

- Reminder: CALICE got invited in 2020 to sign the Diversity Charter formulated by ECFA-NUPECC-APPEC
- Topic(s) has/have been discussed in meeting of CALICE ad-hoc panel on 7/1/21
 - General support to the actions expressed in the Charter
 - ... but also clear criticism on formulation on monitoring and corrective actions
- Meanwhile the Charter has been significantly revised
 - New draft received on 23/6/21
 - In short:
 - Document on monitoring has been separated from the document that expresses the actual values of the charter (which are undoubtedly worth to support)
 - Also in supplementary document on monitoring no mentioning of “measures” anymore
 - Data protection according to European laws is explicitly mentioned
- New draft/procedure is supported by ECFA-NUPECC-APPEC Chairs
- CALICE sticks to the procedure we have agreed upon earlier, i.e.
 - Discussion of updated Charter (or updated approach to ask for signatures) in ad-hoc panel in September **(today)**
 - Dedicated IB Session with decision to sign (or not) the Charter
 - (Short) Report by panel member to IB

- Signing the Charter would imply monitoring relevant quantities on Diversity
 - Diversity group has set up a survey for individuals
 - <https://www.surveymonkey.com/survey/d/X2C1N9U6B4T6X0H1M>
 - Questions are not scandalous
 - It seems preferable that monitoring will be centralised in CALICE
- Signing or not CALICE should have an interest to monitor the relevant variables already for our internal information