

A group of approximately 20 women are gathered in a room, smiling and posing for a group photo. In the background, a red double-decker bus is visible, with a sign that reads '140 Queensbury Kenton Harrow on the Hill Marholt Yeading Hayes Station'. To the left, a white sign features the 'WIO' logo and the text 'WOMEN IN TECHNOLOGY'. The scene is overlaid with a semi-transparent blue filter.

# WOMEN IN TECHNOLOGY COMMUNITY REVIEW 2022

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8 March 2023

# Agenda

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## What we'll talk about today:

- Introduction
- Internal Communication
- WITogether
- Mentoring
- Outreach
- Social Media
- Website
- Q&A

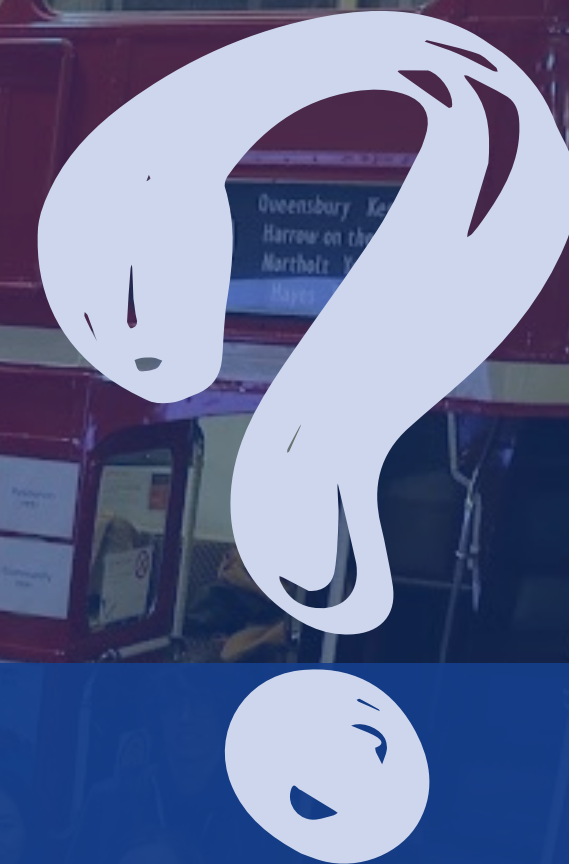


# INTRODUCTION



# WHY WIT?

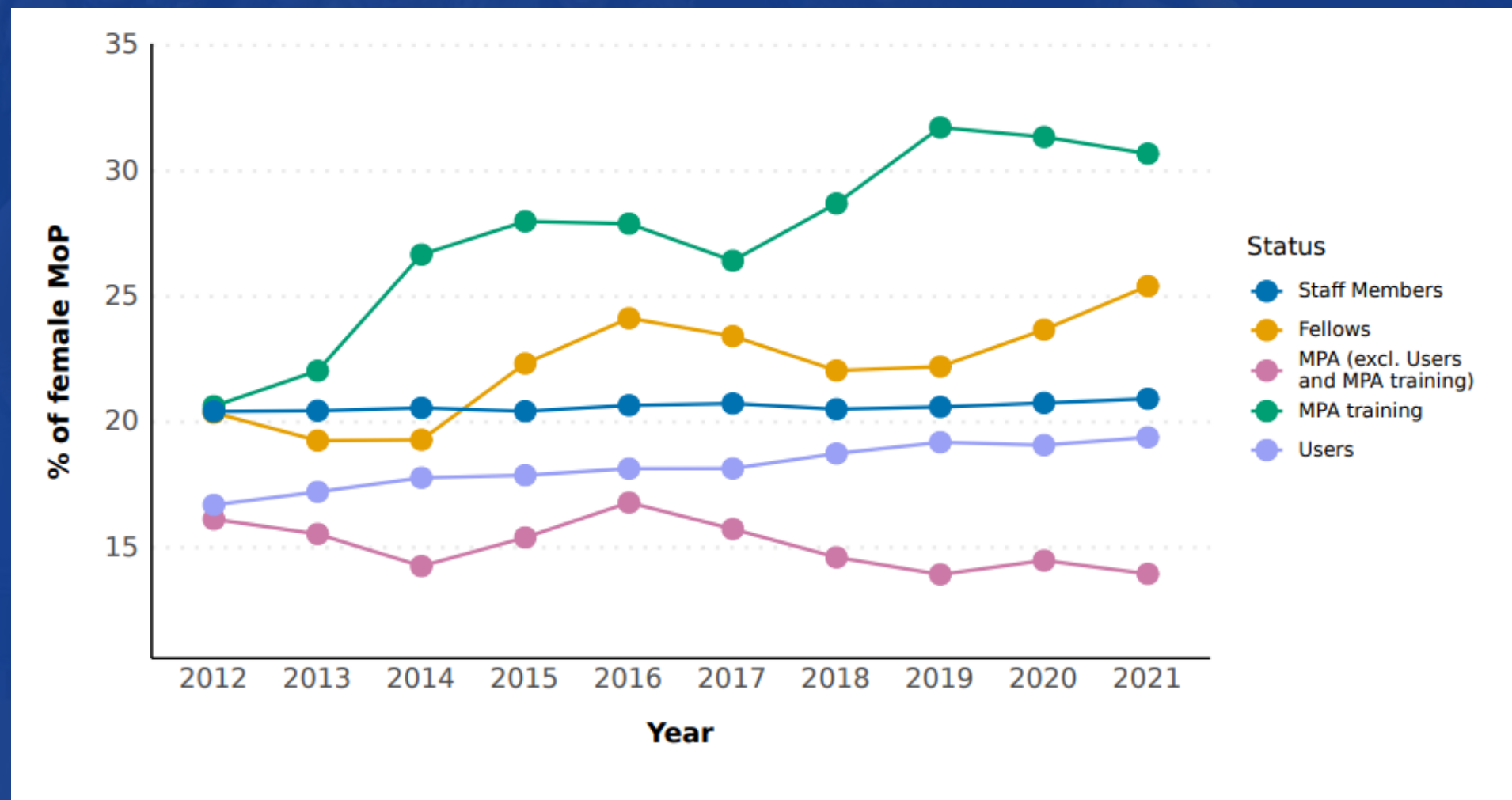
An informal grass-roots community born in 2016 to create a network among women at CERN



## WOMEN REPRESENTATION

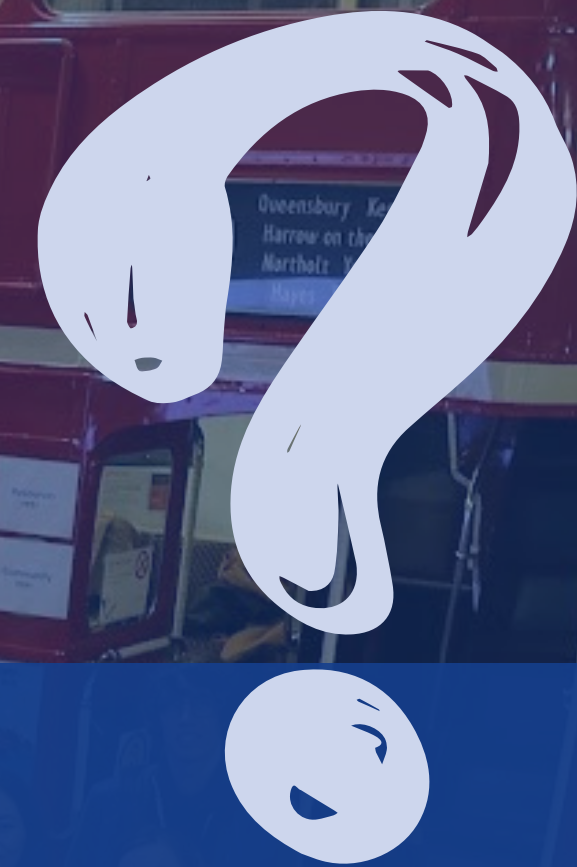
- 20% Women Members of the Personnel

Proportion of Female Members of the Personnel over the last 10 Years (2012 – 2021)

