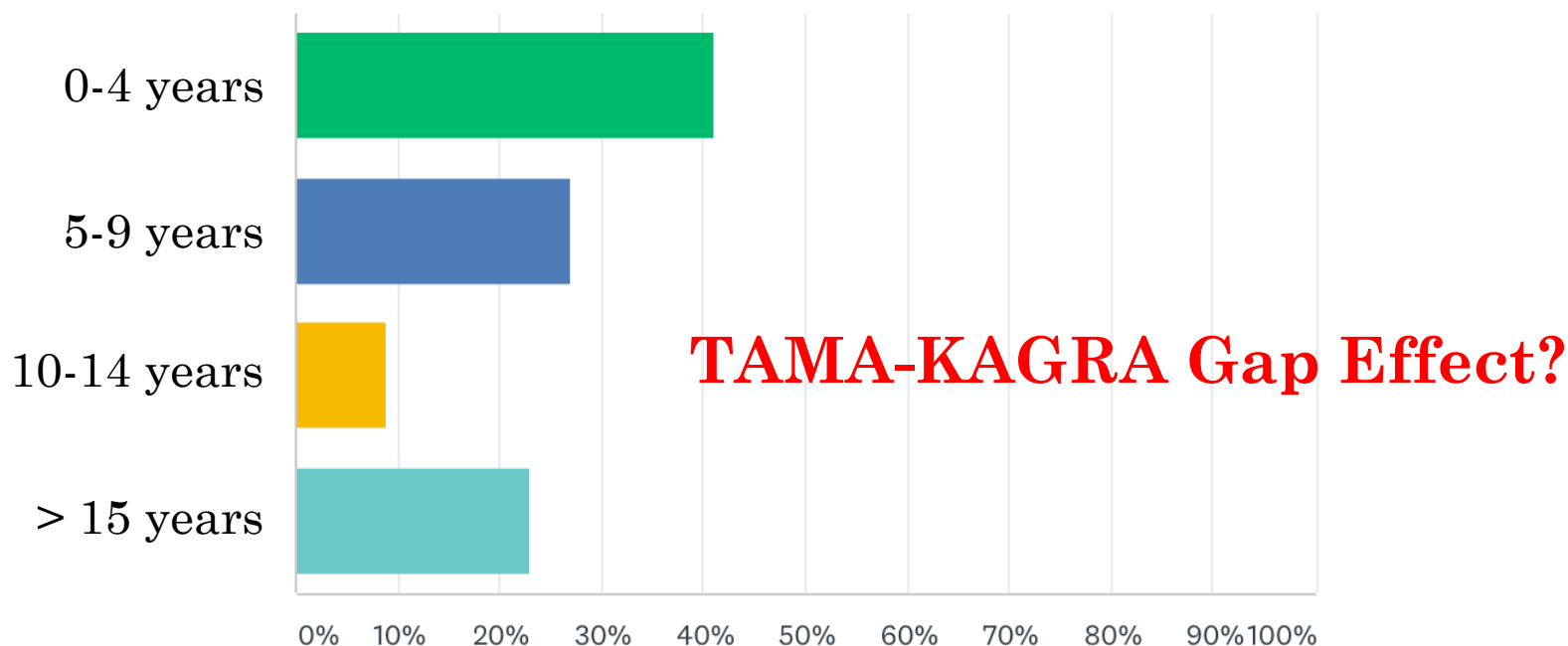


Survey Results 2

Length of Research Experience

How long have you worked in the gravitational wave field f...

