

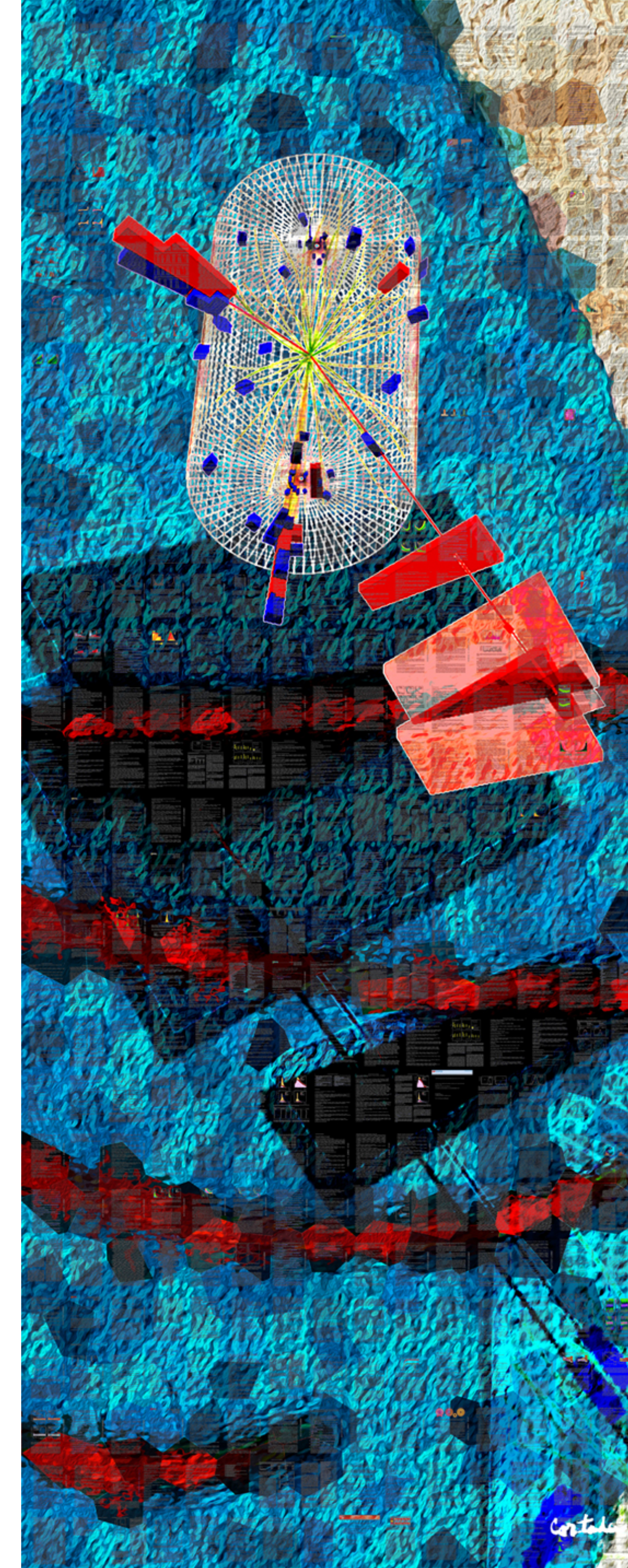
DIVERSITY & INCLUSION

in the
CMS COLLABORATION

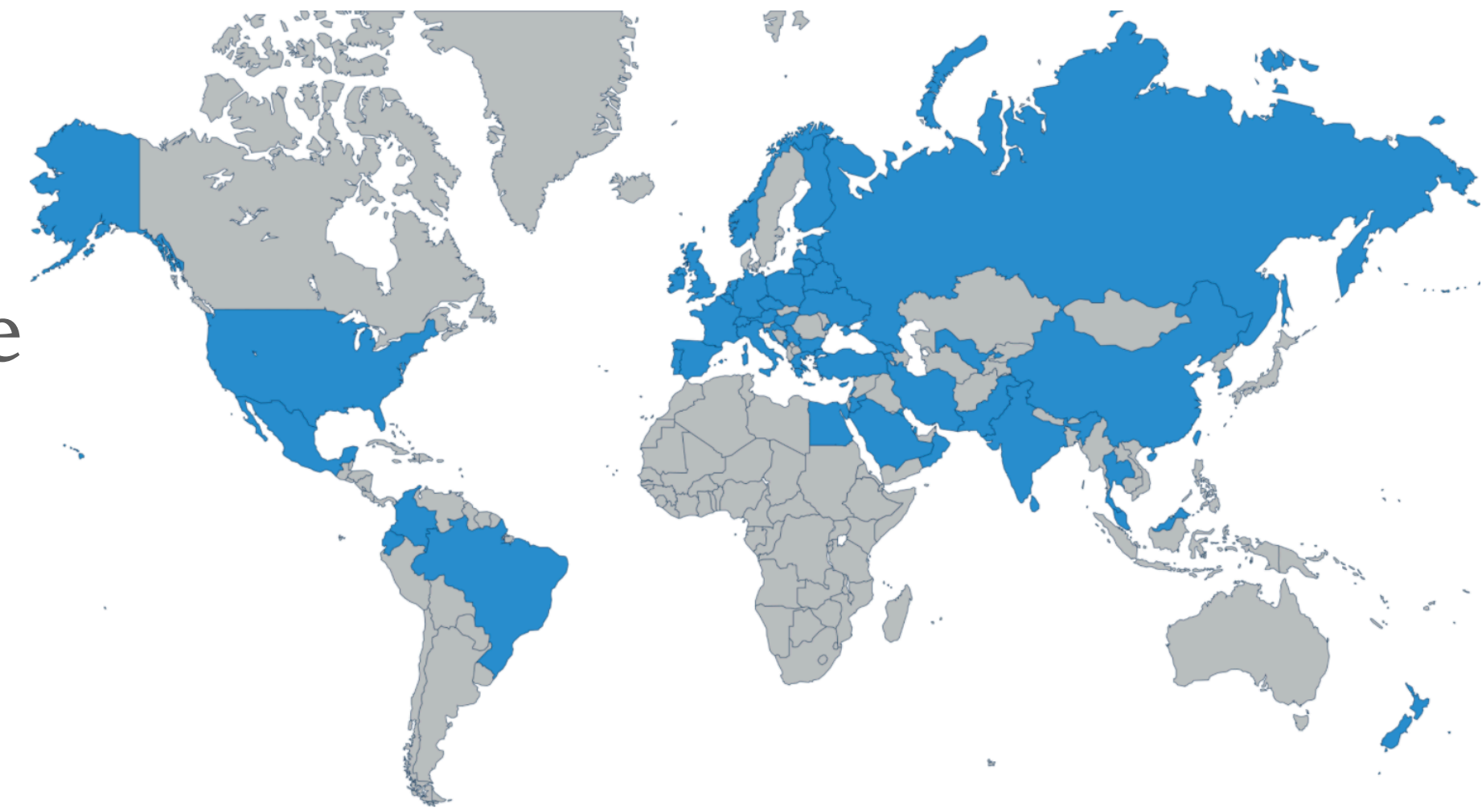
.....
Clemencia Mora Herrera - UERJ Brazil