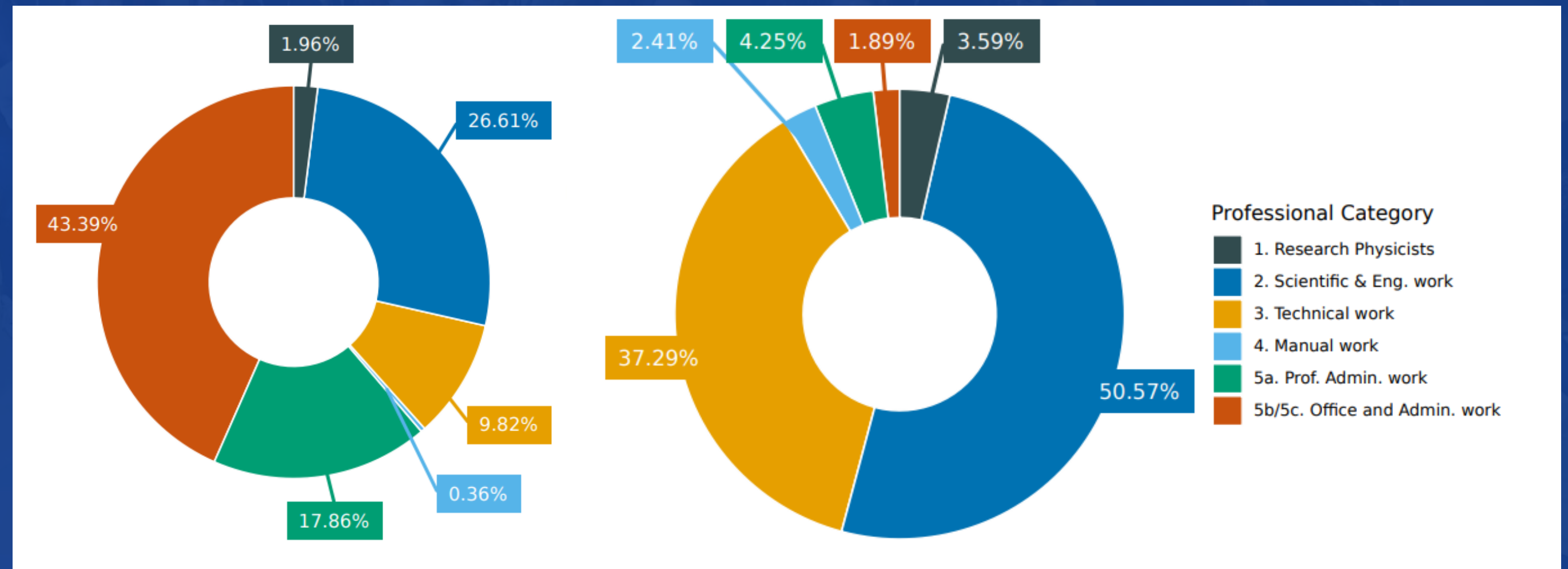


# WHY WIT?

An informal grass-roots community born in 2016 to create a network among women at CERN



Distribution of Female (left) and Male (right) Staff Members by Professional Category

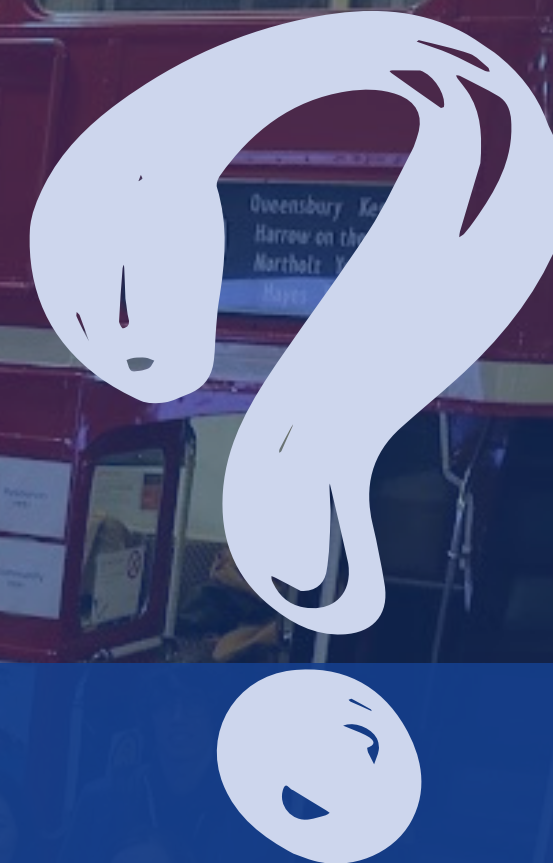


## WOMEN REPRESENTATION

- 20% Women Members of the Personnel
- Low representation of Women in STEM-jobs

# WHY WIT?

An informal grass-roots community born in 2016 to create a network among women at CERN



## WOMEN REPRESENTATION

- 20% Women Members of the Personnel
- Low representation of Women in STEM-jobs

## SUPPORT

- Mentoring program
- Reach more female job applicants using Social Media
- Collaborate with CERN D&I program

## NETWORKING

- Getting to know new people
- Visiting CERN labs/places
- Exchanging point-of-views

**HAVE FUN!**



# ORGANIZATION



# THE STEERING COMMITTEE

7 coordinators  
 Currently coming from EP (3),  
 IT (2), BE (1) and IR (1) departments

**Florentia Protopsalti**  
 Networking, Talks & Lectures

**Simona Kriva**  
 Mentoring

**Maria Alandes Pradillo**  
 Website, Outreach, Communication

**Adriana Telesca**  
 Communication



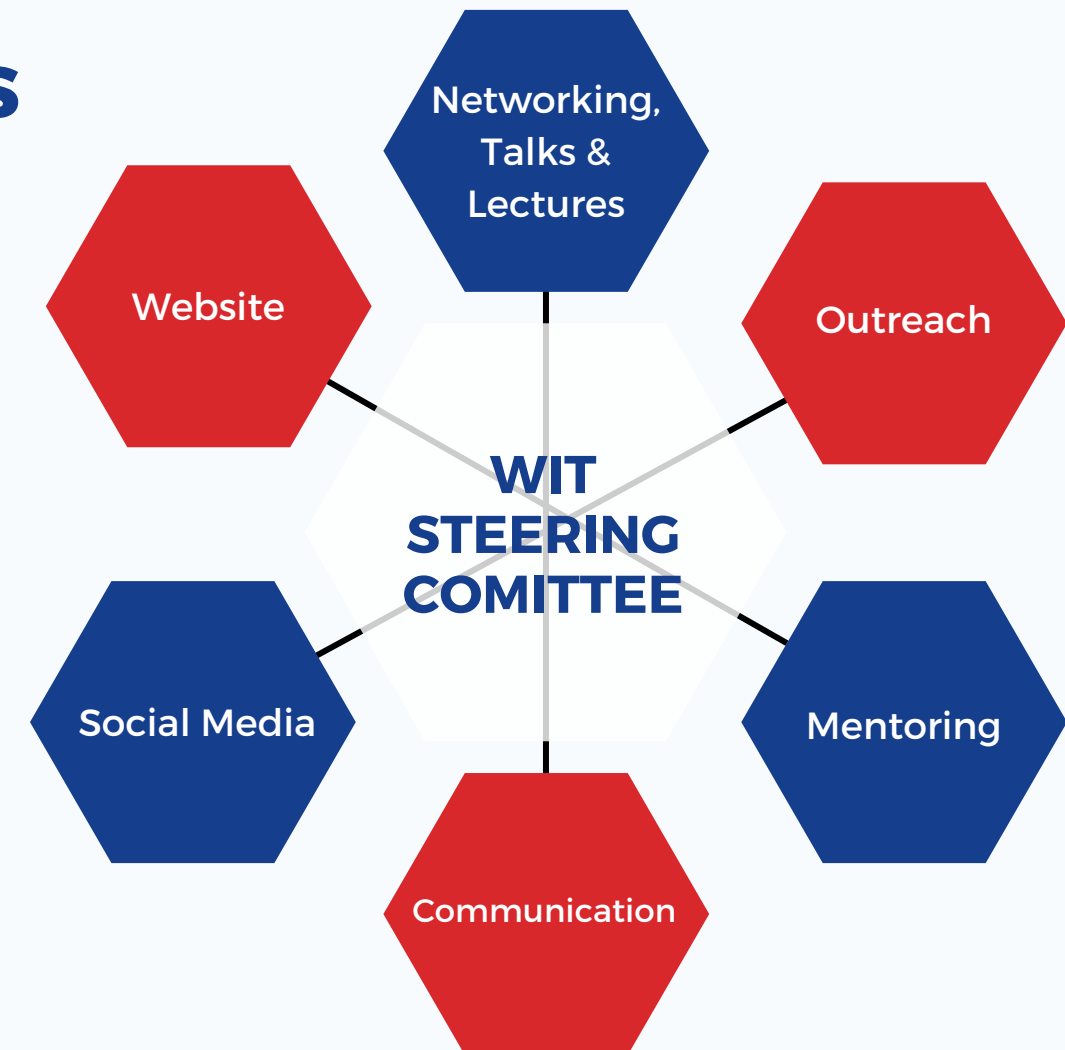
**Eva Gousiou**  
 Networking, Talks & Lectures

**Erica Brondolin**  
 Social Media

**Kate Whalen**  
 Social Media



## Activities





# VOLUNTEERS NEEDED



## OUTREACH

VERY MUCH NEEDED!