Answered: 100 Skipped: 2

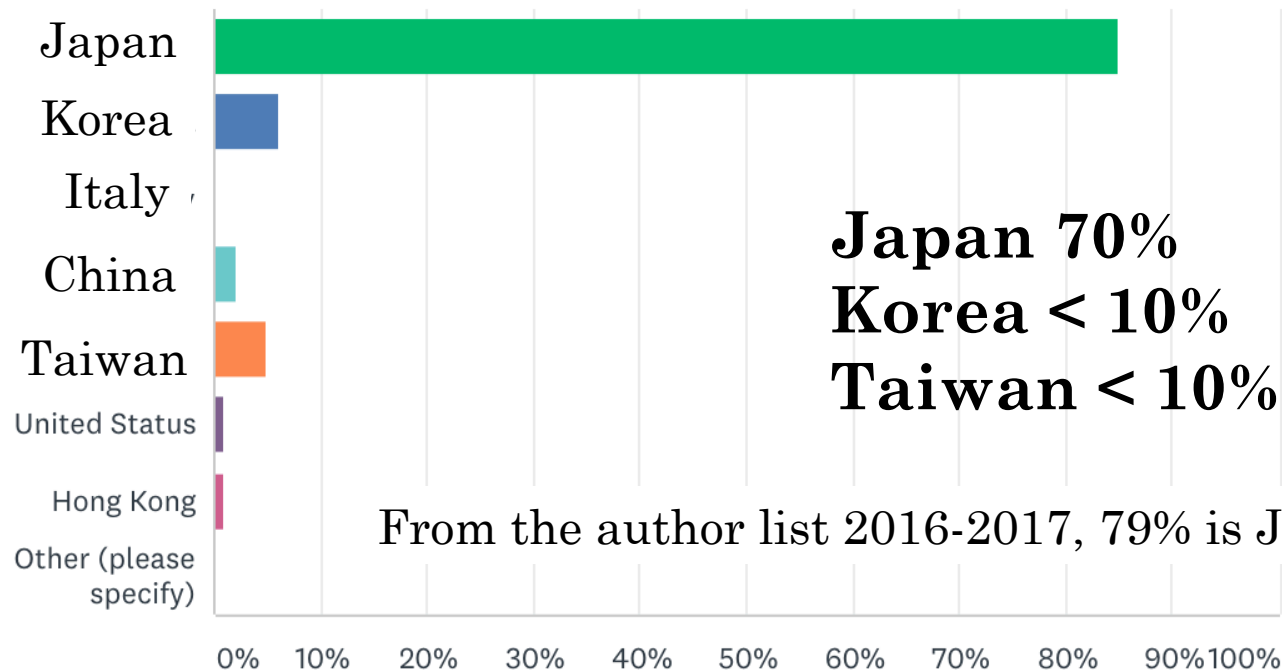


Survey Results 3

Country of the affiliation

What country is your current affiliation located?