On behalf of the CMS Collaboration

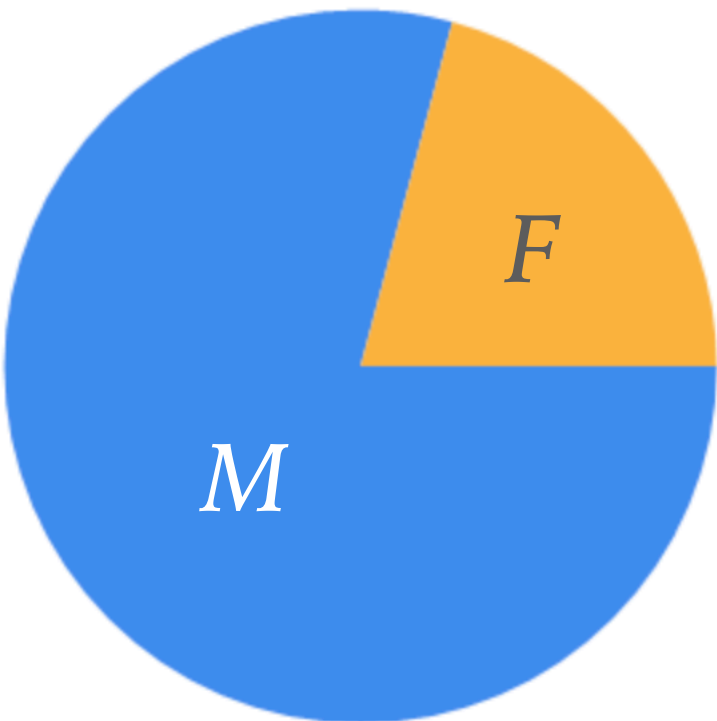
10th ICNFP - Crete - 25 August 2021



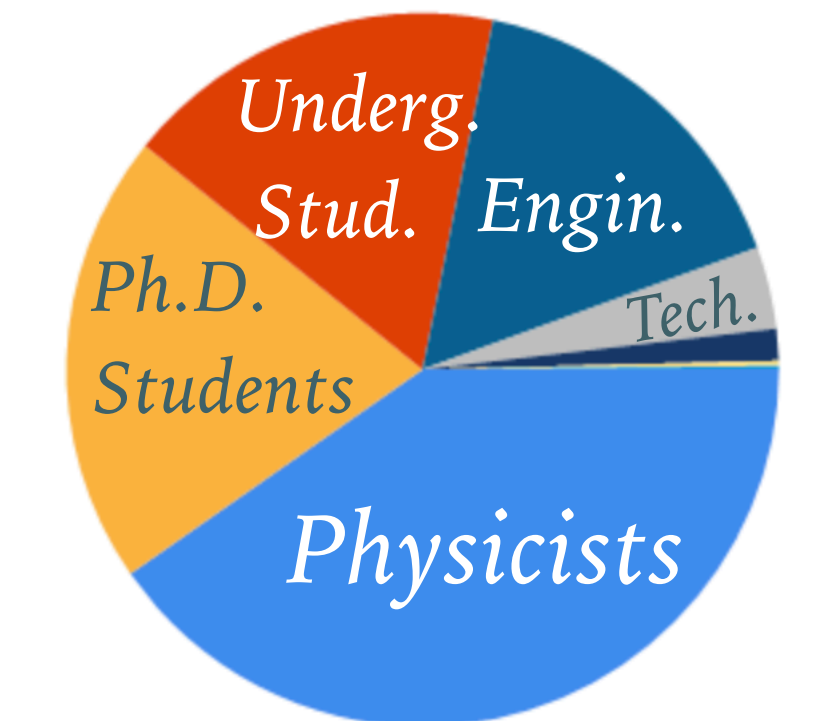
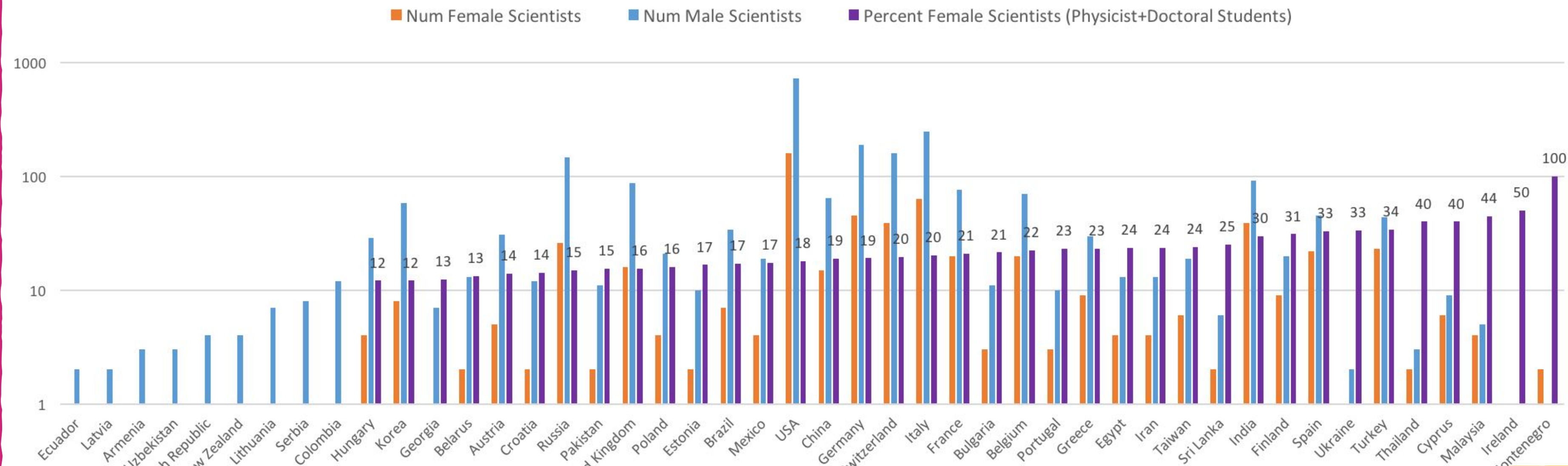
CMS : A COLLABORATION OF PEOPLE



- More than 5400 members in different jobs, more than 40 countries, around 200 institutes
- Around 20% of members female (so far, only binary gender database)
- Authorship of papers ~2000-2500