- Create new content
- Think of new outreach ideas
- Logistics (emails)

### Get in touch:

wit-outreach@cern.ch

## MENTORING

VERY MUCH NEEDED!

- Program coordination
- Facilitation
- Logistics (emails, Indico, content...)

### Get in touch:

wit.mentoring@cern.ch

## WI-T-TOGETHER

SOMEHOW NEEDED

- Prepare event(s)
- Collaborate w/other groups

### Get in touch:

witotogether-team@cern.ch

## COMMUNICATION

SOMEHOW NEEDED

- Friday Links preparation
- First contact for all WIT Communication

### Get in touch:

wit-communication@cern.ch

## SOCIAL MEDIA

ALWAYS WELCOME

- "Live" features (lab visits, interviews...)
- Provide photos for various campaigns

### Get in touch:

wit-socialmedia@cern.ch

# How to become a volunteer or part of the SC?

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- Get in contact with the group that you are interested in
- Follow the activities of the group
- Pick up tasks depending on your time (and energy!) availability
- Feel free to propose new ideas
- Be reliable!

It is a volunteering effort from everyone, so any task you can pick up will help us (no matter the size of the task!)

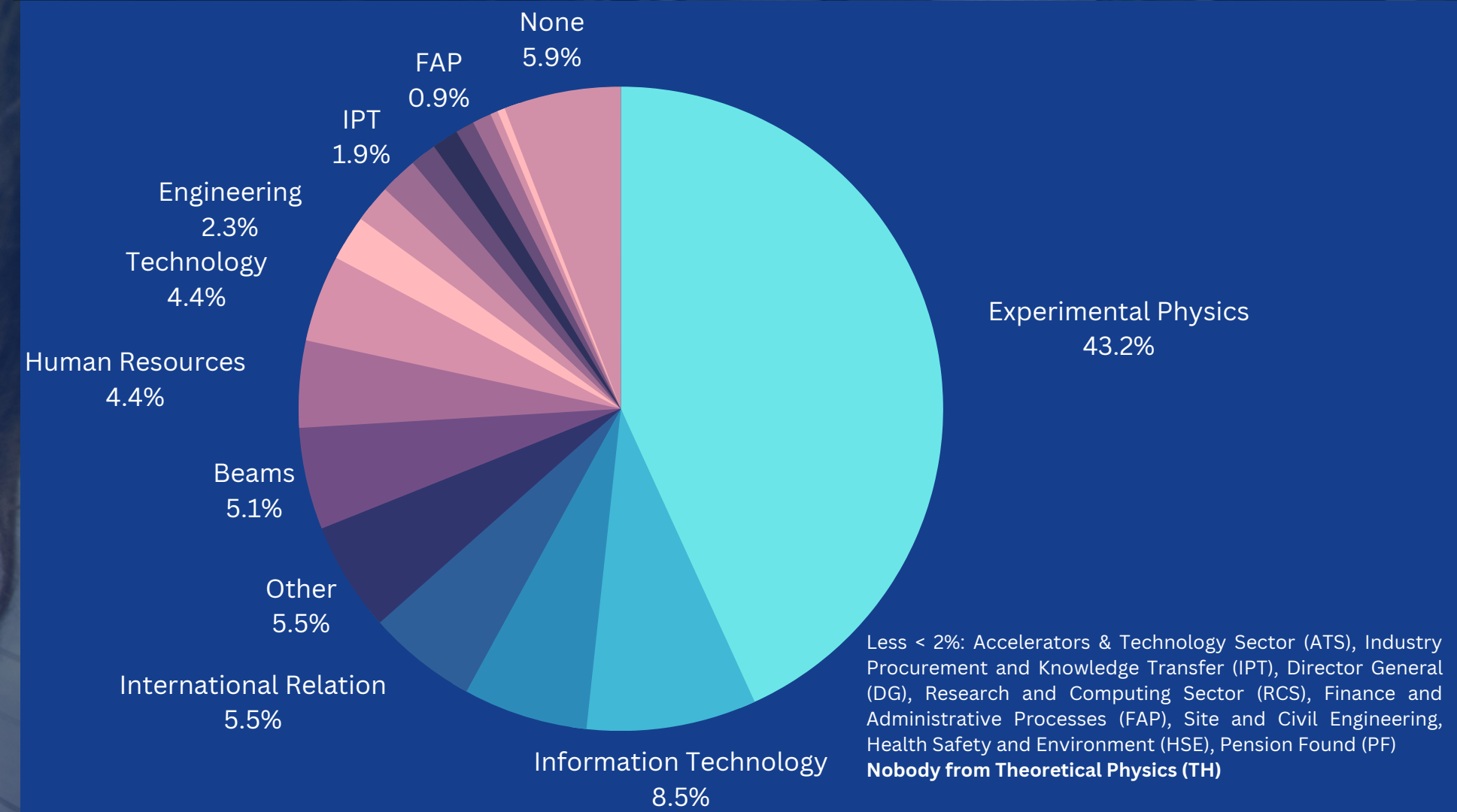
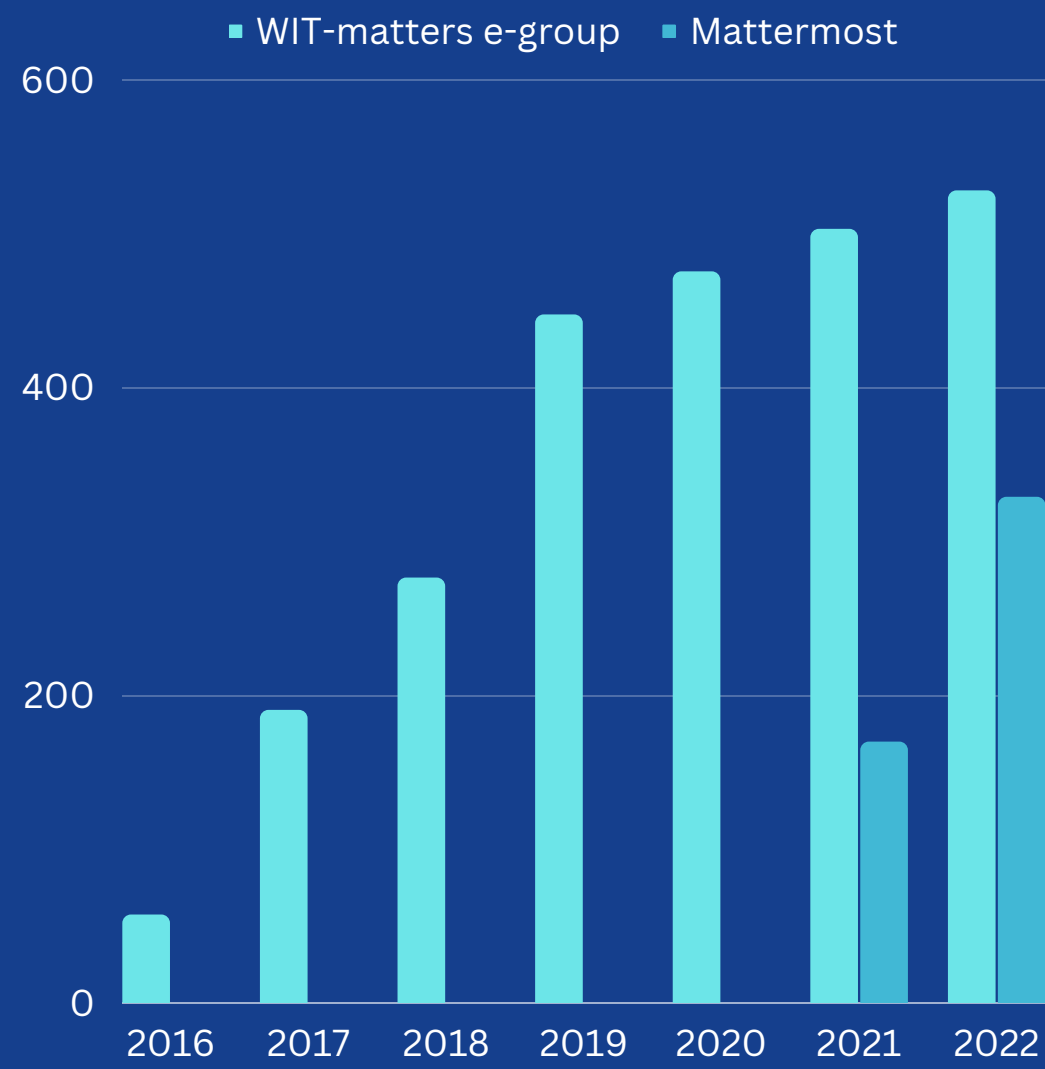
In case you want to be part of the **Steering Committee** just ask to the group coordinator!

