Friendly reminders - CoC & Covid

Project & Community Workshop 2022
8-12, August 2022 | The Ritz-Carlton, Dove Mountain | Tucson, AZ

Agenda   Resources   Travel & Venue   Code of Conduct   COVID-19
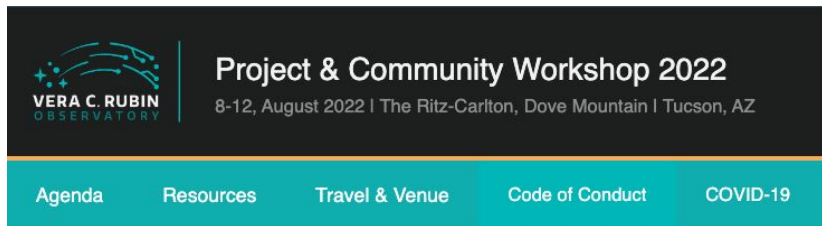
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Code of Conduct

Harassment and unprofessional conduct (including the use of offensive language) of any kind is not permitted at any time and should be reported.

Rubin Observatory adheres to the principles of kindness, trust, respect, diversity, and inclusiveness in order to provide a learning environment that produces rigor and excellence.

Handshakes OK
Fold Here

Elbow/Fist Bump OK
Fold Here

I Need My Space
Fold Here

Check name-tags for these contact comfort level stickers.

Thank you for masking indoors!

Use the confidential email rubin2022-covid@lists.lsst.org to request a test, report your test results, or ask questions.

Reporting bullying, harassment, or aggression.

The Rubin 2022 Organizing Committee has appointed designated contacts:

- Ranpal Gill (rgill@lsst.org)
- Andrew Connolly (ajc@astro.washington.edu)
- Melissa Graham (mlg3k@uw.edu)

Contact via email, Slack, or the Community Forum.

Session Summary

- Introduction to some of the Rubin's project Construction efforts (5')
- Listen to and discuss the "Building Trust" video (20')
- Activity (~45')
- Discussion (~20')

Vera C. Rubin Observatory Mission

Now starting commissioning

*Rubin Observatory's mission is to build a well-understood system that will produce an unprecedented astronomical data set for studies of the deep and dynamic universe, **make the data widely accessible to a diverse community of scientists, and engage the public to explore the Universe with us.***

Rubin's "Healthy" Workplace Culture

Kindness

kindness empowers individuals to act in ways that strengthen ourselves, our relationships and our communities.

Trust

An inclusive, **collaborative** environment is best achieved when there is **mutual trust**, based upon **honest behavior**, throughout the community.

Respect

Inclusive environments foster excellence by challenging us to consider a variety of viewpoints and approaches. We honor **alternate viewpoints** as **opportunities for discussion and learning,** and therefore treat others with respect, even if we disagree

Diversity

Valuing diversity recognizes differences between people and acknowledges that these **differences** are an **asset**, bringing strength to a community through new ideas,

innovation, and creativity.

Inclusion

By being inclusive, Rubin Obs. strives to create an **environment of respect, and connection** that values and benefits from diverse backgrounds and perspectives

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Kindness Program

Kindness (center) surrounded by petals:
- Strengths, mistake, growth mindset
- Inclusion language
- Collaboration
- Trust
- Allyship
- Self-Care
- Celebration
- Gratitude

Goal: Make kindness the norm

Why:
- Stress Reduction
- positive reinforcement of happiness among our workforce,
- positive outcomes for both individuals and our organization including safety

How:
- Monthly guidance on how to promote kindness at work https://www.lsst.org/about/kindness
- Weekly kindness quotes
- #Be-kind channel

Built on the effort from Daniel Calabrese and in collaboration with NOIRLab

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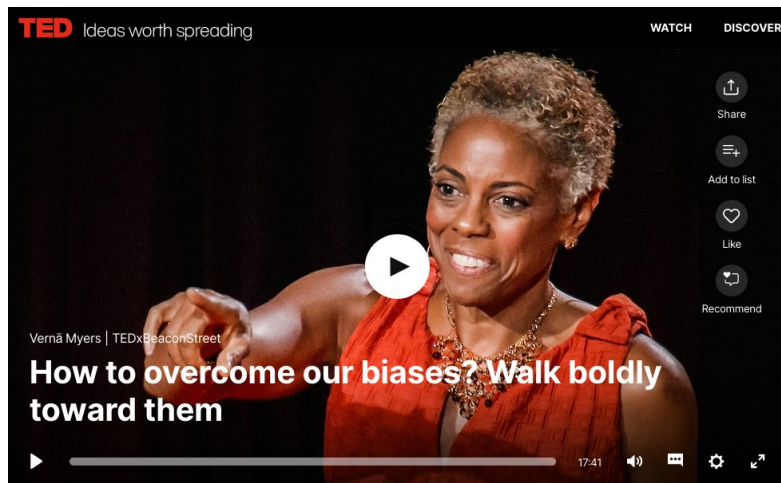
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Thomas et al, SPIE 2022

Monthly Topical Discussion

Goal: The main goal is to hear people and brainstorm ideas to make our workplace more inclusive and welcoming.