Scientists by Gender: Physicists+Doctoral Students

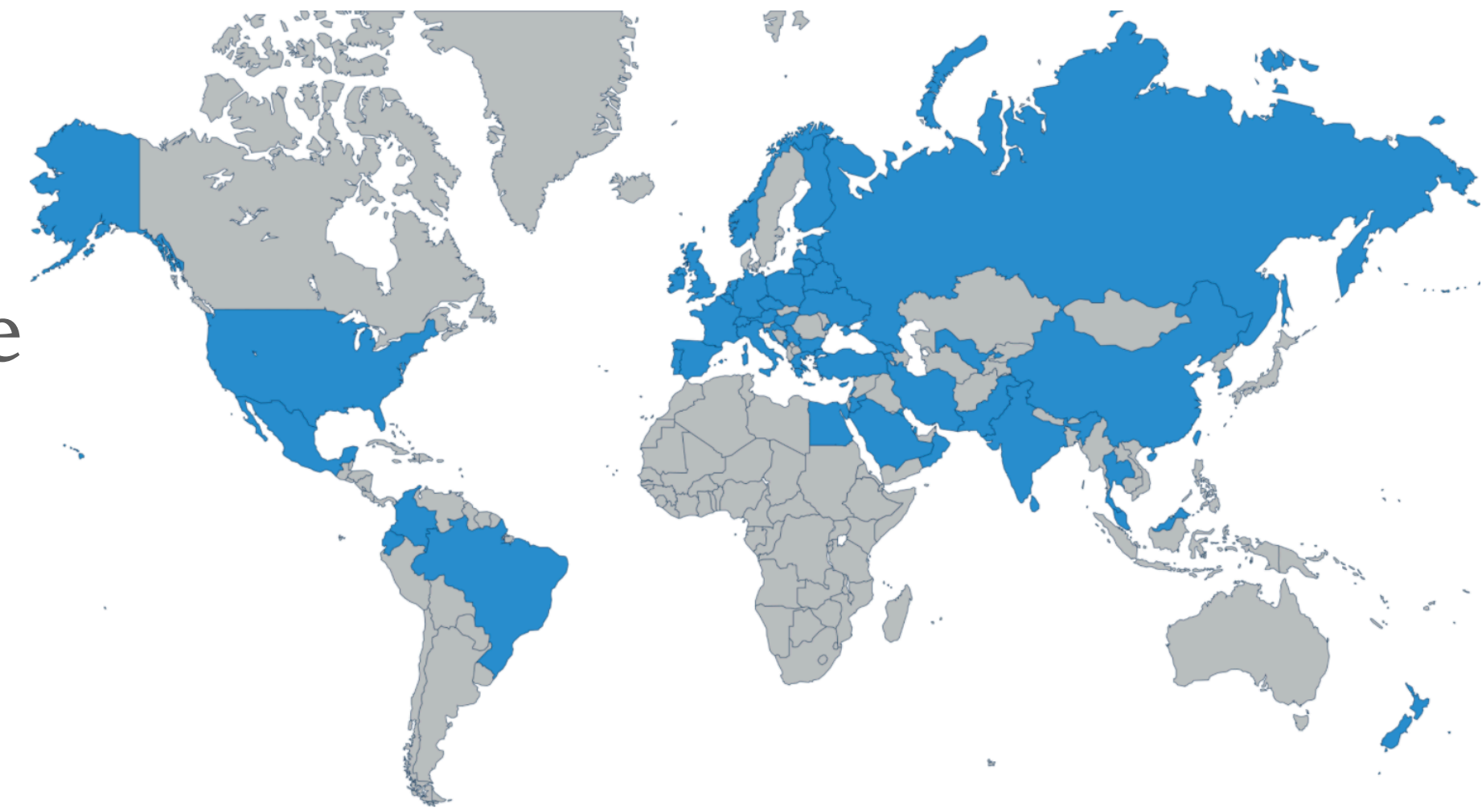


*Physicists + Ph.D students
≈ 60% of total*

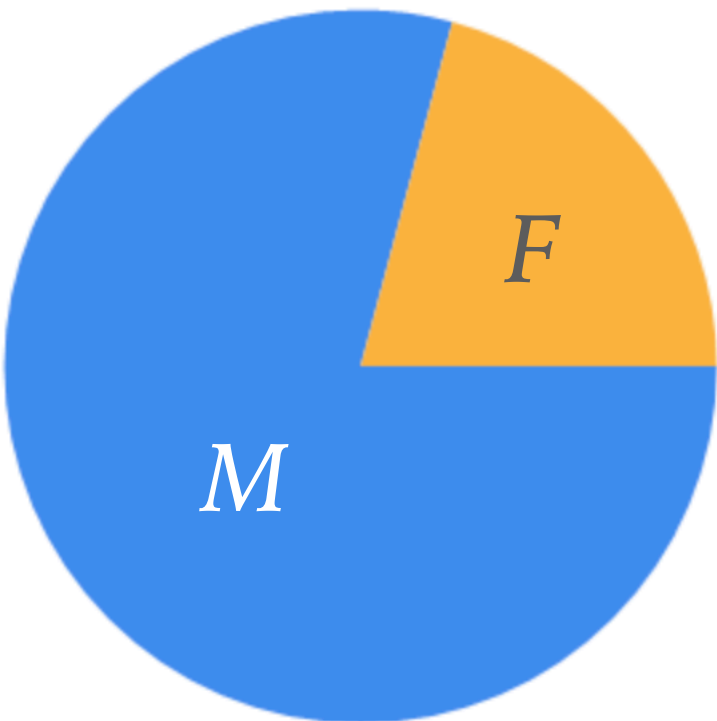
<https://cms.cern/collaboration/people-statistics>