We periodically review the effort in the groups and we decide if we need more people to coordinate it.



# WIT COMMUNITY







# SURVEY RESULTS



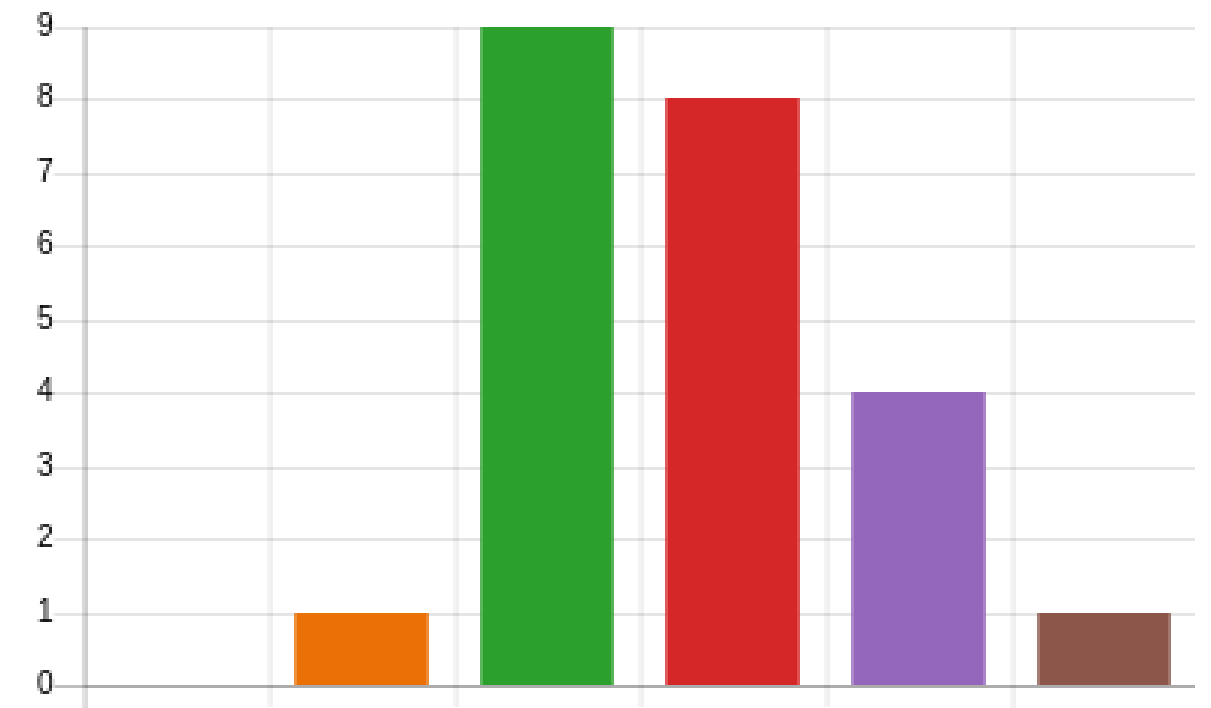
# Who has replied to the feedback survey

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- 23 responses
- A bit from all CERN's departments/groups
- 20 women / 3 men
- Mostly (but not only!) > 50% time at CERN

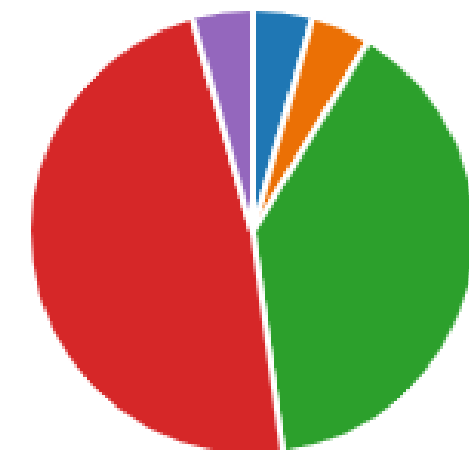
### 3. What is your age?