How: Topics are often aligned with either monthly celebrations and/or current events.

They include:

- Gender discussions
- Race / Ethnicity discussions
- Workplace improvements such as worklife balances, meeting loads…
- Communications
- Etc

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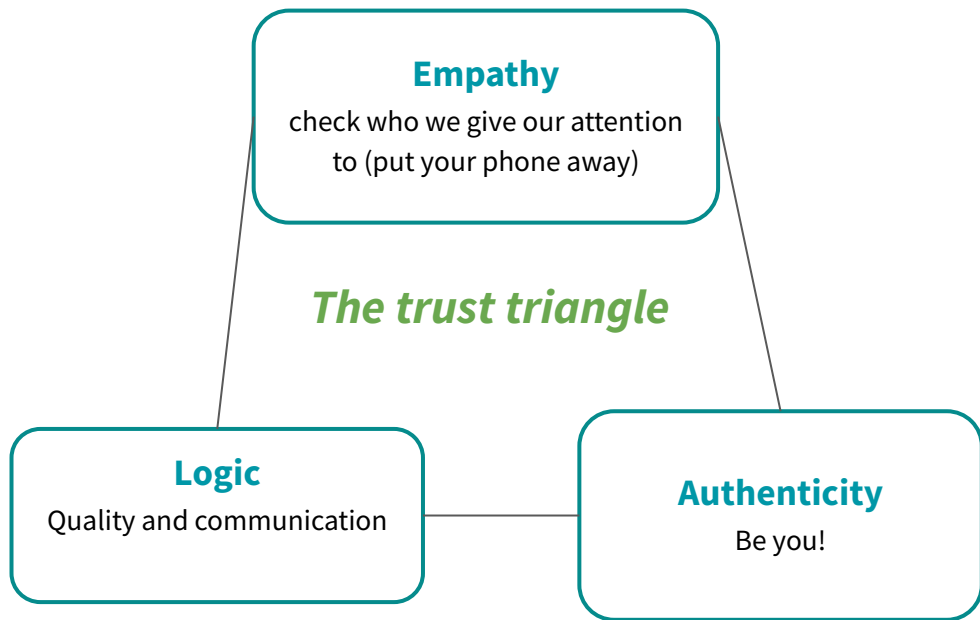innovation, and creativity.

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How to build (and rebuild) trust | Frances Frei

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Empathy
check who we give our attention to (put your phone away)

The trust triangle

Logic
Quality and communication

Authenticity
Be you!

Identifies three Wobbles

- ***Empathy:*** "identify when, where and to whom you are likely to offer your distraction" -> active listening, look at the people talking.

- ***Logic's communication:*** "start with your point, then give your supporting evidence"

- ***Authenticity:*** "Be you" although challenging with people that don't look like us. "Pay less attention to what people want to hear from you and far more attention to what your authentic, awesome self needs to say.

Activity: Obstacle Course

1) Divide the attendees in groups of 5 (try and mix with people you don't know!)
2) Choose one person that will have their eyes covered and will need to go from one side of the room to the other
3) Use props (tables, bags, chairs) to add obstacles along the way
4) The rest of the team takes turns guiding

5) Prepare notes on what you observe
   a) What was important to succeed on getting to the other side?
   b) Did you use any of the 3 wobbles mentioned in the video? Did it help?
   c) What would you do differently?
   d) Did you tend to trust one "voice" over another? If so did you know that "voice" from before

Discussions

- What do you think about the concept of triangle as a way to build trust?
    - Is it enough?
    - Do you think of other components? Examples?
- Taking into account the trust triangle, how is Rubin doing? What are Rubin (at large) wobbles?
- Do you think we can adapt the trust triangle to our workplace? (environment)
    - How do we make Rubin the solid structure?
    - What can work?
    - What will be harder?
    - Training?
    - What is missing?
- How else could we build (rebuild) trust within the Rubin community?
- The most common wobble seems to be empathy,
    - Would a reminder that we are all working to achieve great science and discoveries be enough or too naive?
- How fast could we achieve a solid structure?
- Celebrate difference!!

https://ls.st/rubinideas