Answered: 100 Skipped: 2



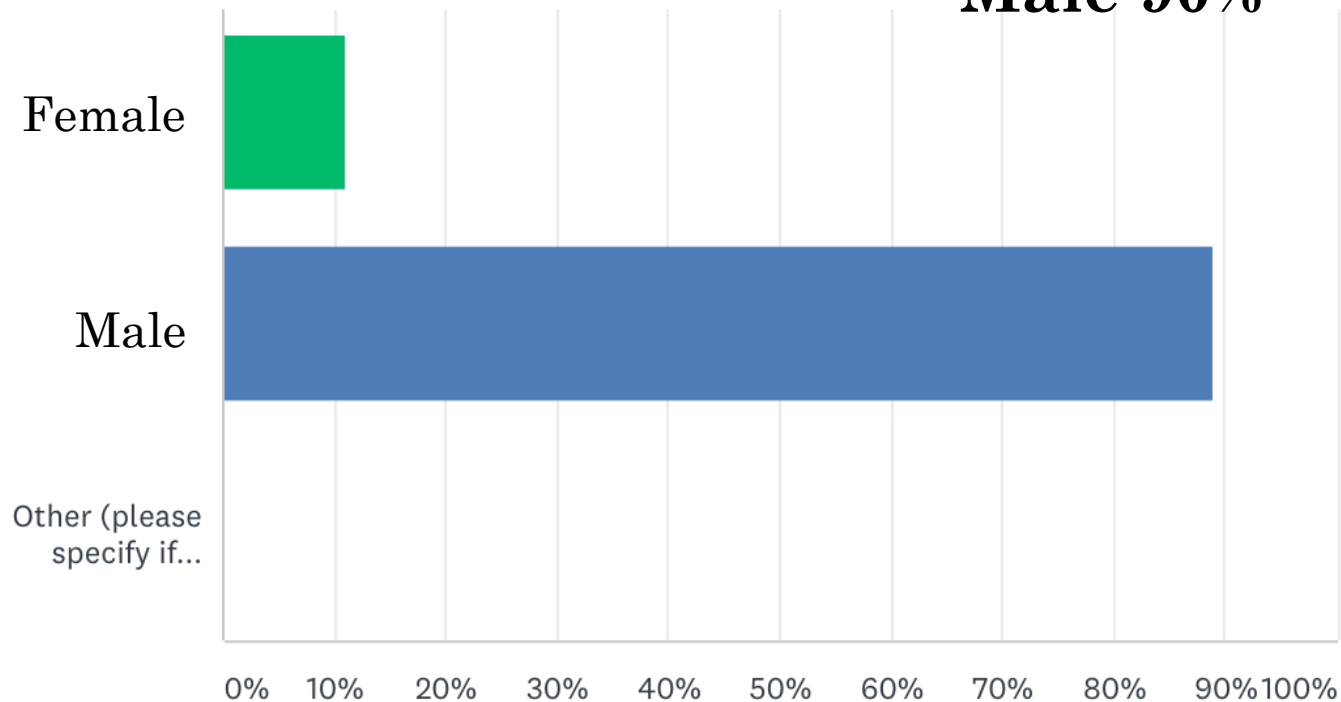
Survey Results 4

Gender Ratio

What is your gender?

Answered: 100 Skipped: 2

Female 10%
Male 90%

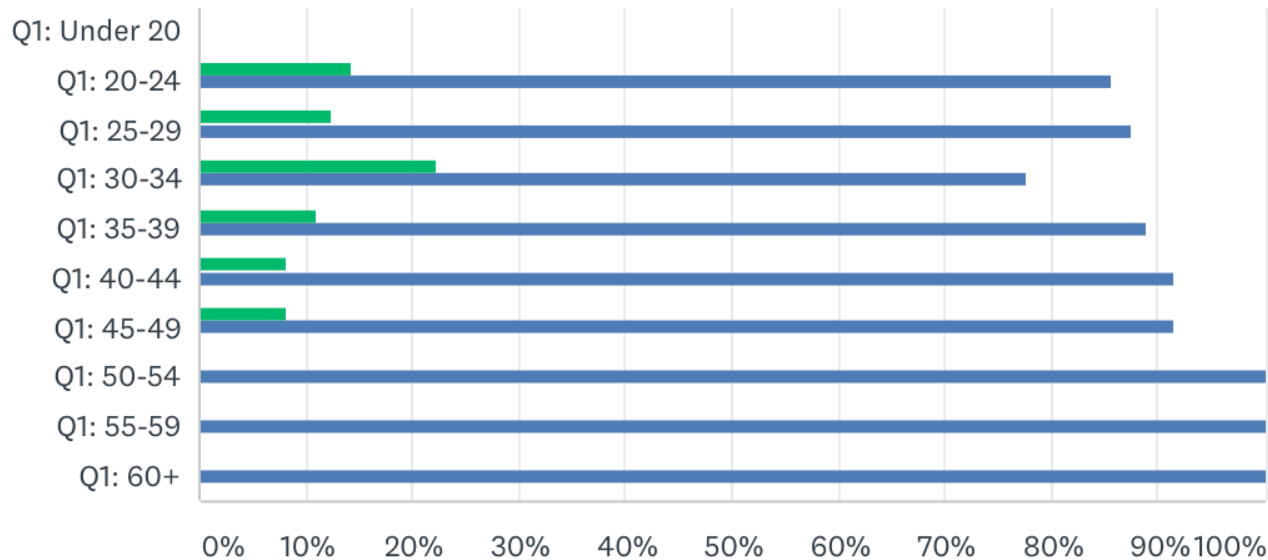


Survey Results 4

Gender comparison in age

What is your gender?

Answered: 100 Skipped: 0



More female in younger generation?