- <18
- 18-24
- 25-34
- 35-44
- 45-54
- >55

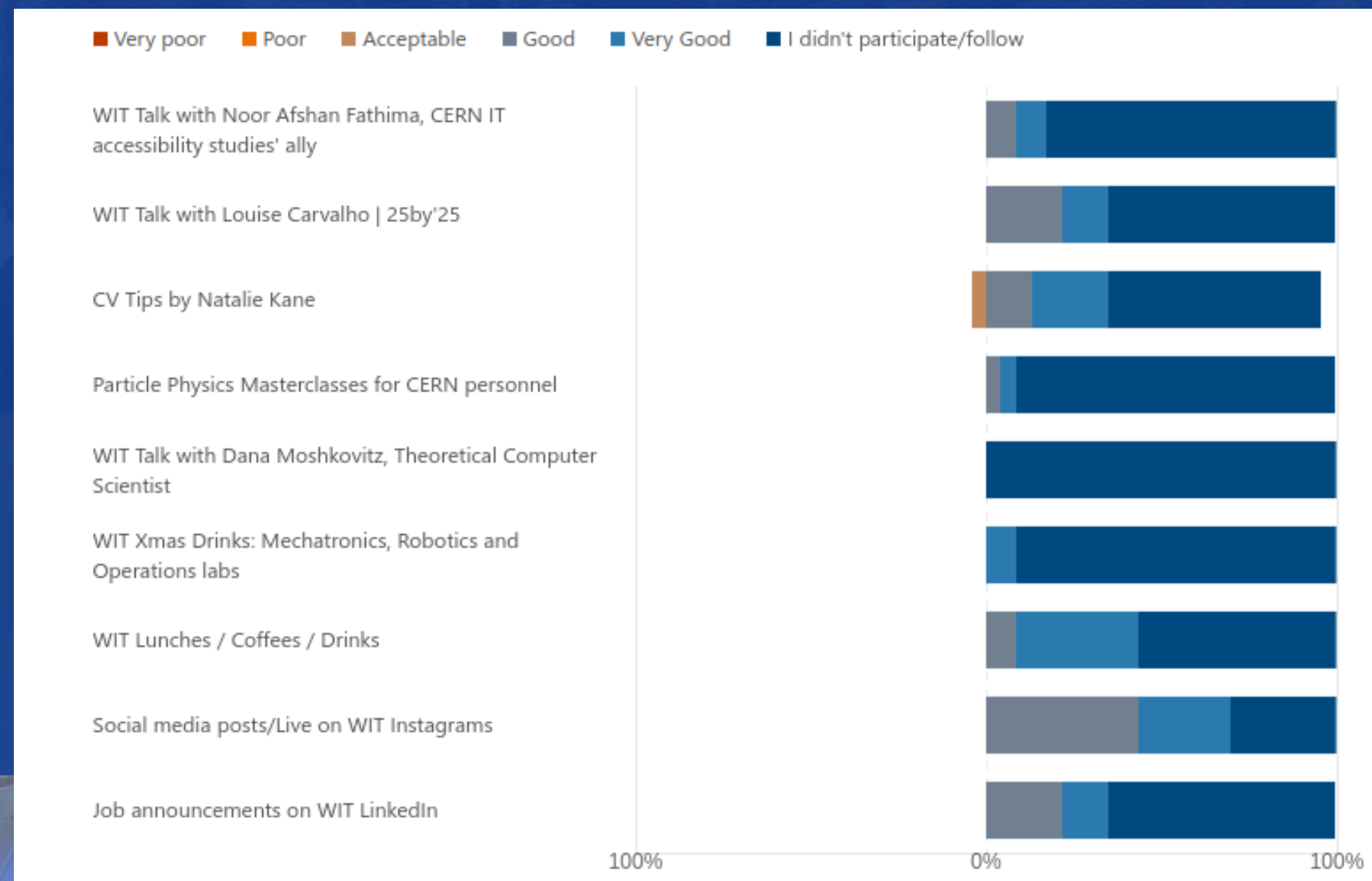


### 4. What is your position at CERN?

- Bachelor/Master Student 1
- Doctoral Student 1
- Postdoc/Fellow/Graduate 9
- Faculty/Staff 11
- Other (subcontractor, etc) 1



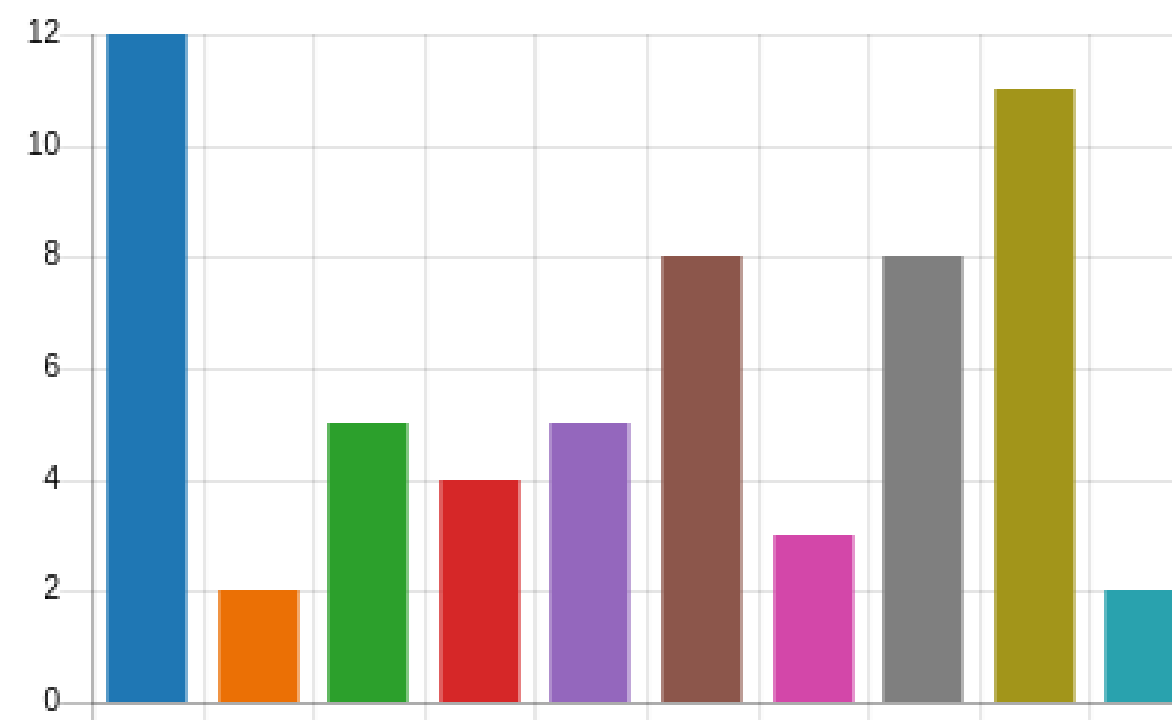
# What do you think about the WIT community events organised in 2022?



# Which WIT events would you like to see in 2023?

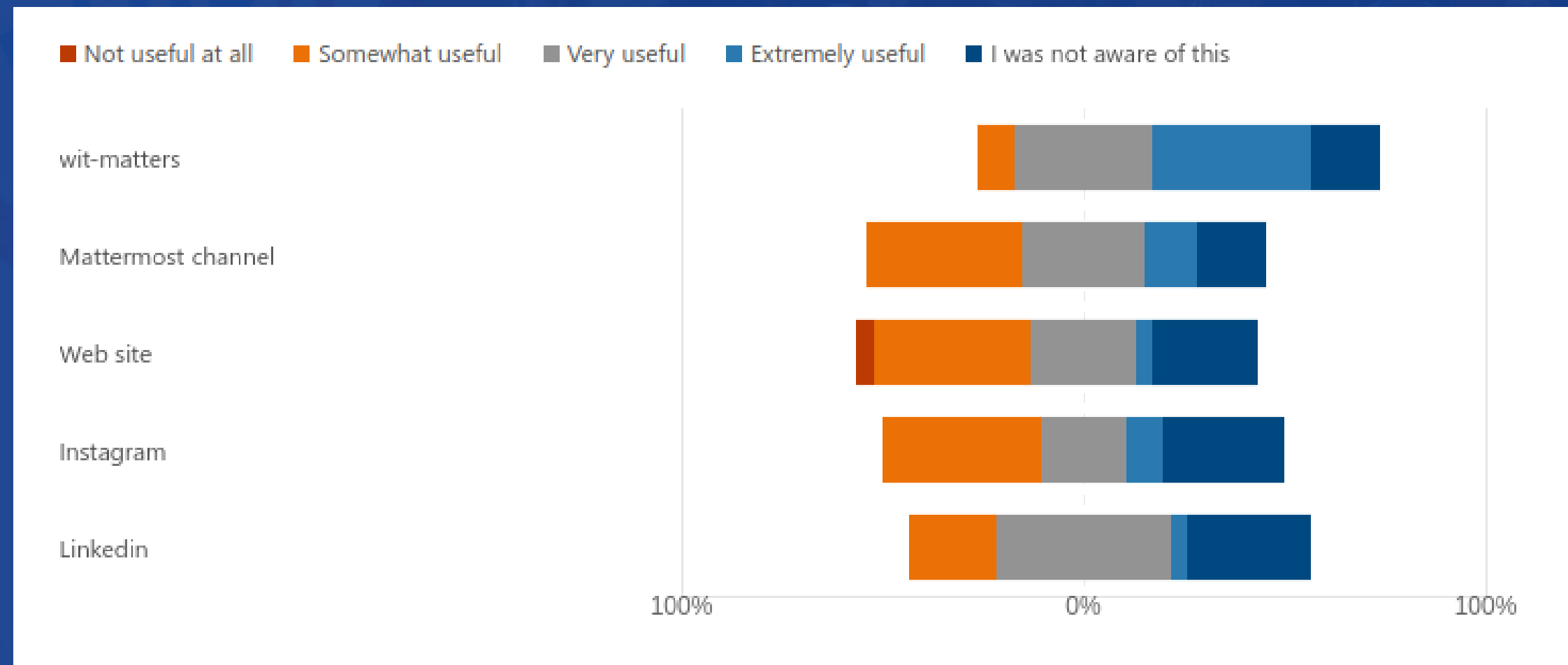
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WIT Talks with senior women ...	12
WIT Talks with junior women a...	2
WIT Talks with male allies	5
WIT Lunches / Coffees	4
WIT Drinks	5
Visits to CERN labs and experi...	8
Movie screenings	3
Lectures about women in STE...	8
Networking with other organi...	11
Social media campaigns to pr...	2





# How useful are our communication channels to keep up to date and connected within the community?



What do you think about Friday Links (our weekly newsletter)?



I didn't know about Friday Links (or how to sign up to receive them)

Always too focused on young women as if us older women don't exist. Your social media imagery is skin crawlingly heteronormative.

