



# Diversity, Inclusion and Outreach Report

**Guillaume Pietrzyk, Early Career representative at LHCb, on behalf of the ALICE, ATLAS, CMS and LHCb**

22 May 2023



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# Diversity

Diversity: the state/quality of being different or varied [Cambridge dictionary].

Our collaborations are **diverse**, with people of different ages, sex and gender identities, sexual orientations, physical abilities, religious beliefs, socioeconomic and career status, geographical locations, origins, etc...

Diversity is a **key element** to the wellbeing of our collaborations, and allows for new points of view and ideas to flourish!



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# Inclusion

Inclusion refers to an environment in which every collaboration member:

- feels welcome and is valued and respected
- feels they belong to the experiment
- can contribute optimally

**Diversity alone does not imply inclusion (and a lack of inclusion can impact diversity)!**



# Diversity and Inclusion (D&I) Offices of the LHC experiments

[alice-diversity-office@cern.ch](mailto:alice-diversity-office@cern.ch)  
[atlas-diversity-inclusion-contacts@cern.ch](mailto:atlas-diversity-inclusion-contacts@cern.ch)  
[cms-diversity-office@cern.ch](mailto:cms-diversity-office@cern.ch)  
[lhcb.ecgd@cern.ch](mailto:lhcb.ecgd@cern.ch)



Actively listen to people's concerns



Advise management and individuals



Promote initiatives and maintain D&I webpages



Monitor D&I and report to their colleagues



Cooperate with CERN offices and other LHC experiments

# Actively listen and Support - Advise collaborators about D&I matters

- Listen: Each experiment has contact emails or anonymous message boxes (treated with full confidentiality!)
  - Report any instance of inappropriate behaviour
  - Make suggestions on D&I initiatives
  - Support all members to make sure their personal situation is fully considered by the collaboration
- Advise: Examples of various initiatives
  - Welcome Talks to new collaboration members
  - Special sessions at collaboration weeks
  - D&I social events
  - Inclusive Teamwork trainings
  - Mental Health Workshops (see talk today by Petra Loncar)
  - CMS Task Force on D&I (charged to develop a proposal of mechanisms known to increase diversity and inclusion in appointments)
  - Discussions with management on various issues and decisions

## Contact

You can send us an email that will be treated confidentially by using the email address [alice-diversity-office@cern.ch](mailto:alice-diversity-office@cern.ch) or send us an anonymous message by using this [form](#).

## LHCb Early Career, Gender and Diversity Office: ECGD Meetings

[LHCb homepage](#) > [ECGD homepage](#) > [ECGD meetings](#)

It is part of our mandate to help organize "regular open meetings where ECGD matters can be discussed". We have had an ECGD plenary meeting at every LHCb collaboration week since December 2014, for a total of over 30 meetings so far. These meetings are usually dedicated to specific topic and are prepared with the help of a group of volunteers. Please [contact us](#) if you would like to propose a topic for one of the future meetings or would like to get involved in preparing a meeting.

The following links point to the (password protected) Indico pages of previous ECGD meetings. In some cases you'll have to scroll down to the relevant agenda item.

**28 Feb 2023**

Job pathways for early career academics

**7 Dec 2022**

Mental health and wellbeing

**6 Sep 2022**

Regional representation in positions of responsibility in LHCb

**14 June 2022**

A special session due to the first in-person LHCb week since September 2020! We hosted the LHCb-awards ceremony and had a presentation from the CERN diversity office.

**1 Mar 2022**

Main topic: Women and girls in science.

**7 Dec 2021**

Main topic: Accessibility and support in our working environment for colleagues with physical disabilities.

**21 Sep 2021**

Main topic: Mailing lists in LHCb.

**15 Jun 2021**

Main topic: Supporting transgender and non-binary colleagues.

**23 Feb 2021**

Main topic: Healthy teamwork in preparation of Run 3.

# Promote diversity initiatives and maintain webpages

## Changing logo



## Women's day



## Exploring D&I booklet



### TEST YOUR DIVERSITY, EQUITY & INCLUSION VOCABULARY

What is the most gender-inclusive way to say:

- 1  A Manpower
- 2  B (W)omanpower
- 3  C Personpower

If a teacher likes students, \_\_\_\_ will find work more enjoyable.