- Maybe so, in the more recent society
- Maybe “leaky pipe” effect
- Maybe no enough statistics

Female

Male

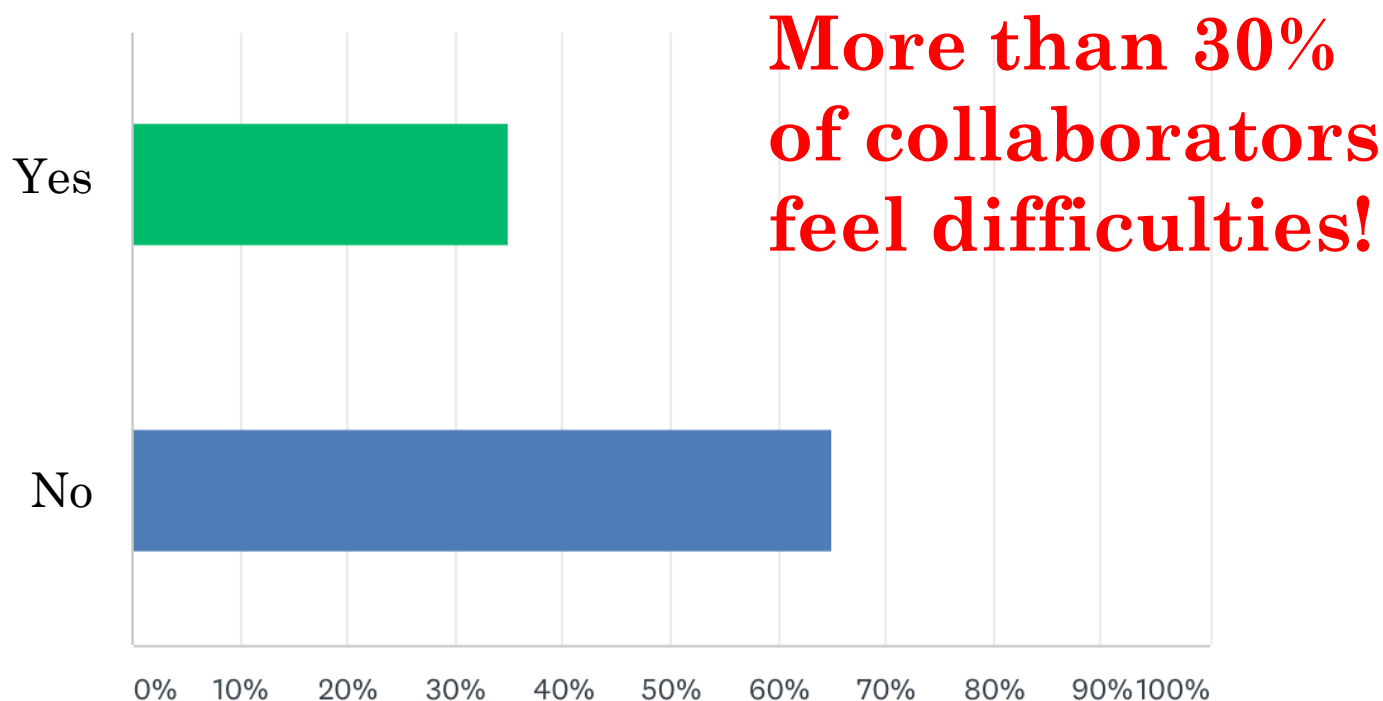
Other (please specify if po...

Survey Result 5

Difficulties at Work in KAGRA

Have you experienced any other kinds (language, culture, ...