CMS collaboration 2019

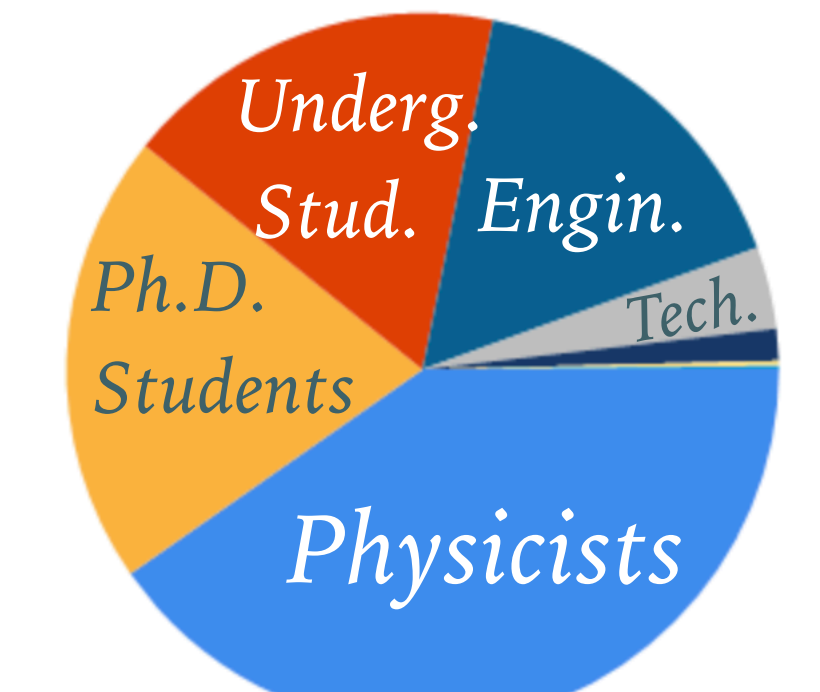
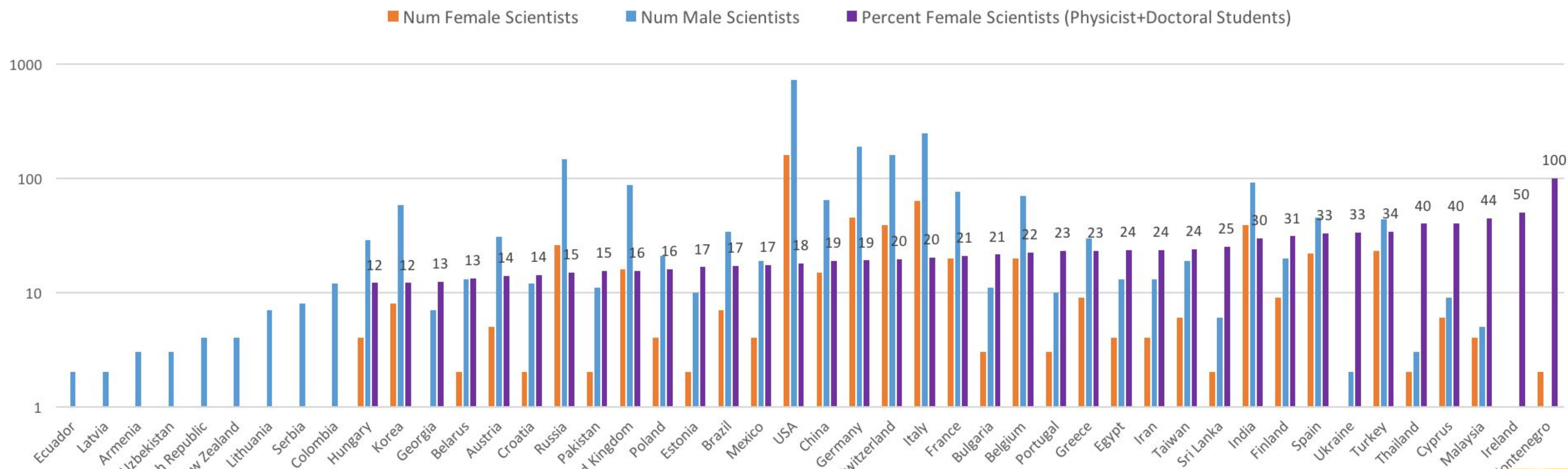
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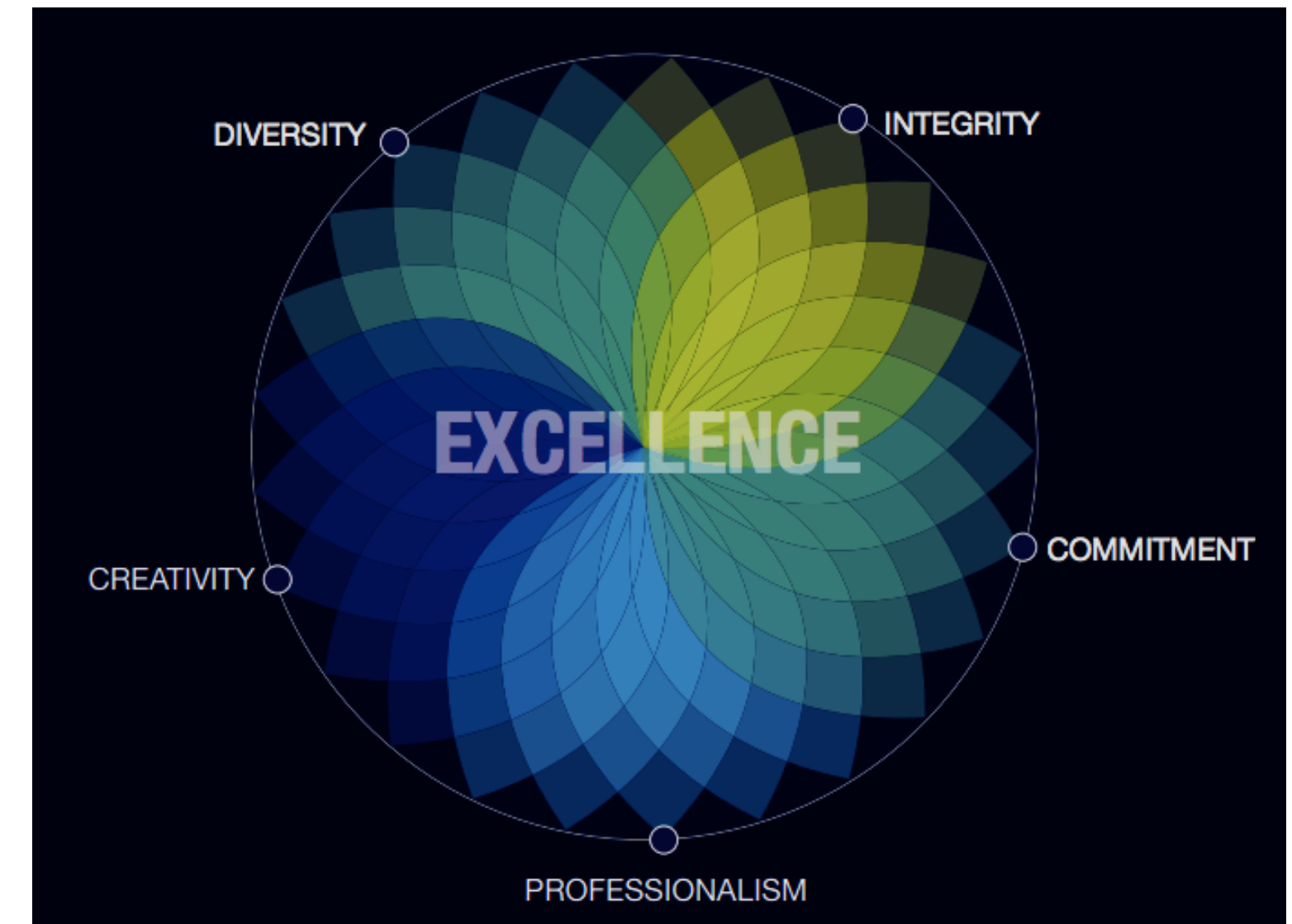
CERN CODE OF CONDUCT

In effect since July 2010

Regarding Diversity...

