

A group of approximately 30 women are gathered in a room, posing for a group photo. They are arranged in several rows, some sitting on the floor and others standing. In the background, a red double-decker bus is visible, with the number '140' and a route sign that reads 'Buxton - Kearsley - Harrow on the Hill - Marshall - Yeading'. To the left, a white sign features the 'WIO' logo in blue and red, with the text 'WOMEN IN TECHNOLOGY' below it. The entire scene is overlaid with a semi-transparent blue filter.

# WOMEN IN TECHNOLOGY Community

---

29 June 2023

Meeting w/Fermilab Society of Women Engineers



# Agenda

---

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





# INTRODUCTION





# WHY WIT?

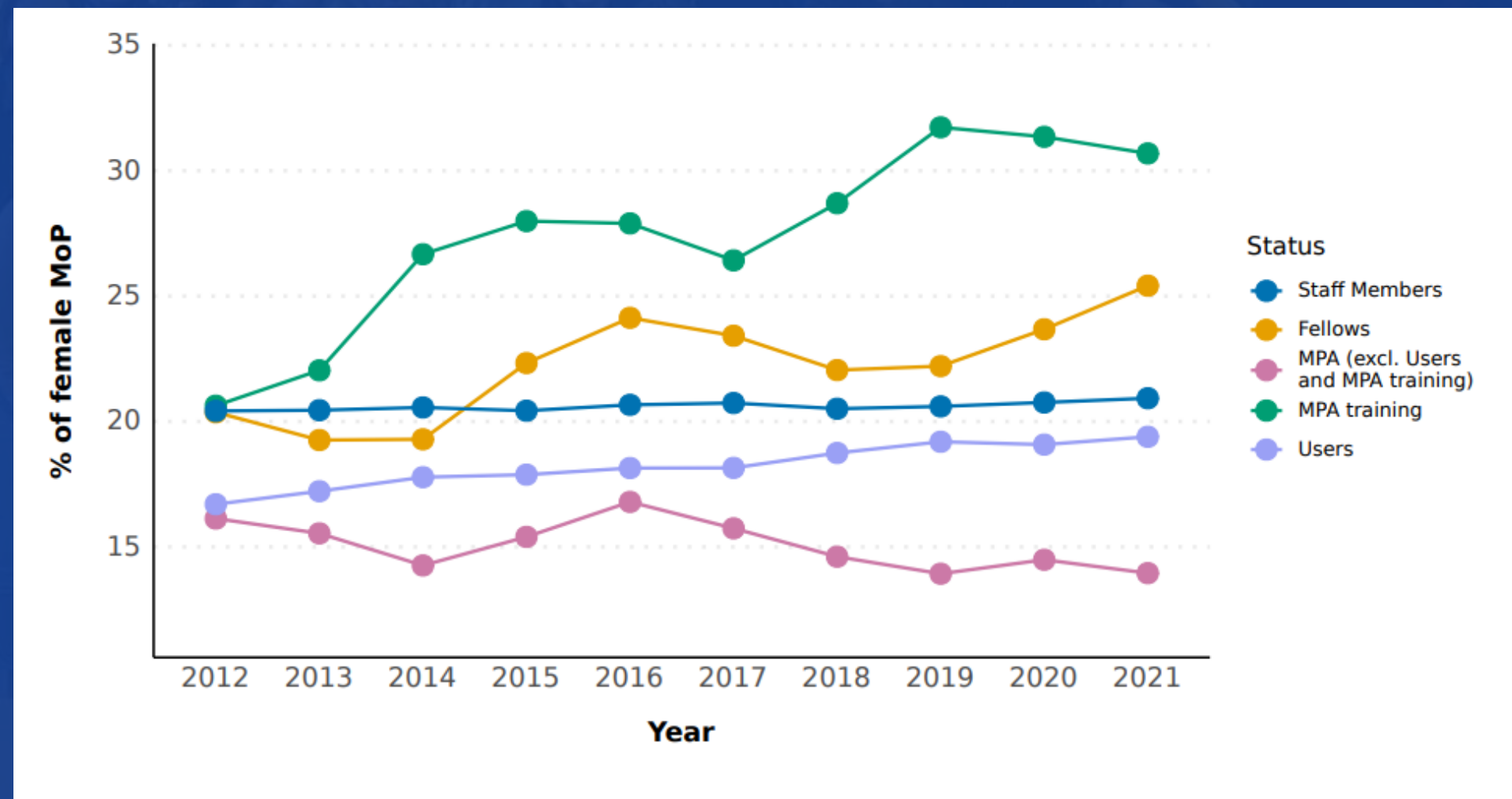
An informal grass-roots community born in 2016 to create a network among women at CERN