Answered: 100 Skipped: 2



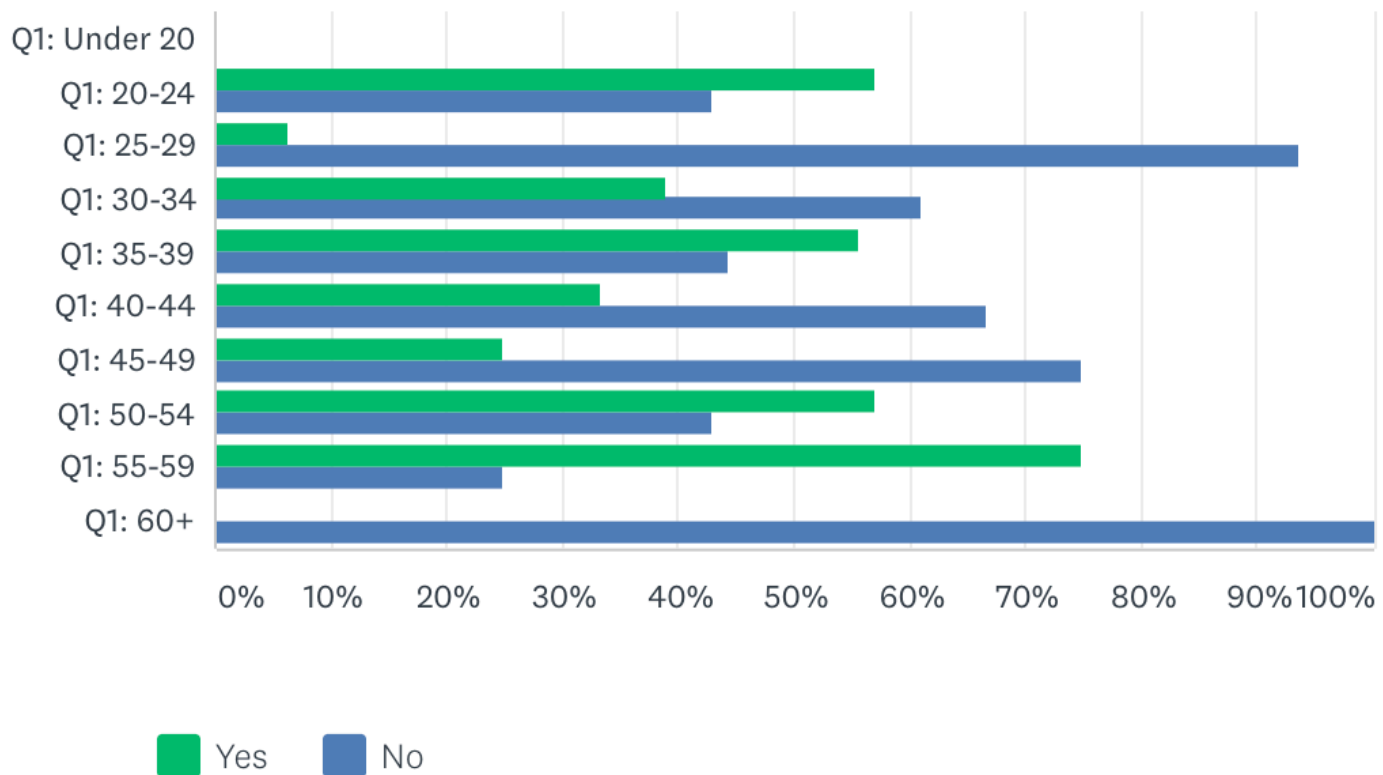
Survey Result 5

Difficulties comparison in age

Have you experienced any other kinds (language, culture, ...