AS CERN CONTRIBUTORS, WE:

- **Respect** and value differences.
- Promote **inclusiveness** in the workplace.
- Demonstrate **team spirit** and invest in team building.
- Treat others with **tact, courtesy and respect**.
- Abstain from and actively **discourage discrimination**.
- **Avoid offending** others by exercising restraint, and are aware that may be perceived as such even unintentionally.
- **Refrain from unpleasant or disparaging remarks or actions**, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status at CERN, disability, or family situation.



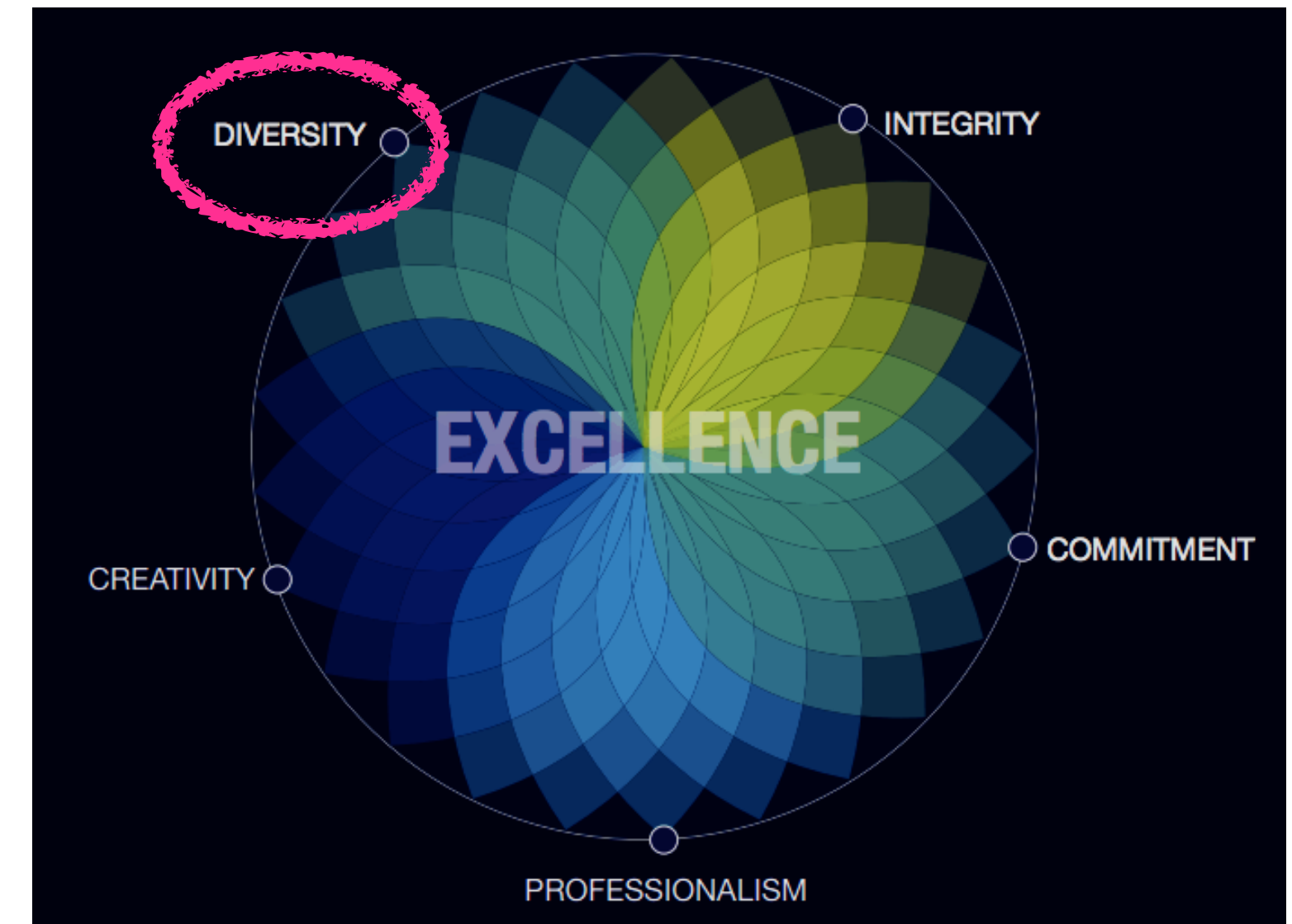
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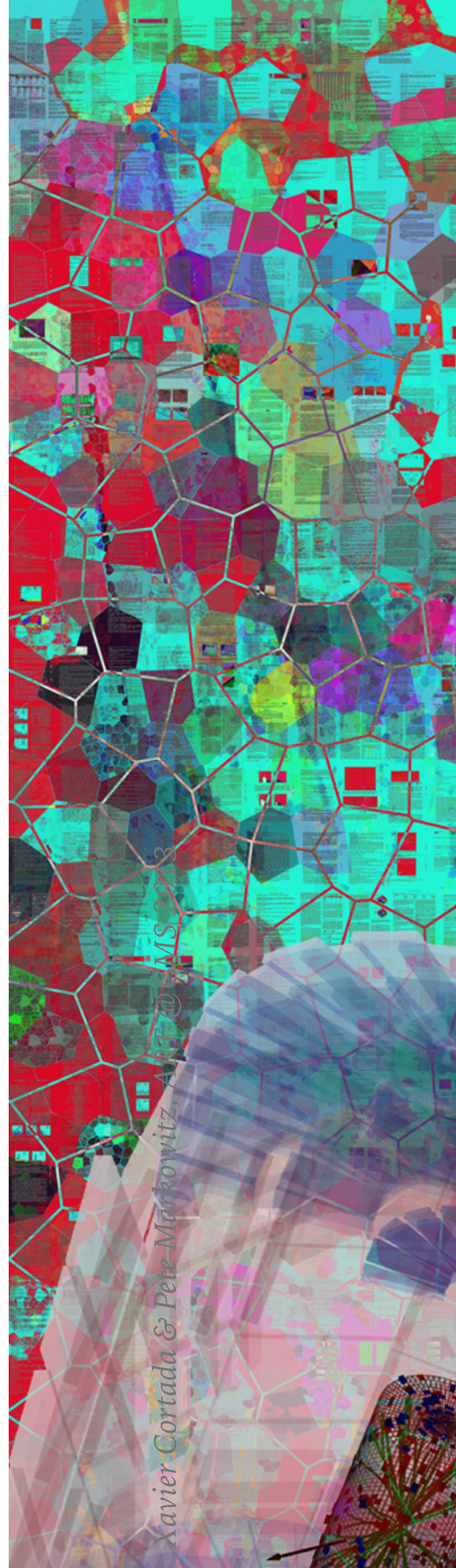
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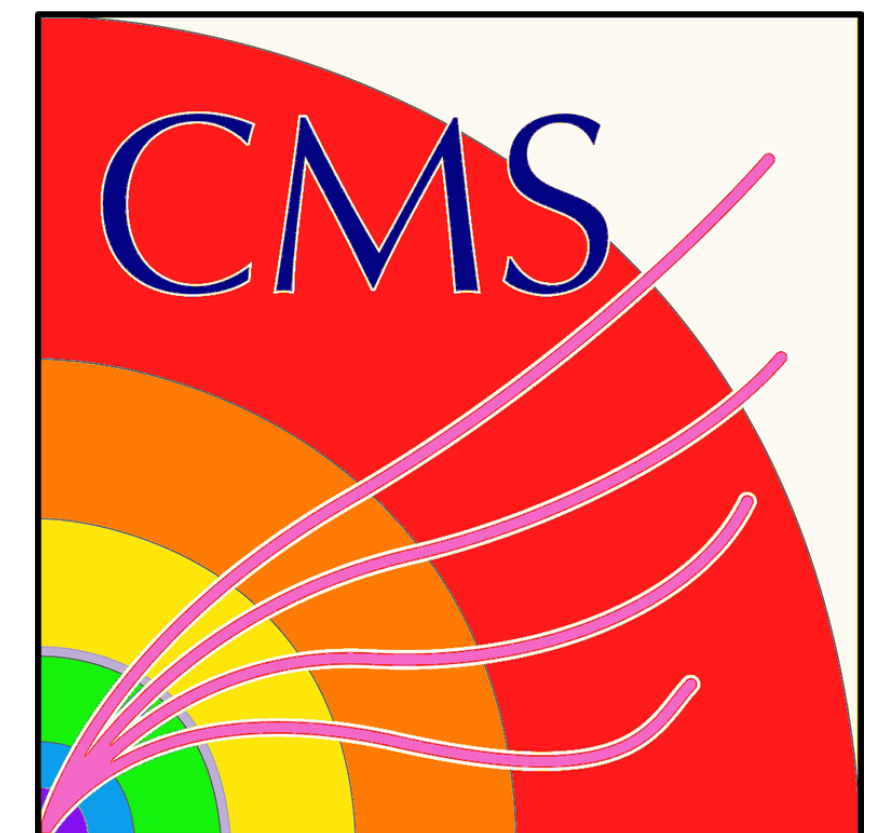
- **Ref**
basis
orient




