

# Empowering Diversity: Promoting LGBTQ+ Inclusivity in High Energy Physics

# Why is Diversity important?

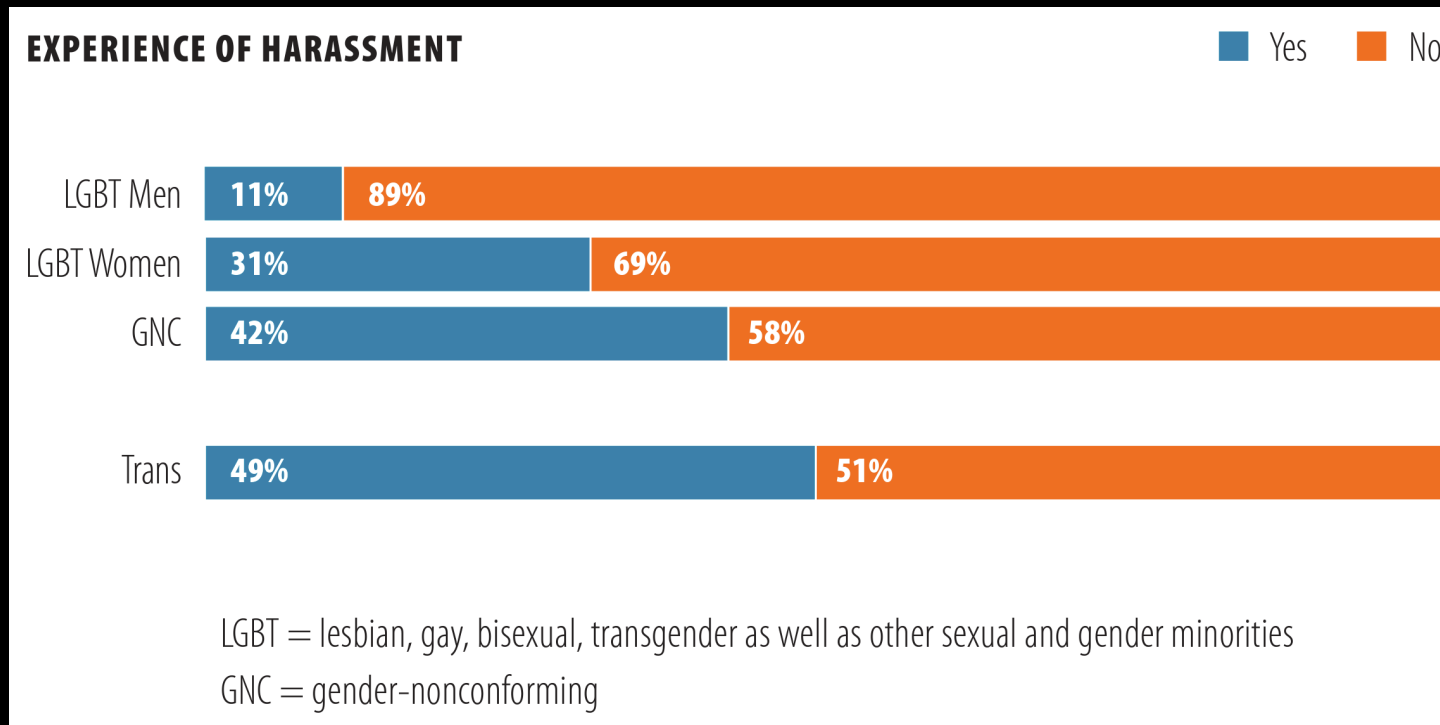
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*“demographically underrepresented students innovate at higher rates than majority students, but their novel contributions are discounted and less likely to earn them academic positions”*

- [The Diversity-Innovation Paradox in Science, 2020](#)