- 4  A their... they
- 5  B his/her... he/she
- 6  C her... she

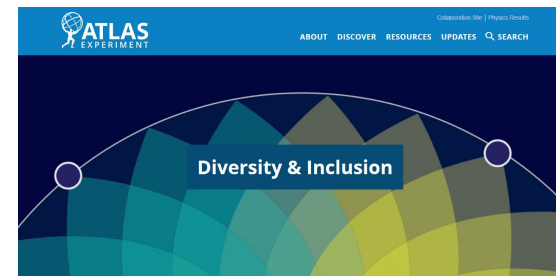


A three-story office building that does not have a working elevator is an example of:

- 7  A Eurocentrism
- 8  B Cisgender
- 9  C Ableism

<https://heyzine.com/flip-book/4150f457dc.html#page/1>

## D&I webpages



The ATLAS Collaboration draws its creativity and strength from world-wide members with different backgrounds. This pluralism is an essential part of our identity as scientists and we fully uphold CERN's principles of [inclusiveness and diversity](#) as enshrined in the [CERN Code of Conduct](#).

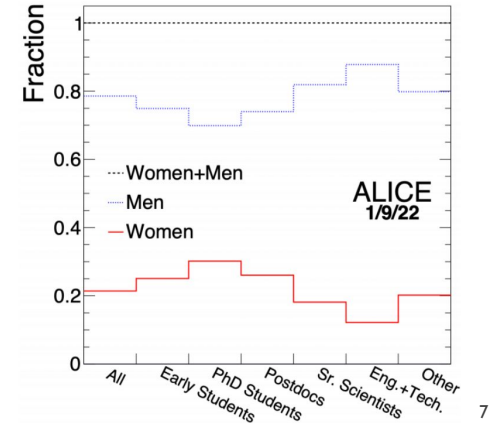
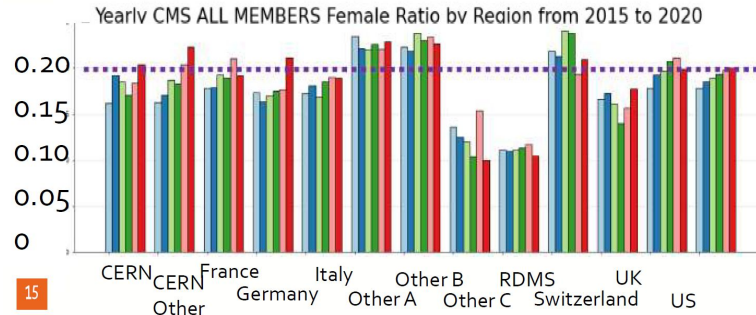
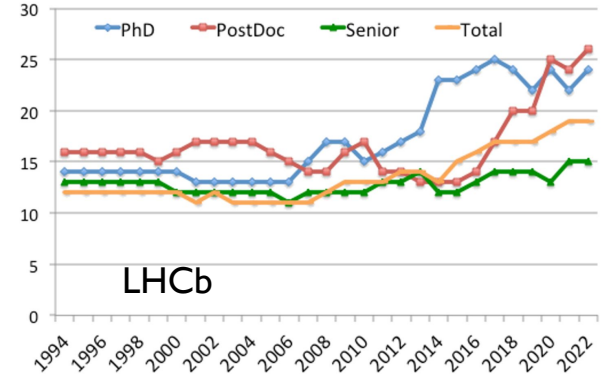
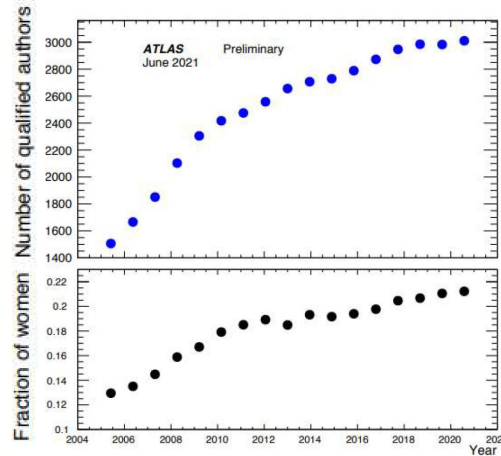
<https://alice-collaboration.web.cern.ch/DiversityOffice>  
[https://lhcb.web.cern.ch/ECGD\\_Office/ECGD-intro.html](https://lhcb.web.cern.ch/ECGD_Office/ECGD-intro.html)  
<https://atlas.cern/diversity>  
<https://twiki.cern.ch/twiki/bin/view/CMSPublic/CMSDiversityOffice>