Is WIT also there to improve equality at the workplace? For example to fight for ending discrimination between men and women when they become parents. (...)

Giving the area where we are placed, it would be good to get advice on how to find a job outside CERN in Switzerland. (...) An event to advise those of us that are in this situation would be much appreciated.

I wasn't able to be as fully involved in WIT in 2022 as previous years, but I love the Friday emails. (...) The WIT talks that have had the most impact on me over the years were those that were with senior females at CERN talking openly and candidly about how they work-life balance.

WIT input of 2020 5-year-review,  
<https://cernbox.cern.ch/s/h9w2wZSwRpjEzcS>

well done!!!!  
keep going!

Thank you for everything you do!

Keep up the excellent work!

Thanks to the 5 people who filled up also the second questionnaire!  
We will review the answers and get in touch with you!



# INTERNAL COMMUNICATION



# About us

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## Team:

Adriana Telesca

Ece Asilar

Eva Gousiou

Florentia Protopsalti

Kate Whalen

Maria Alandes

- Friday Links: summary of initiatives, events and interesting links. Plan to invite external people to prepare the links.
- Communications Rota: first contact to reply to questions/requests or to dispatch them to the responsible team.
- Diversity & Inclusion Roundtable: to get up to date with news on the programme and give our input.
- CERN Alumni WIT group



# WI-T-OGETHER

NETWORKING, TALKS & LECTURES



# About us

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## Team:

Florentia Protopsalti

Eva Gousiou

Maria Dimou

Sunje Dallmeier-Tiessen

Irene Zoi (Fermilab)

- **WITalks:** Interviews with junior and senior colleagues and allies to exchange experience
- **Lectures:** To dive deeper into a particular topic
- **Visits:** To get to know better different departments and labs
- **Networking:** events (drinks, lunches) to get to know each other
- **Shadowing:** program for young girls shadowing CERN engineers/physicists

# 7 EVENTS IN 2022

- [23 May] [WIT Talk with Noor Afshan Fathima](#), CERN IT accessibility studies' ally | **Fullstack Engineer**
- [13 Sept] [WIT Talk with Louise Carvalho](#) 25by'25 | **Diversity & Inclusion Programme Leader**
- [15 Sept] **CV Tips** by Natalie Kane
- [26 Oct] IPPOG-WIT | Particle Physics Masterclass
- [29 Nov] [WIT Talk with Dana Moshkovitz](#) | **Theoretical Computer Scientist**
- [09 Dec] WIT Xmas **Drinks & Robotics Lab Visit**
- [27 Jan] [WIT Talk with Lorena Lobato Pardavila](#) | **Computing Services Specialist at Fermilab**

# Teasers for 2023

## ■ Visits

- CCC

## ■ Talks

- ILO, Former CERN colleagues

## ■ Workshop

- Preparation for job interviews

## ■ Fermilab Collaboration

- Virtual tours, Interviews

## ■ Networking

- Bring your country's taste, Cricket club



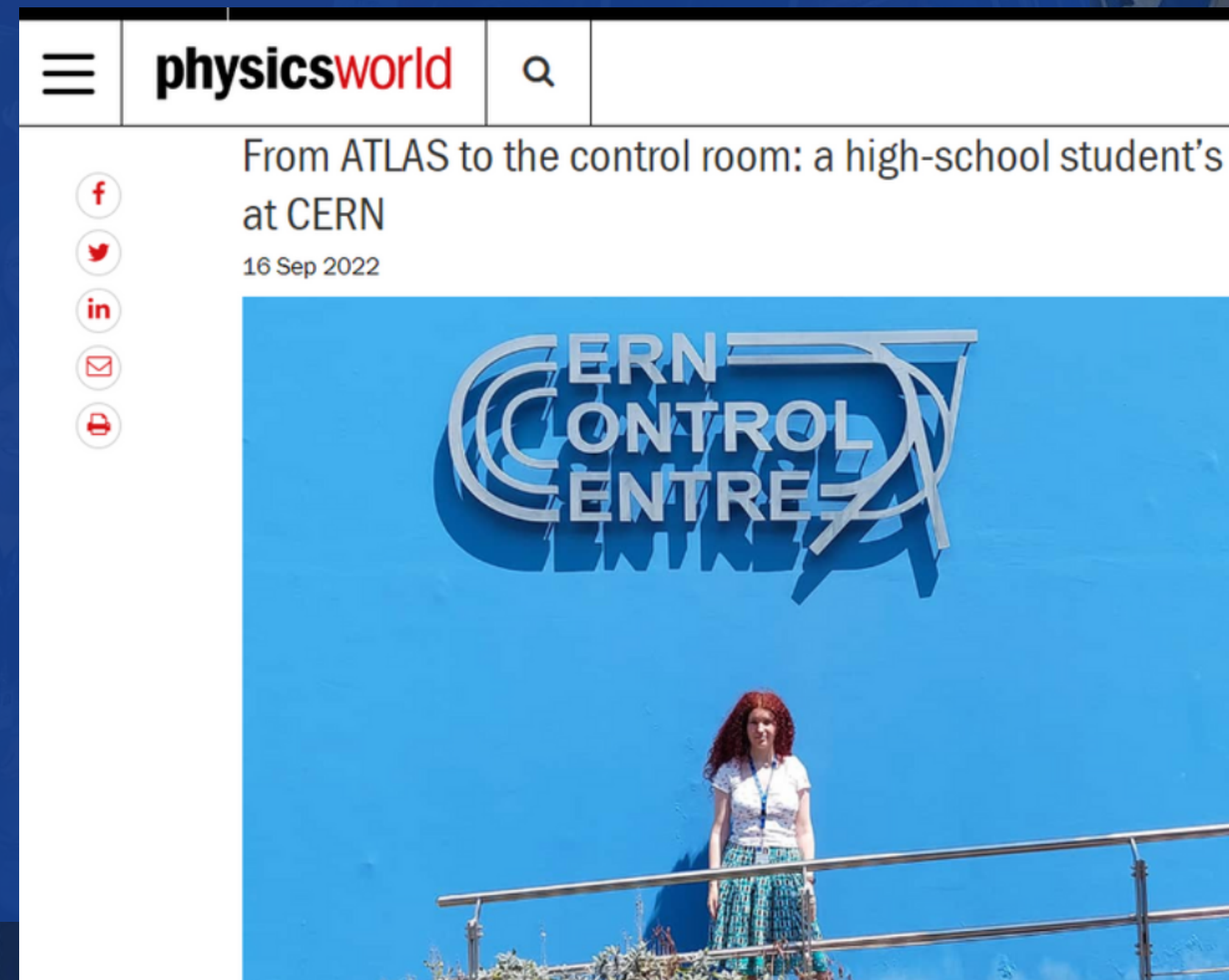
WIO  
WOMEN IN TECHNOLOGY



# SHADOWING

- Received the HR list of applicants
- Reached out for volunteers amongst you
- Matched profiles
- 10 young girls gained tech experience!

♥ Many thanks to all the amazing WIT volunteers  
To the next year!





# MENTORING



# About us

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## Team:

*Valentina Casadei*

*Daniela Antonio*

*Simona Kriva*

Being involved in this activity is a very rewarding experience for everyone involved - mentees, mentors and us - program coordinators.

Reach out to us if you'd like to help us with the program!

[wit.mentoring@cern.ch](mailto:wit.mentoring@cern.ch)



- Yearly mentoring program (May - December)
- Supporting women@CERN in reaching their goals and/or overcoming personal/professional challenges
- Open to all members of the personnel
- 5 editions so far
- 1 on 1 mentoring
- Matching done by WIT

Year	Mentor-mentee pairs
2018	11
2019	12
2020	15 (4 alumni)
2021	20 (11 alumni)
2022	32 (6 alumni)
<b>TOTAL</b>	<b>90</b>

# MENTORING 2022

32 pairs (6 alumni)

## ■ Trainings

- CV writing
- presentation skills
- stress management
- Ombuds

## ■ To improve

- more networking opportunities
- more guidelines on goal settings
- more communication from the mentoring team

Satisfaction Survey	Total
Very satisfied	30
Satisfied	11
Disatisfied	1

## ■ Frequent topics

- Career evolution
- Work-life balance, managing stress
- Conflicts/Issues in the workplace
- Skill-related topics (presenting, communication, teamwork...)
- Career opportunities outside of academia
- CV writing



# Plans for 2023

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- **applications open**

- mentees (deadline 2 April)
- mentors can apply any time

- **Launch of mentoring circles**

- group mentoring (2 mentors + 5 mentees)

- **more trainings**

- **more networking**

- **public reporting**



# OUTREACH



# About us

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## Team:

Natalia Koss

Valentina Casadei

Maria Alandes

WIT organises and participates in a variety of locally organised outreach events, mostly for young girls in the Geneva and neighbouring France regions. Events include:

- programming workshops for children and teenagers,
- games and activities to bring Particle Physics closer to young kids and families.