Answered: 100 Skipped: 0

Difficulties in all age groups

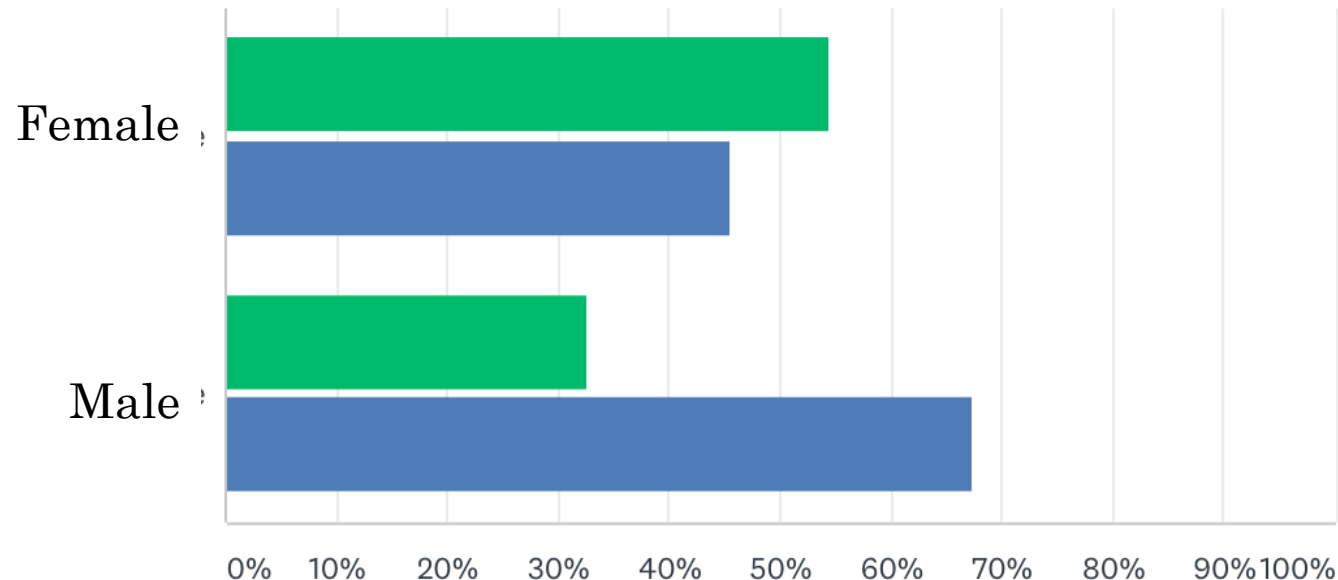


Survey Result 5

Difficulties comparison in gender

Have you experienced any other kinds (language, culture, ...

Answered: 100 Skipped: 0



More difficulties in female members

■ Yes ■ No

Survey Result 5

Comments about Difficulties

- Language was the top-top comments on the difficulty
 - A lots from supposedly Japanese - “my English is not good,” “not confident in English” ...etc.
 - From non-Japanese speakers, ” language switches to Japanese too often” ...etc
 - From all age groups

Survey Result 5

Comments about Difficulties

- Language was the top-top comments on the difficulty
 - A lots from supposedly Japanese - “my English is not good,” “not confident in English” ...etc.
 - From non-Japanese speakers, ” language switches to Japanese too often” ...etc
 - From all age groups

We must improve our communication at our workplace!

- Social events in meeting
- Inviting diversity specialists
- Any ideas?

Diversity Committee

- Volunteer committee with several people
- Our Goals
 - Creating a welcoming and comfortable environment for everyone to increase the scientific productivity
 - To minimize unnecessary conflict between different age groups, gender, cultural backgrounds, etc.
 - Carry out Surveys, plan social events, etc.

Our next steps

- Survey in 2019 is underway
- Efforts for better communication between the collaborators
- Involve more people in the diversity committee

... and so on...

