DIVERSITY & INCLUSION
in the
CMS COLLABORATION

Clemencia Mora Herrera - UERJ Brazil
On behalf of the CMS Collaboration

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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

https://cms.cern/collaboration/people-statistics
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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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CERN CODE OF CONDUCT

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• **Avc**
  aware
  • **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](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

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

IL EST DE LA RESPONSABILITÉ DE CHACUN DE:

- Maintenir un environnement professionnel dans une atmosphère de tolérance et de respect mutuel.
- S'abstenir de toute forme de harcèlement, abus, intimidation et mauvais traitements de toute nature.
- Ceci inclut les plaisanteries ou commentaires grossiers ou à connotation sexuelle, les images choquantes ou les attitudes ou actions importunes.
- Garder à l'esprit qu'un comportement et un langage qui serait acceptable par quelqu'un pourrait ne pas l'être pour quelqu'un d'autre.
- Aider notre communauté à adhérer à ce code de conduite et dénoncer ce qui vous semble en être une violation.
# CMS Code of Conduct Flyer

## Know the Code of Conduct

**HTTP://CERN.CH/GO/D9BT**

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<thead>
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AWARENESS DISCUSSIONS

➤ 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 exceeded ~2K views prior to March 8, 2018
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!

Very high engagement rate
→ people shared, commented, liked
→ This allows to reach new audience.
IWD CELEBRATIONS (2020)

Theme: Each for equal

https://www.youtube.com/watch?v=lGNesuCreR0
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
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: CERN/ESRIN).

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, EUropol and ILL – the eight

https://prideinstem.org/lgbtstemday/
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


➤ CERN code of conduct in CDS https://cds.cern.ch/record/2240689/


➤ CMS DO twiki https://twiki.cern.ch/twiki/bin/view/CMSPublic/CMSDiversityOffice