# Monitoring D&I : Evolution of fraction of women

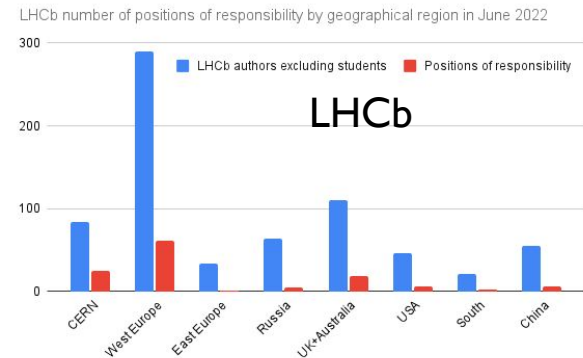
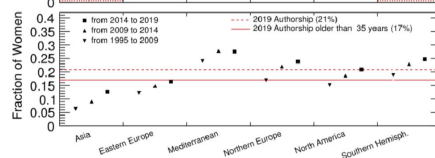
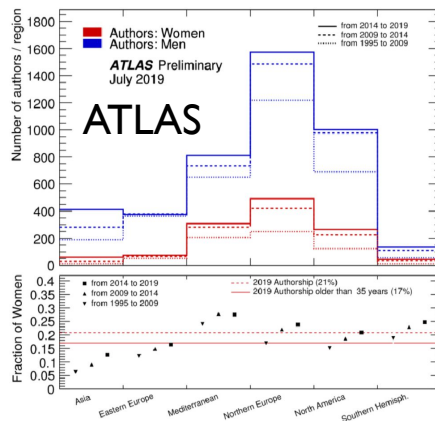
Each collaboration tries to regularly monitor their fraction of women:

- Fraction seems to increase with time
- All 4 experiments have a fraction of about 20%

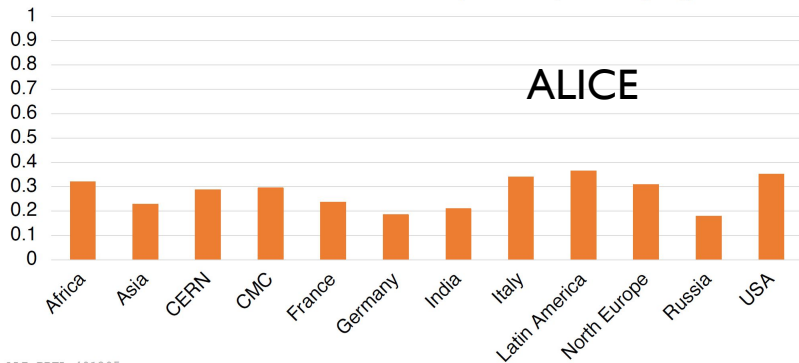


# Monitoring D&I : Regional representation

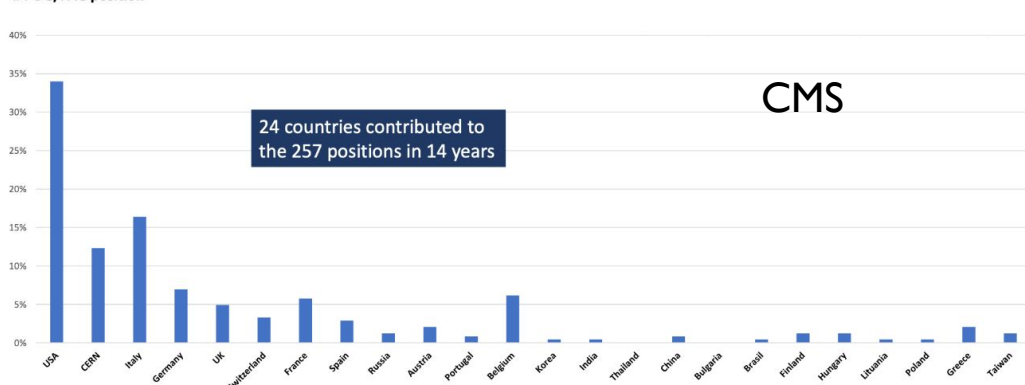
Each collaboration monitors their regional representation!