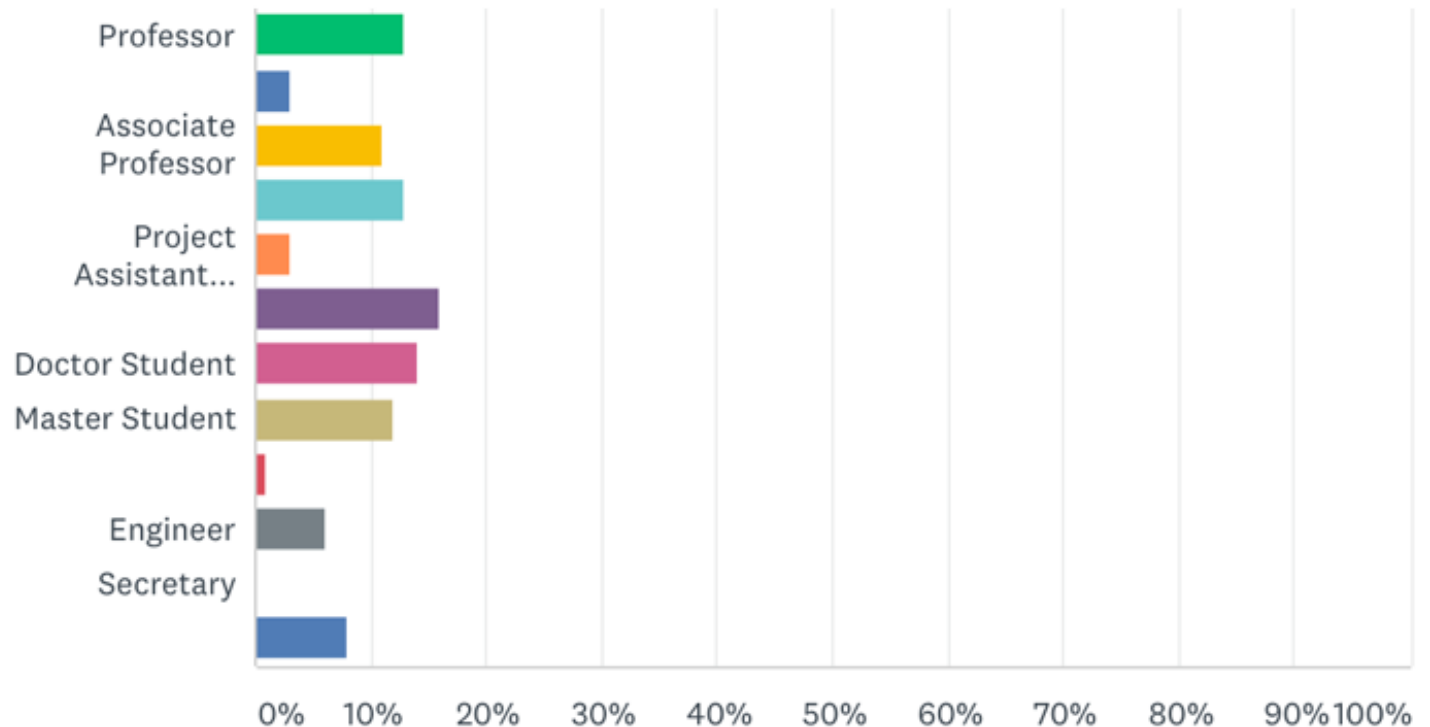
Appendix: Responses for the other questions

Survey results

Age and Positions

What is your job category?