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AND CMS?


-
- CMS Diversity Office in place since ~September 2017:
 - * The goal of a CMS Diversity Office is to foster a **working environment** where all members of the Collaboration can **thrive and bring in their talents**, irrespective of age, career status, employment situation, institutional affiliation, geographical location, nationality, gender, ethnicity, family situation, sexual orientation, or disabilities.
- 2 DO chairs, plus 9 members from different geographic and demographic origin + CB chair and SP ex-officio.
- <http://twiki.cern.ch/twiki/bin/view/CMSPublic/CMSDiversityOffice>
- The mandate of the Diversity Office is to:
 - * **advise management and individuals** on diversity related matters
 - * propose **actions to promote diversity** and create **awareness**
 - * monitor and record **statistical information related to diversity**
 - * actively **listen to** Collaboration members' **concerns**
 - * **report** regularly to the Collaboration about **diversity related issues**
 - * collaborate with diversity related bodies **outside** CMS



CMS CODE OF CONDUCT FLYER



**KNOW THE
CODE OF CONDUCT**



[HTTP://CERN.CH/GO/D9BT](http://cern.ch/go/d9bt)

IT'S EVERYONE'S RESPONSIBILITY TO:

-  Maintain a professional environment in an atmosphere of tolerance and mutual respect.
-  Abstain from all forms of harassment, abuse, intimidation, bullying and mistreatment of any kind.
-  This includes intimidation, sexual or crude jokes or comments, offensive images, and unwelcome physical conduct.
-  Keep in mind that behaviour and language deemed acceptable to one person may not be to another.
-  Help our community adhere to the code of conduct and speak up when you see possible violations.



**CONNAISSEZ
LE CODE DE CONDUITE**




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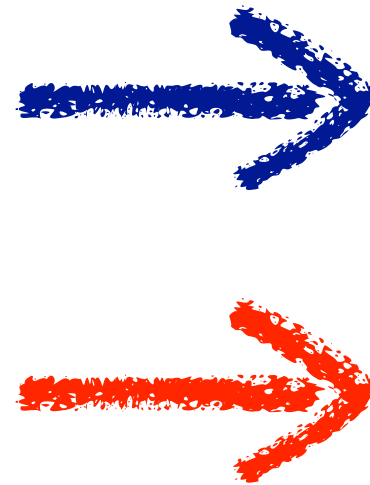
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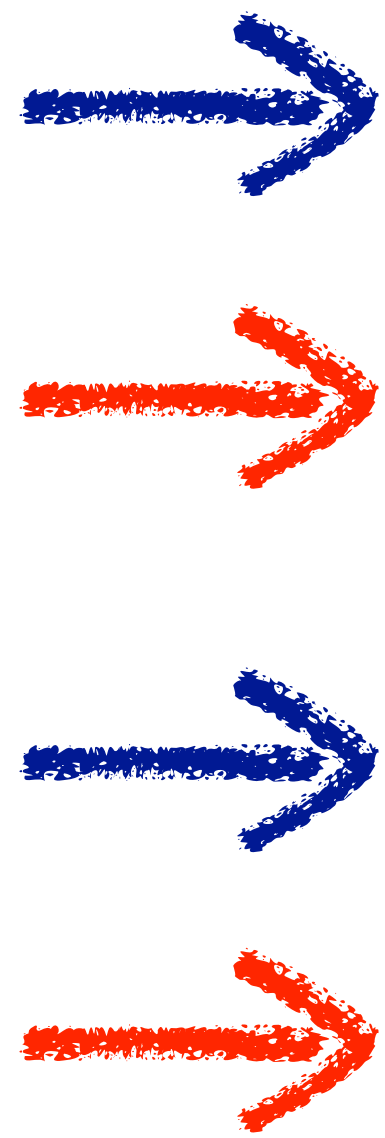
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AWARENESS DISCUSSIONS

"I'm the least sexist person..."