Fraction of ALICE members with responsibility roles by region



# POG/PAG position

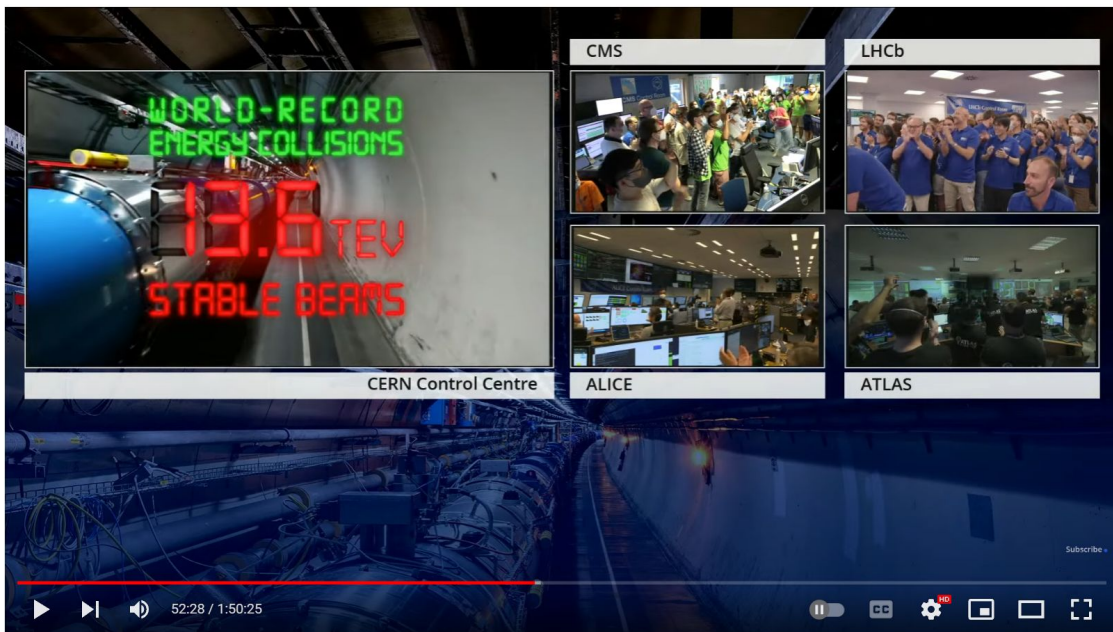






# OUTREACH

# 5 July 2022 - First collisions of Run 3



Everybody teamed up to make this wonderful event happen!

- Months of preparation
- 2h of live
- >10 people to manage audiovisual
- ~20 moderators
- 13 platforms
- 12M impressions
- Trending on Twitter in CH, FR, UK, US

See Talk at 2:30pm by Anais Gerard

Live from CERN: Join us for the first collisions for physics at 13.6 TeV!



1M views Streamed 10 months ago

# Visitor experience taken to a new level



ALICE open virtual visit (in English)

Tuesday 21 Mar 2023, 13:00 → 14:30 Europe/Zurich

2285/R-C15 (CERN)

Despina Hatzifotiadou (Universita e INFN, Bologna (IT)), Tapan Nayak (CERN, Geneva and NISER, Bhubaneswar)

ALICE

All 4 experiments propose on-site and virtual visits. Upgrade visitor experience with:

- New LHCb exhibition
- New ATLAS visitors centre



CERN is one of the most visited places in Geneva (~170K/year). Will certainly significantly increase with the opening of the CERN Science Gateway!

- New Hub for outreach, education and training
- Opening scheduled for October 2023
- Today's talk: “**The Science Gateway Education Program**” by Anja Kranjc Horvat