JOIN US to create new content and think of new outreach ideas!

# ACTIVITIES IN 2022

- **TecDays**

3 workshops on Quantum Computing and Superconductivity proposed by WIT and CERN

- **Django Girls - virtual**

60 participants coached in small groups by 20 CERN experts during the all-day workshop

- **Expand your Horizons**

3 workshops and a stand organised by 26 CERN volunteers





# Plans for 2023

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## Devoxx4Kids

Micro:bit + Bib:bot

## Django Girls

programming workshop for teenagers this time  
in person!

JOIN US as a coach!

<https://indico.cern.ch/e/django-volunteers-2023>

Registration deadline: 26 March 2023 (11.59 p.m.)



# SOCIAL MEDIA



# About us

## Team:

Ece Asilar

Erica Brondolin

Irene Garcia Obrero

Eleanor Jones

Simona Kriva

Samrangy Sadhu

Ana Ventura Barroso

Kate Whalen

**Instagram** [@wit.cern](https://www.instagram.com/wit.cern) (1.8k followers)

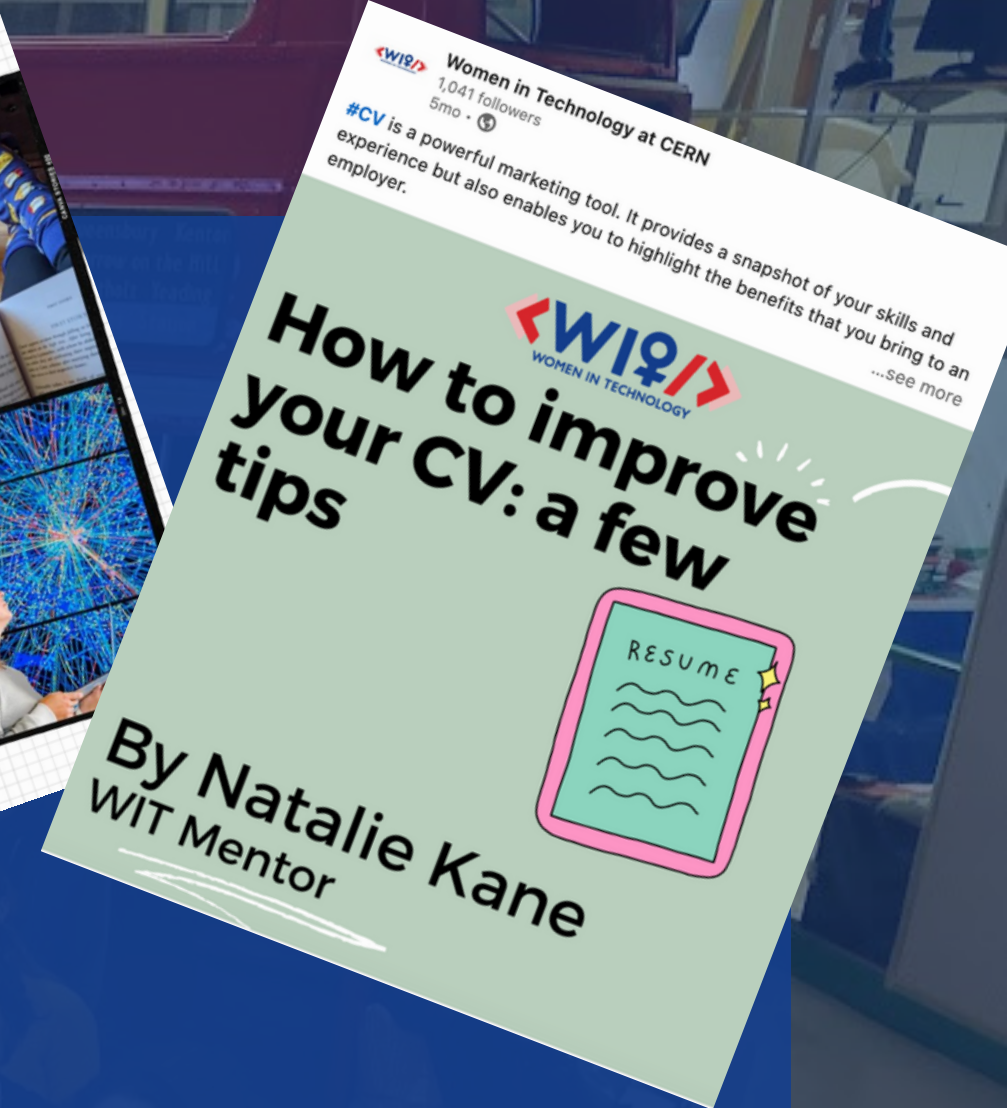
**LinkedIn:** [wit-cern](https://www.linkedin.com/company/wit-cern) (1k followers)

**Contact:** [wit-socialmedia@cern.ch](mailto:wit-socialmedia@cern.ch)

The image shows a collage of social media content for Women in Technology at CERN. At the top left is the organization's logo. Below it are navigation icons for Jobs, Inside CERN, Sophie, Books, and WIS2022. A grid of posts follows, including a hiring announcement, a research fellowship program, a mentoring session, a word cloud, and a quote by Raffaella Elena Kotitsa. To the right, an Instagram follower demographic chart shows age ranges (13-17 to 65+) and gender distribution (63.5% Women, 36.4% Men). Below that is a LinkedIn profile snippet showing a 'Follower demographics' chart by seniority (Entry to Partner) and a profile card for 'Women in Technology at CERN' with a 'Following' button and 'Learn more' link.

# ACTIVITIES IN 2022

- New accounts launched in February
  - Re-launched Instagram account
  - New LinkedIn account
- Major campaigns:
  - February 11: International Day of Women and Girls in Science (#IDWGS)
    - Volunteers from many different backgrounds shared their photos, showing that scientists and engineers are real people with diverse interests
    - Featured ~30 women from the CERN community, gained ~300 followers on Instagram
  - D&I education: 25 by '25, active bystander, workplace harassment, Equal Pay Day, etc.
  - Physics education: Higgs Day, Run 3 re-start at CMS
  - #SheWorksAtCERN, #CERNdepartments, #DoYouKnowHer
  - Collaborating with CERN, IPPOG, other STEM- / D&I-focused accounts, our followers
- Trying new things: Instagram reels, live interviews...



# Plans for 2023

- #IDWGS (Feb. 11): "Advice for your younger self"
  - ~20 women volunteered
  - New followers: ~200 Instagram / ~75 LinkedIn
- Job posts: CERN and external
  - Live with CERN HR interview
  - Help young women learn how they can pursue careers in STEM / at CERN
- Inform: events & programs, theme days...
- Inspire: spotlight on women at CERN!
- Engage:
  - Tag us to share your posts!
  - Ideas are welcome!
  - Volunteers for social media features recruited regularly; please respond!