WHY IT IS MISLEADING AND DANGEROUS TO BELIEVE THAT YOU ARE FREE OF PREJUDICE



Talk by Prof. Juliane Degner
(Universität Hamburg)

11:30 -12:30
8 APRIL
CERN COUNCIL CHAMBER

<https://indico.cern.ch/event/810386/>
(webcast available)



- Discussion on “Imposter Syndrome” (June 2019)
 - Open to CMS members only
 - Discussion used experiences from within the CMS community collected anonymously prior to the discussion
- Discussion on “Remote participation” (December 2019)
 - perception vs reality of the importance of presence at CERN
 - Ways to mitigate difficulties of being far from CERN in time zone
 - An invaluable discussion helped with the COVID-19 pandemic a few months later!

IWD CELEBRATIONS (2018)

<https://cms.cern/photo-gallery>

Facebook:

- 1st post with ALL CMS women collage was the most popular (shared by CERN and Fermilab) - 44.7k views
- Other CMS posts had not exceed ~2K views prior to March 8, 2018



IWD CELEBRATIONS (2019)

International Women's Day 2019

- 8 CMS Women shared their experience in physics and give advice to the next generations
 - <https://www.youtube.com/watch?v=c5PnoIHiZxY&t=177s>
 - <https://www.facebook.com/CMSexperiment/videos/1299338800216339/>
 - <https://twitter.com/CMSExperiment/status/1103944135994691585>

#3 most popular CMS Facebook post ever!




Narain/DPF 201

Very high engagement rate
→ people shared, commented, liked
→ This allows to reach new audience.


IWD CELEBRATIONS (2020)

Theme: Each for equal



#IWD2020 #EachforEqual
Celebrating IWD 2020
187 visualizações • 8 de mar. de 2020

14 1 COMPARTILHAR SALVAR ...

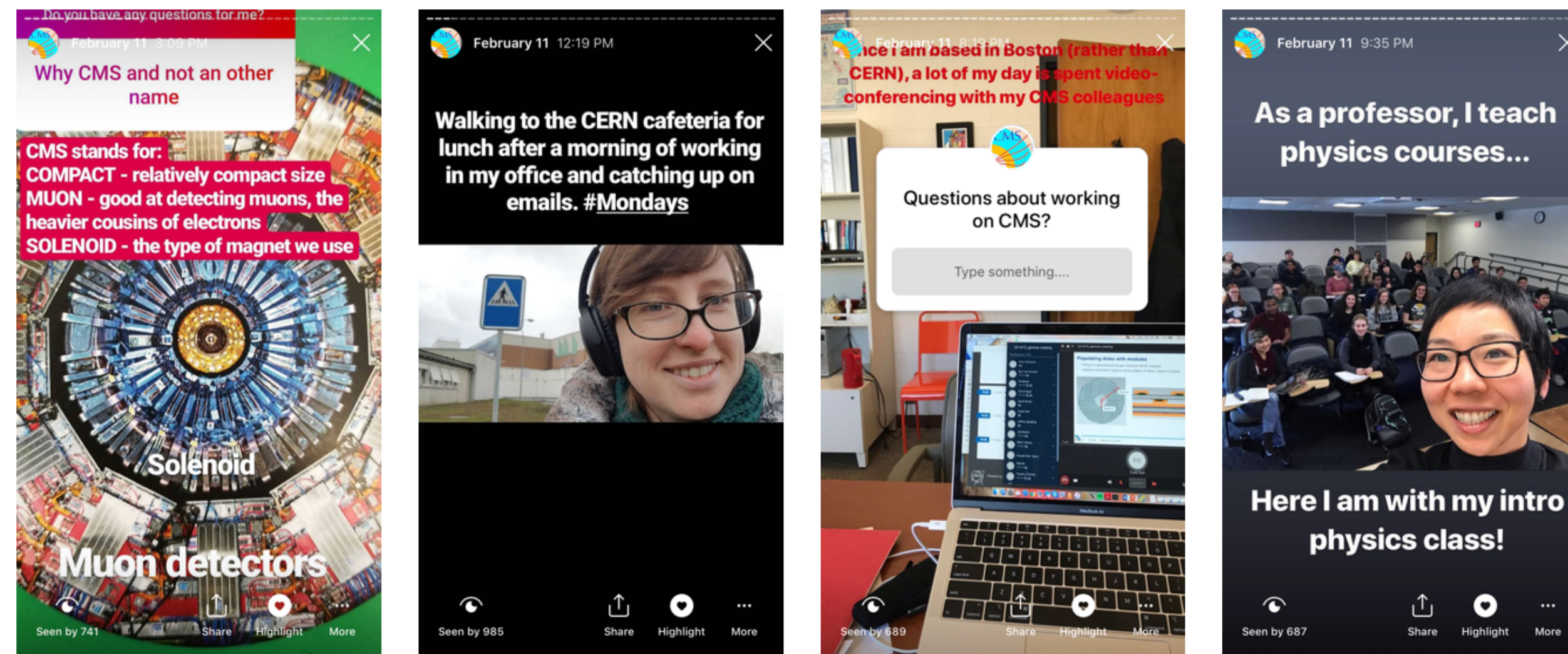
 CMS Experiment ✓
2,79 mil inscritos

INSCREVER-SE

<https://www.youtube.com/watch?v=lGNesuCreR0>

DAY OF WOMEN AND GIRLS IN SCIENCE

International Day of Women and Girls in Science - Instagram



Two of our colleagues took over the CMS Instagram on 11th February!

- Showing behind the scenes of being a physicist at CMS
- Answering questions
- Each story was seen by 700-1000 people

LGBTQ IN STEM DAY 5/JULY

Celebrating diversity in science

Leaders of international scientific organisations support the International Day of LGBTQ+ people in Science, Technology, Engineering and Maths