## WOMEN REPRESENTATION

- 20% Women Members of the Personnel

Proportion of Female Members of the Personnel over the last 10 Years





# WHY WIT?

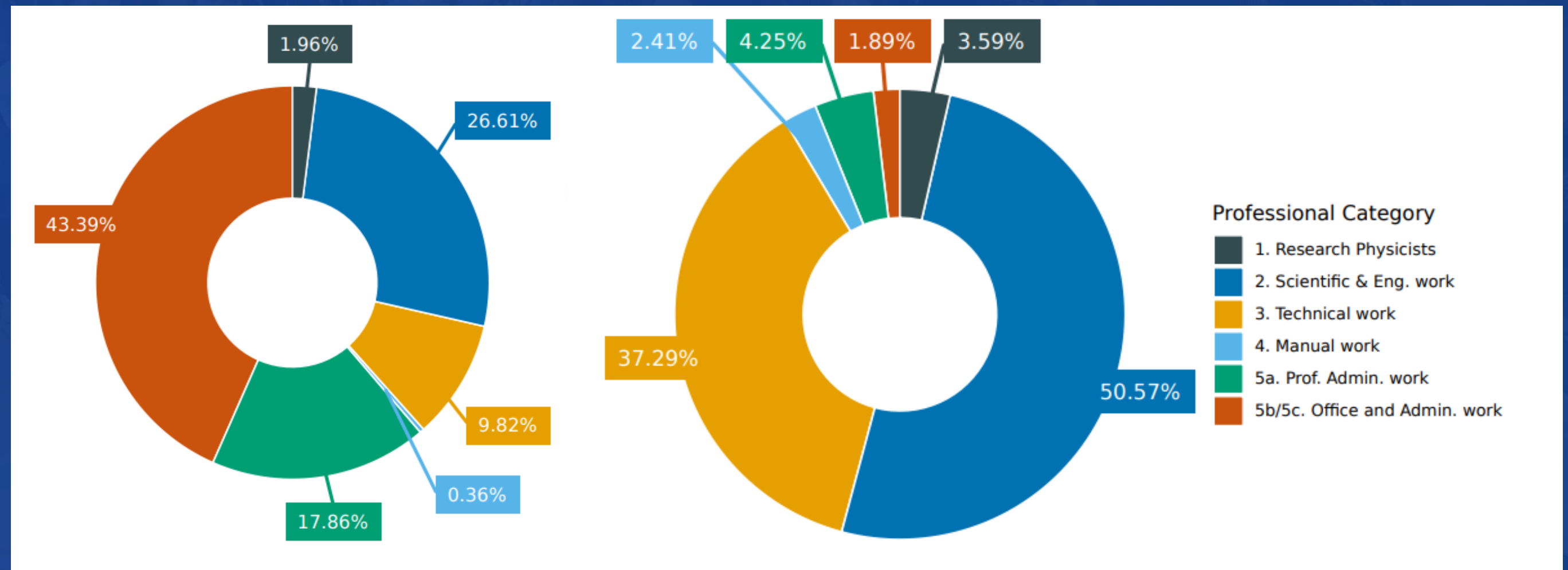
An informal grass-roots community born in 2016 to create a network among women at CERN