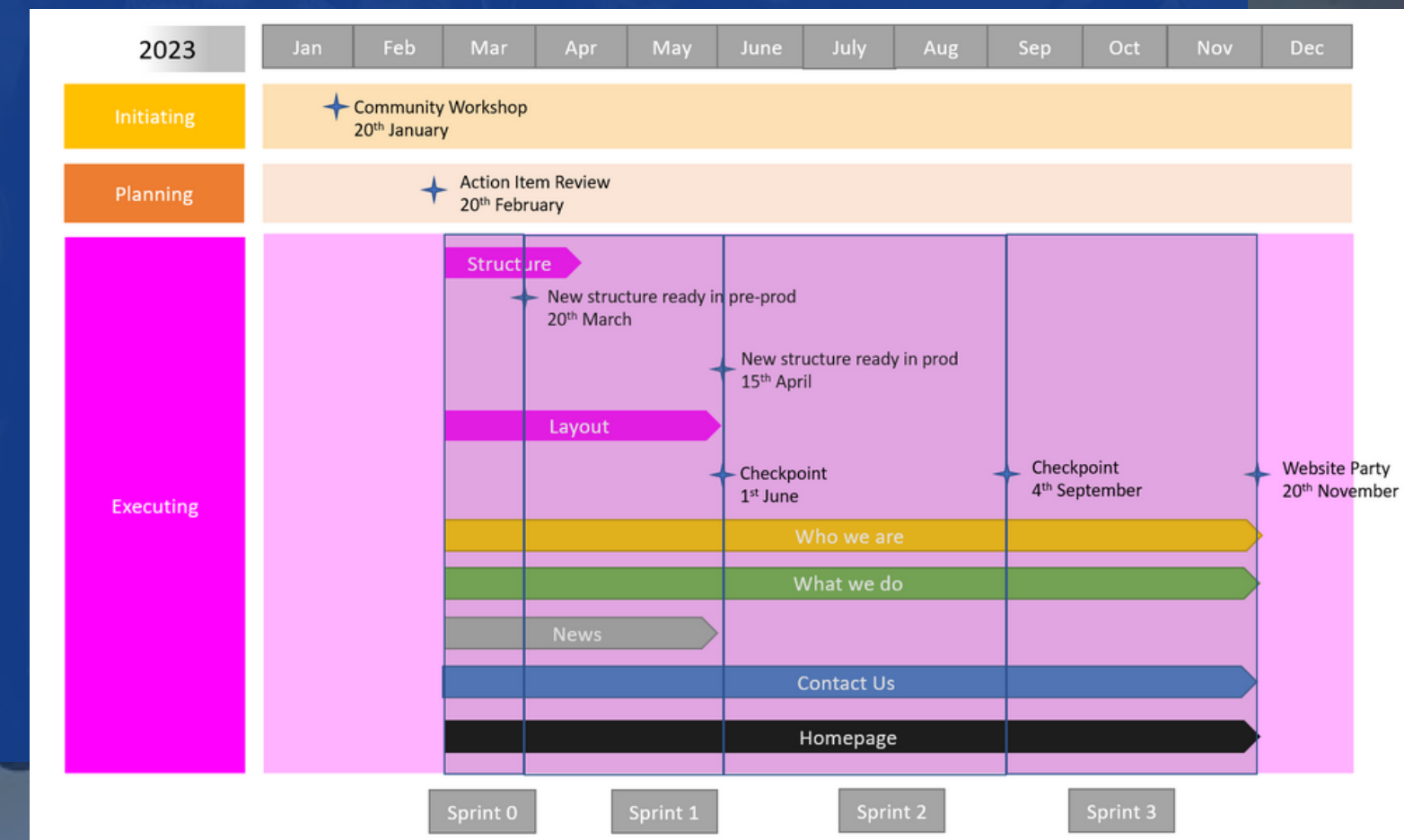
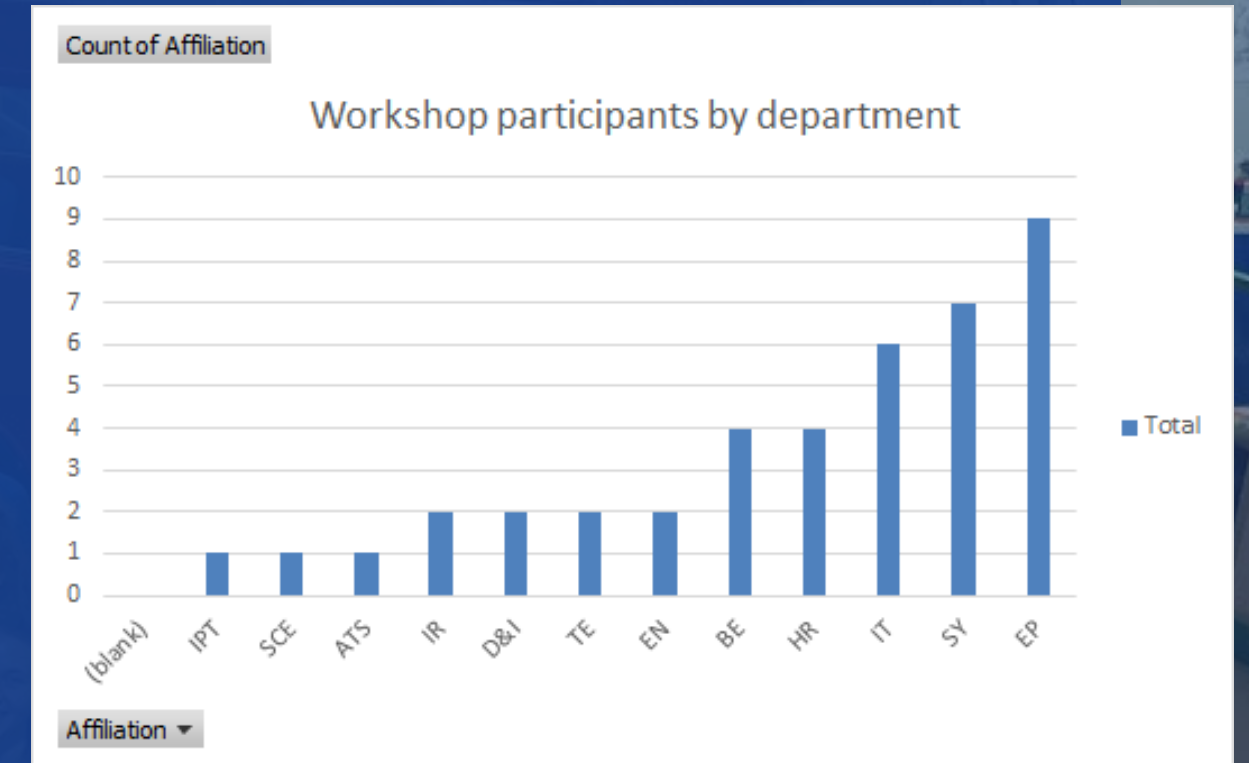


# WEBSITE



# PLANS FOR 2023

- **Community Workshop**
  - Held on January 20th 2023
  - The goal was to review the existing web site
  - 44 registrations, 34 participants
- **Web site creation**
  - 3 sprints will be organised during 2023
    - 18 volunteers registered
    - Quarterly coordination meetings
    - Kick-off meeting on 20th February 2023
    - Next one on 20th March 2023
  - Join us if you are interested!





# Thanks!

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**WEBSITE:**

<http://cern.ch/wit>

**SUBSCRIBE TO:**

[wit-matters@cern.ch](mailto:wit-matters@cern.ch)

**CONTACT:**

[contact-wit@cern.ch](mailto:contact-wit@cern.ch)

A group of approximately 15 women are posing for a group photo in a meeting room. They are arranged in several rows, some standing and some sitting. In the background, there is a large white banner with the logo 'WIQ WOMEN IN TECHNOLOGY'. The logo consists of the letters 'WIQ' in blue, a red female symbol, and the text 'WOMEN IN TECHNOLOGY' below it. The room has whiteboards and a red double-decker bus in the background.

**WIQ**  
WOMEN IN TECHNOLOGY





**QUESTIONS?**

# ARTICLES & CONFERENCES

- **The Women in Technology grass roots community at CERN – an example of women networking in a scientific organisation**
  - <https://doi.org/10.22323/1.398.0897>
- **Interview with Women in Technology (WIT)**
  - <https://ippog.org/news/interview-women-technology-wit>
- **Mentoring program initiative by Women in Technology at CERN @ NuFact 2022**
  - <https://indico.fnal.gov/event/53004/contributions/245818/>

# OTHER USEFUL LINKS

- Friday Links: <https://alumni.cern/topics/16097/news>
- Instagram: <https://www.instagram.com/wit.cern/>
- LinkedIn: <https://www.linkedin.com/company/wit-cern/>
- Mattermost: <https://mattermost.web.cern.ch/it-dep/channels/wit>