5 JULY, 2019



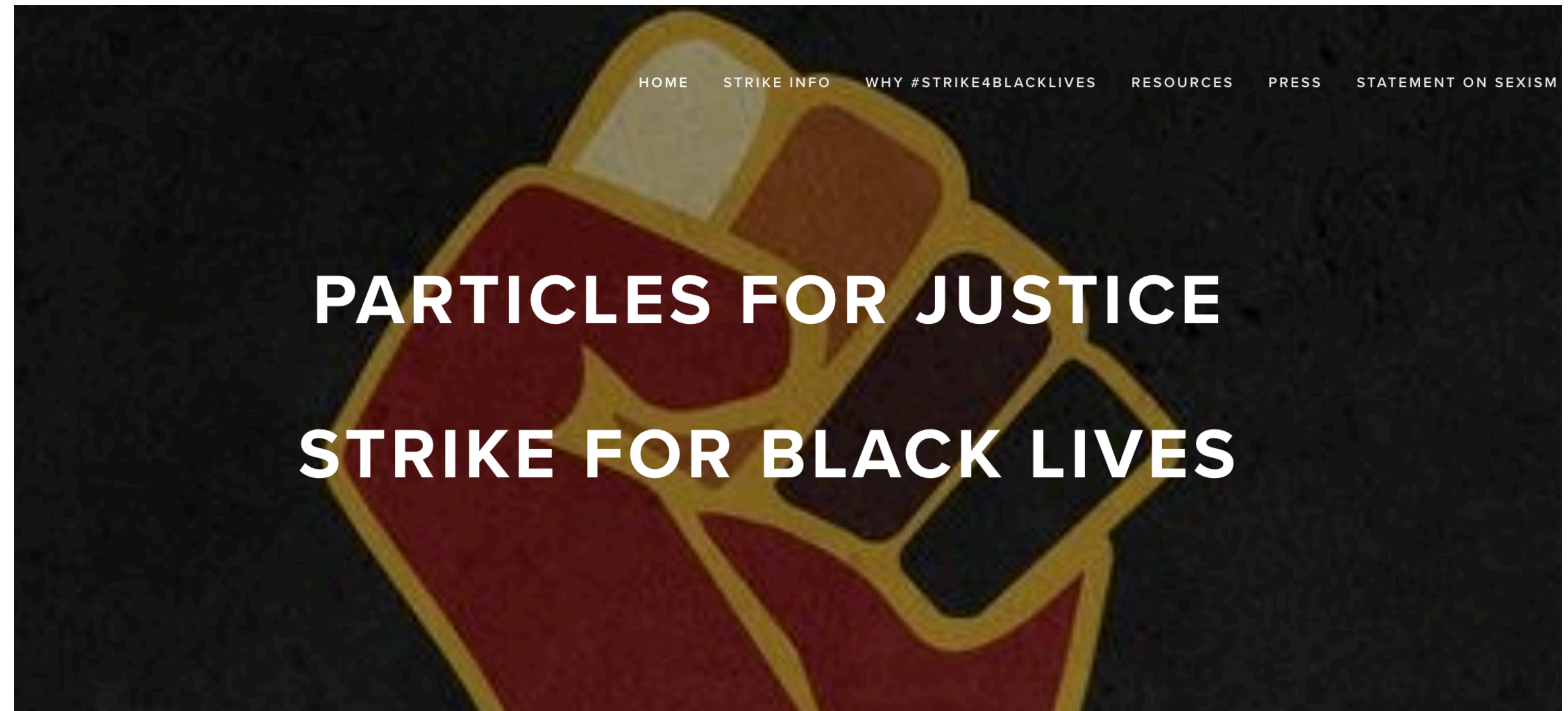
This 5 July marks the second International Day of LGBTQ+ people in Science, Technology, Engineering and Maths (STEM) (Image: Claire Lee/CERN)

On the [International Day of LGBTQ+ People in Science, Technology, Engineering and Maths](#) (STEM) on 5 July, the Directors-General and leaders of CERN, EMBL, ESA, ESO, ESRF, European XFEL, EUROfusion and ILL – the eight



SUPPORT FOR ANTI-RACISM

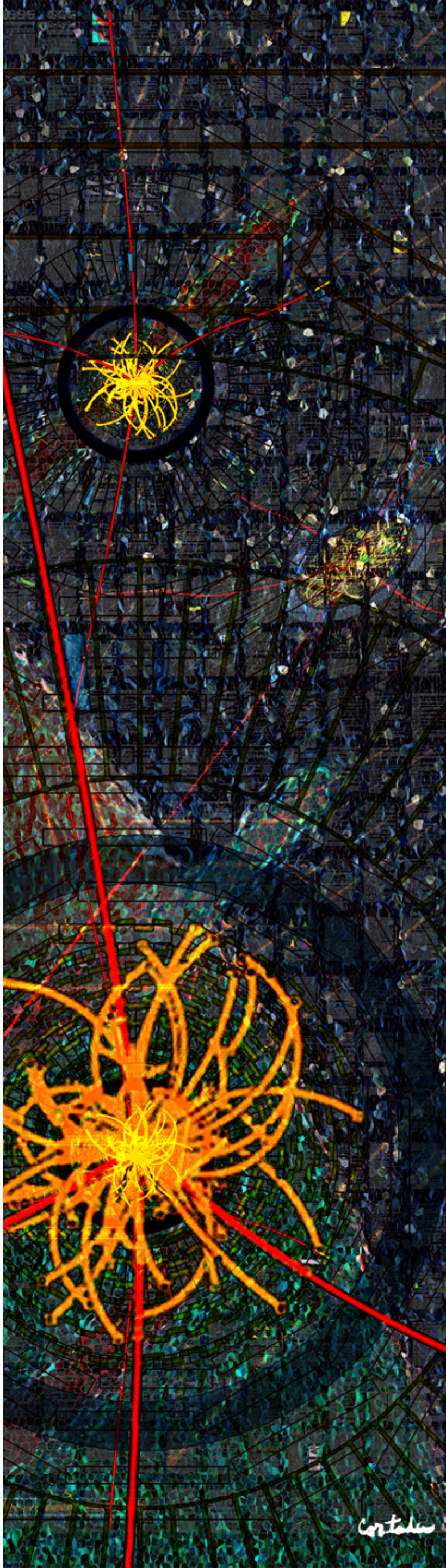
- After the BLM protests in June 2020
- Individual support for the initiative:
 - * Members of the HEP community individually pledge to improve the environment for colleagues
 - * Show empathy for the affected communities across the world (particularly the Americas, African diaspora)



RESOURCES



- CERN Ombudsperson
 - <https://ombuds.web.cern.ch/>
- CMS D.O. **anonymous message box**
https://twiki.cern.ch/twiki/bin/viewauth/CMS/CMSDiversityOffice#Anonymous_Message_Box_Click_on_L
- CERN WIT community <http://women-in-technology.web.cern.ch/>
- Videos <http://diversity.web.cern.ch/videos>
- GENERA <http://diversity.web.cern.ch/genera>
- Nationality networks http://diversity.web.cern.ch/informal_network/Nationality
- Disability network http://diversity.web.cern.ch/informal_network/Disability



REFERENCES



- ▶ Why diversity matters? (McKinsey 2015) <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
- ▶ Diversity and performance (McKinsey 2018) <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>
- ▶ CERN code of conduct in CDS <https://cds.cern.ch/record/2240689/>
- ▶ CERN Diversity Policy document <http://cds.cern.ch/record/2001016/files/DiversityPolicy.pdf>
- ▶ CMS DO twiki <https://twiki.cern.ch/twiki/bin/view/CMSPublic/CMSDiversityOffice>