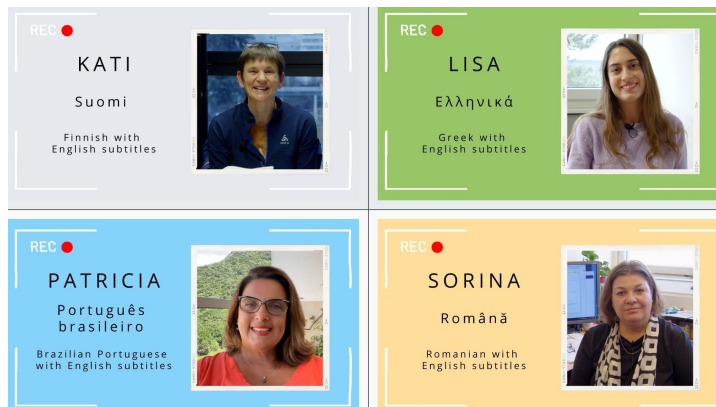




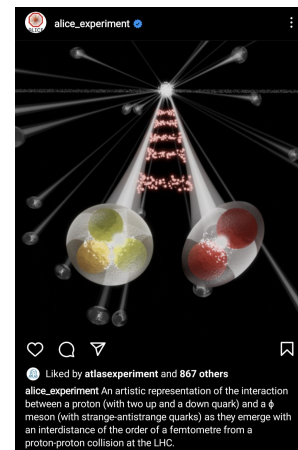
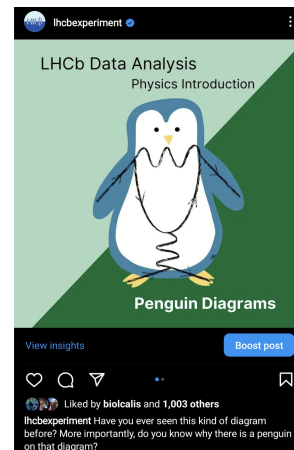
# Connecting with the public

- All experiments have a strong social media presence (with strongly motivated dedicated teams)
- Always finding new ways of promoting science (e.g. new post ideas, interviews of collaborators)
- Promote diversity (such as all the languages) through dedicated videos

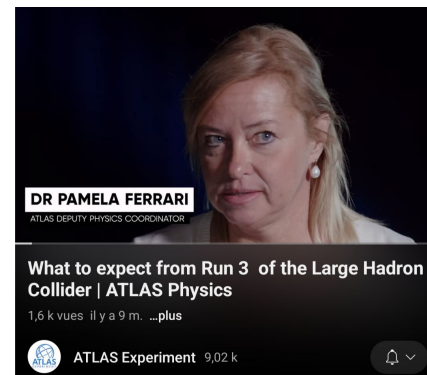
CMS  
“Women For  
Science”



Instagram



Youtube



# Sharing the knowledge

Another very successful year of masterclasses!

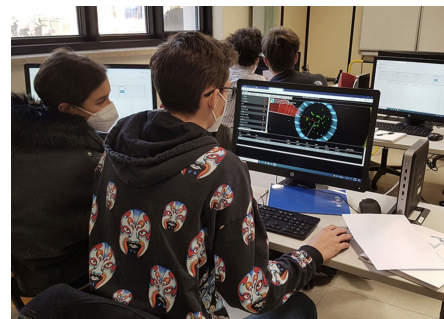
- From 13/02 to 31/03/2023
- 13K high school students, 60 countries, 225 universities



See related talk at 4:10pm on news from IPPOG (*Roumyana Mileva Hadjiiska*)

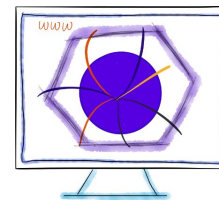
All LHC experiments have released their data to the public (Open Data).

- ATLAS: Open Data dedicated to Education
- LHCb: First set of data released in Dec 2022

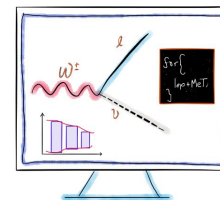


The ATLAS detector

Histogram Analyser: Simulated Data only



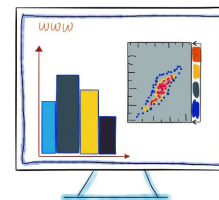
A look inside & around the ATLAS detector



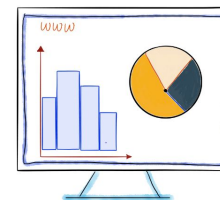
Perform real HEP analysis with your mouse

Histogram Analyser: Real & Simulated Data

Jupyter Notebooks



Perform real HEP analysis with your mouse



Let's run some real code on your browser

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# Conclusion

- LHC experiments have well organised offices dedicated to Diversity and Inclusion
- All 4 experiments are diverse
- Women represent about 20% of the collaborations:
  - Increasing with time
  - Can be clearly improved, especially at senior levels
- Still a lot of work on inclusion in terms of equal opportunity and participation, but we are moving in the right direction. See related session tomorrow!
- All 4 experiments have extensive outreach programmes!



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Thank You