Answered: 100 Skipped: 2

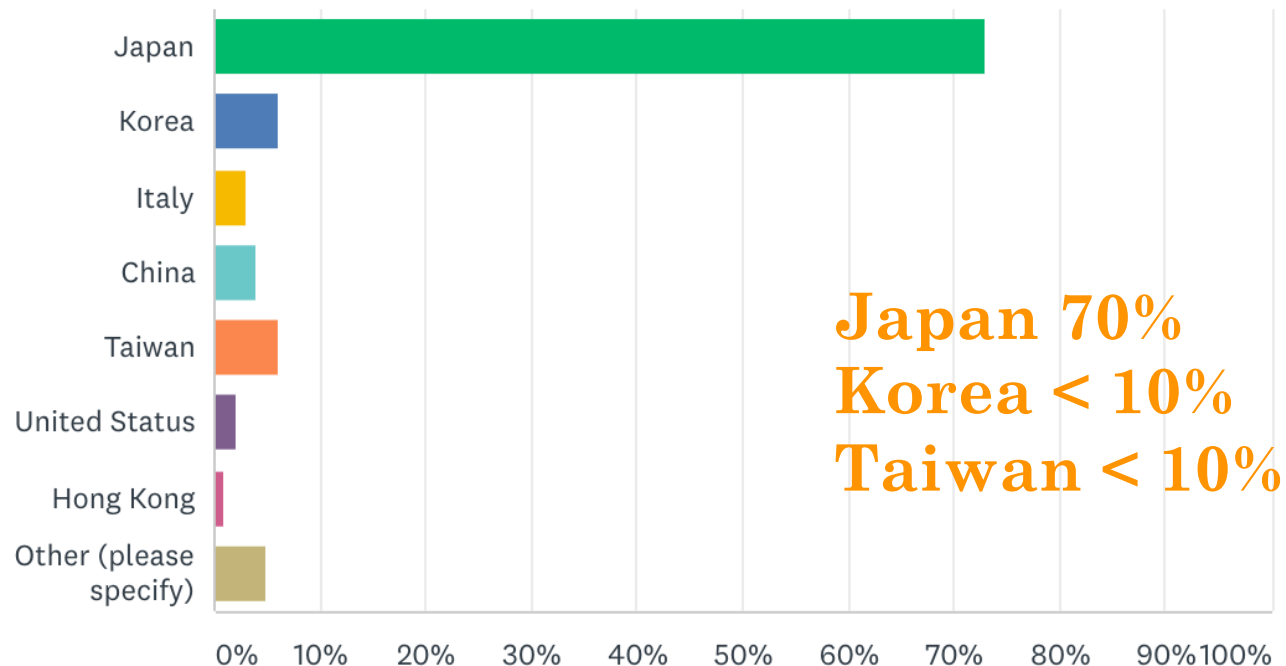


Survey results

Home countries

What region are you from?

Answered: 100 Skipped: 2



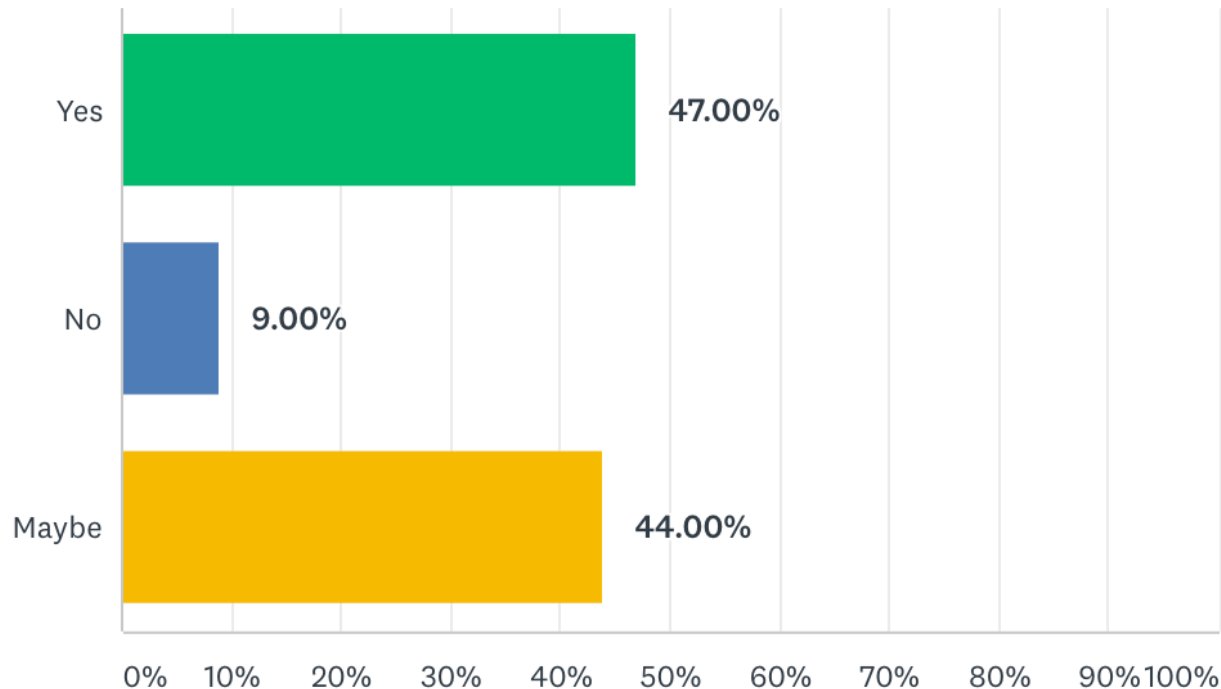
Survey results

Social events

About 90% of responses are interested in social events (yes + maybe)

Are you interested in any kind of social events at F2F meet...

Answered: 100 Skipped: 2



Results

Social events comparison in age groups

Are you interested in any kind of social events at F2F meet...

Answered: 100 Skipped: 0