# Why is Diversity important?

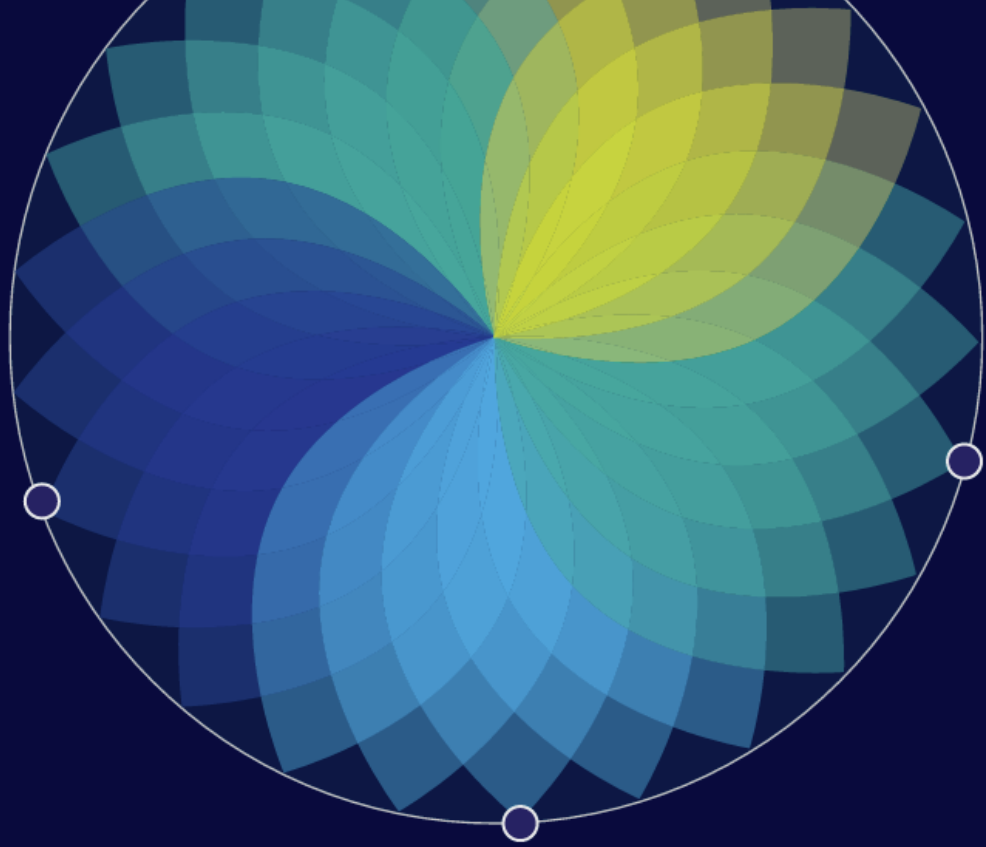
More than 1 in 3 LGBT physicists considered leaving their campus or workplace in the last year. [APS, 2016](#)



Why is Diversity important?

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Physicists are humans,  
and humans are diverse



# DIVERSITY

## **APPRECIATING DIFFERENCES, FOSTERING EQUALITY, AND PROMOTING COLLABORATION**

*CERN's excellence derives from an environment in which the knowledge and perspectives of a diverse workforce are valued and dialogue is encouraged at all levels.*

# Who is LGBTQ+ CERN?



- CERN recognised Informal Network
- To facilitate the integration of LGBT individuals within the CERN community and the surrounding area
- Promotes and provides a friendly social space for LGBT individuals in the CERN community
- Regular lunches and events
- Find us [here](#)

# Who is LGBTQ+ CERN?



Relay team since 2013

3200+ followers on social media promoting important dates and social movements such as Pride, IDAHOBIT, LGBTQ in STEM Day  
[Facebook](#)  
[Twitter @lgbtqcern](#)  
[Instagram @lgbtqcern](#)



# Why do we need LGBTQ+ CERN?

*We are a diverse organisation, and we celebrate that diversity in all its forms. It is one of our core principles. It permeates our Code of Conduct, and respect for diversity is set out in laboratory policies.*

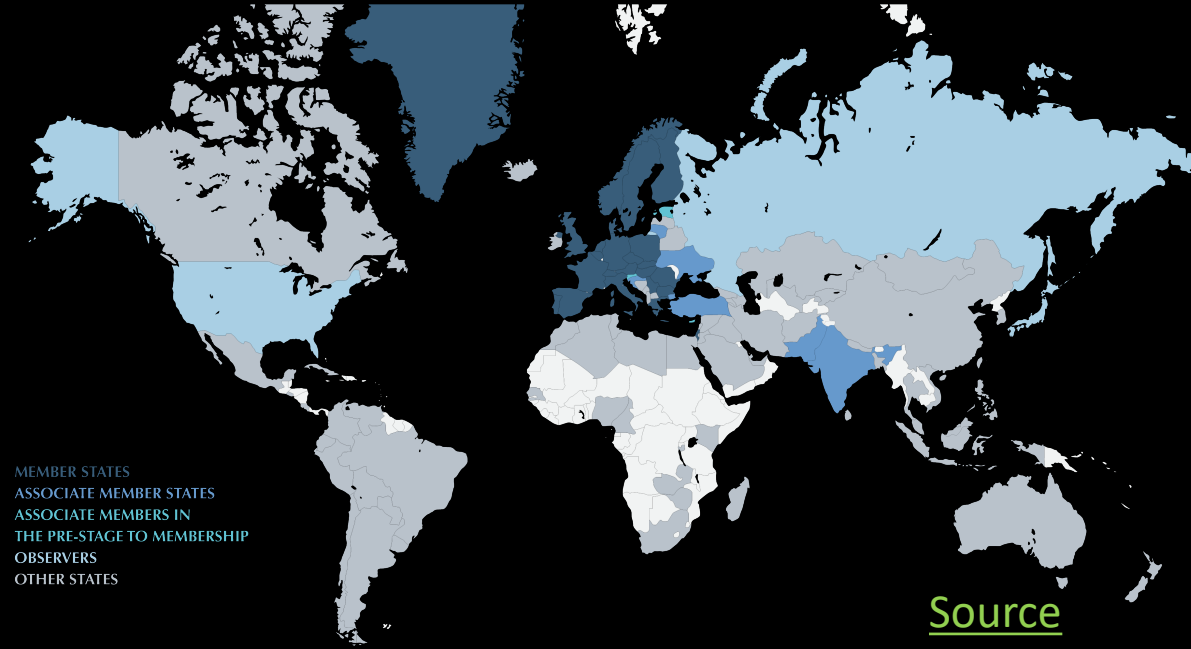
- Fabiola Gianotti,  
CERN Director General





