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APPEC/ECFA/NuPECC Diversity Group
cc. Andreas Haungs (APPEC), Karl Jakobs (ECFA), Marek Lewitowicz (NuPECC)

Dear Colleagues,

On behalf of the CALICE Collaboration let me thank the Diversity Group for the formulation of the Diversity Charter and once more for having taken into account the CALICE comments to an earlier draft. CALICE is ready to sign the version that was sent to us per e-mail on the 23rd of June 2021. We think that it is important that the Charter exists and appreciate that CALICE was explicitly asked to sign the Charter.

We would like to ask the Diversity Group to take the following points into account for an updated version of the Charter. We refer to the version of the Charter mentioned before.

- Second bullet in Sec. 2 of the Charter: We propose to split this bullet point into two separate points. One in which the collaborations, conferences etc. are encouraged to help ensuring a balanced composition of the committees in overarching bodies (such as APPEC, ECFA, NuPECC) and a second one in which they are encouraged to ensure a balance within their own entity. We have the impression that this second bullet points mixes these things, which renders this point very unclear.
- Section 2, text below the bullet points: We would like to ask to formulate more precisely how a new version of the Charter is dealt with. From our point of view there are two ways: a) changes are implemented by APPEC, ECFA, NuPECC assemblies and signatories of the Charter are asked for approval or b) a new version of the Charter is proposed for signature to the community.

Sincerely yours,

A handwritten signature in black ink, appearing to be "Roman Pöschl".

Roman Pöschl