Hundreds of CERN users live and/or work in countries where being LGBTQIA+ is a crime.

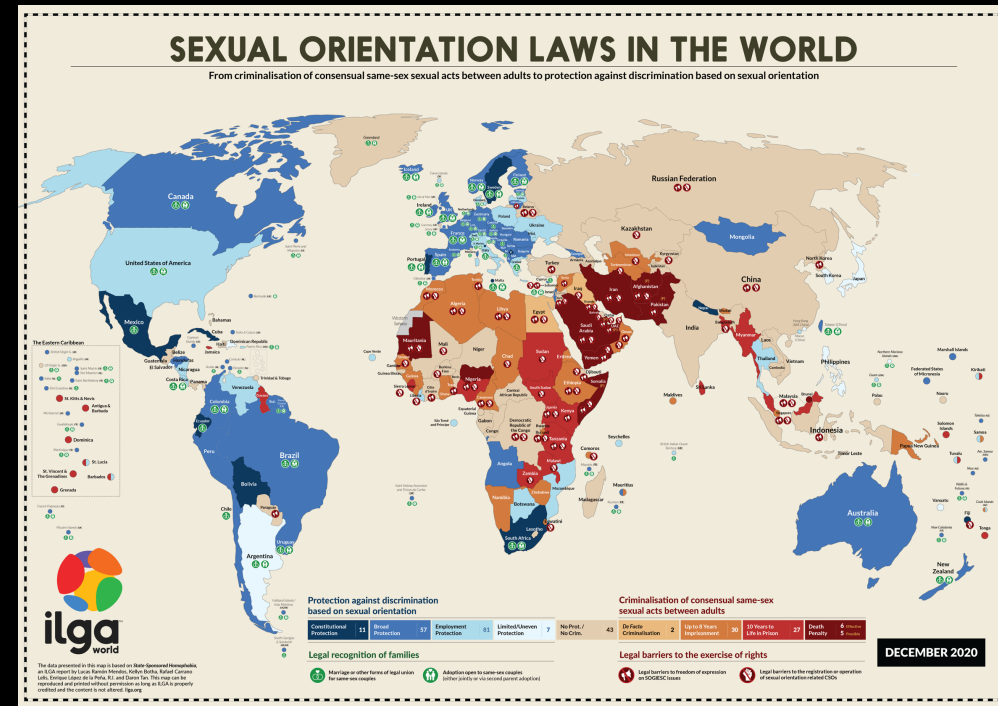
CERN cannot record non-binary genders (Swiss law), even people who arrive with with X in their passport must be assigned M or F by the User's Office.



MEMBER STATES  
ASSOCIATE MEMBER STATES  
ASSOCIATE MEMBERS IN  
THE PRE-STAGE TO MEMBERSHIP  
OBSERVERS  
OTHER STATES

[Source](#)

[Source](#)



# What can you do?

- Show **visible support** for the LGBTQIA+ community
  - Office signs, lanyards, stickers
- Take ally training, often offered by universities
- Report unacceptable behaviour
- Include your pronouns in introductions (slides, email signatures)
- Be aware of mental health implications in the workplace

Be respectful, be sensitive, be an advocate.

[arxiv:1804.08406](https://arxiv.org/abs/1804.08406) LGBTQIA+ best practices

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*Nurturing respect generates self-respect, and a respectful workplace is one where everyone can give their best in a supportive, collaborative, and pleasant environment*

- Fabiola Gianotti, Director-General