## WOMEN REPRESENTATION

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

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





# 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

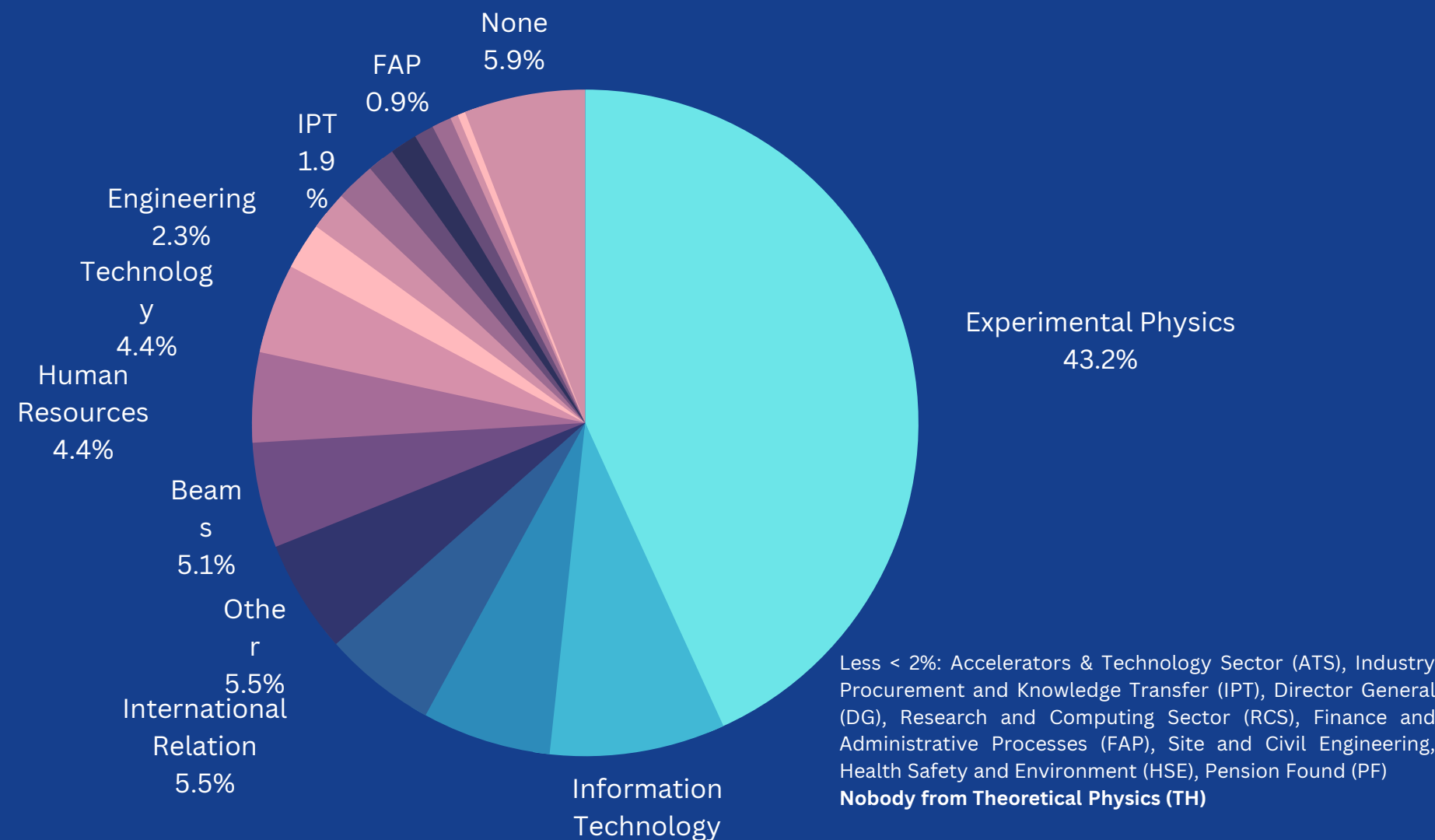
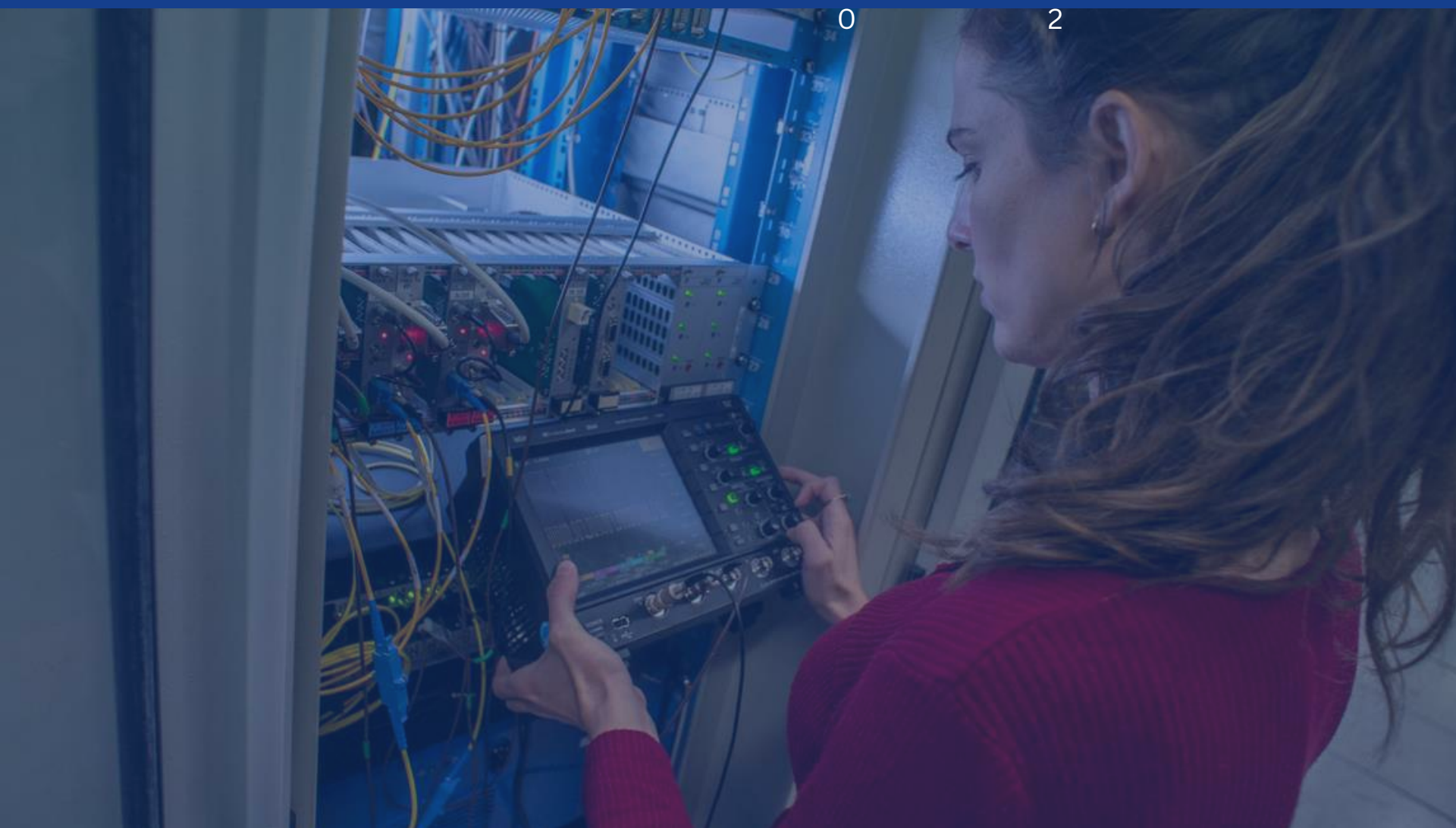
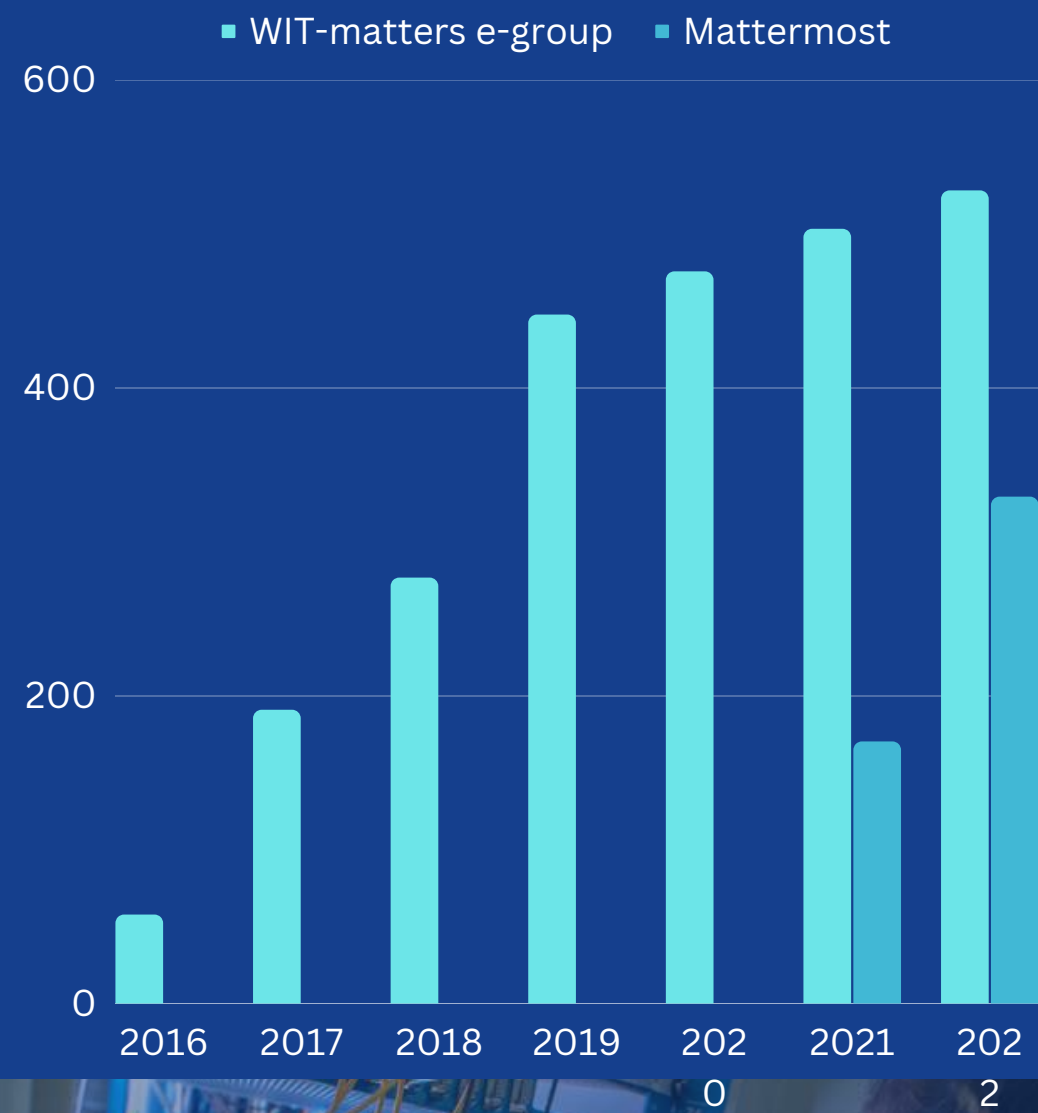
- Mentoring program
- Reach more female job applicants using Social Media
- Collaborate with CERN D&I program

## 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**

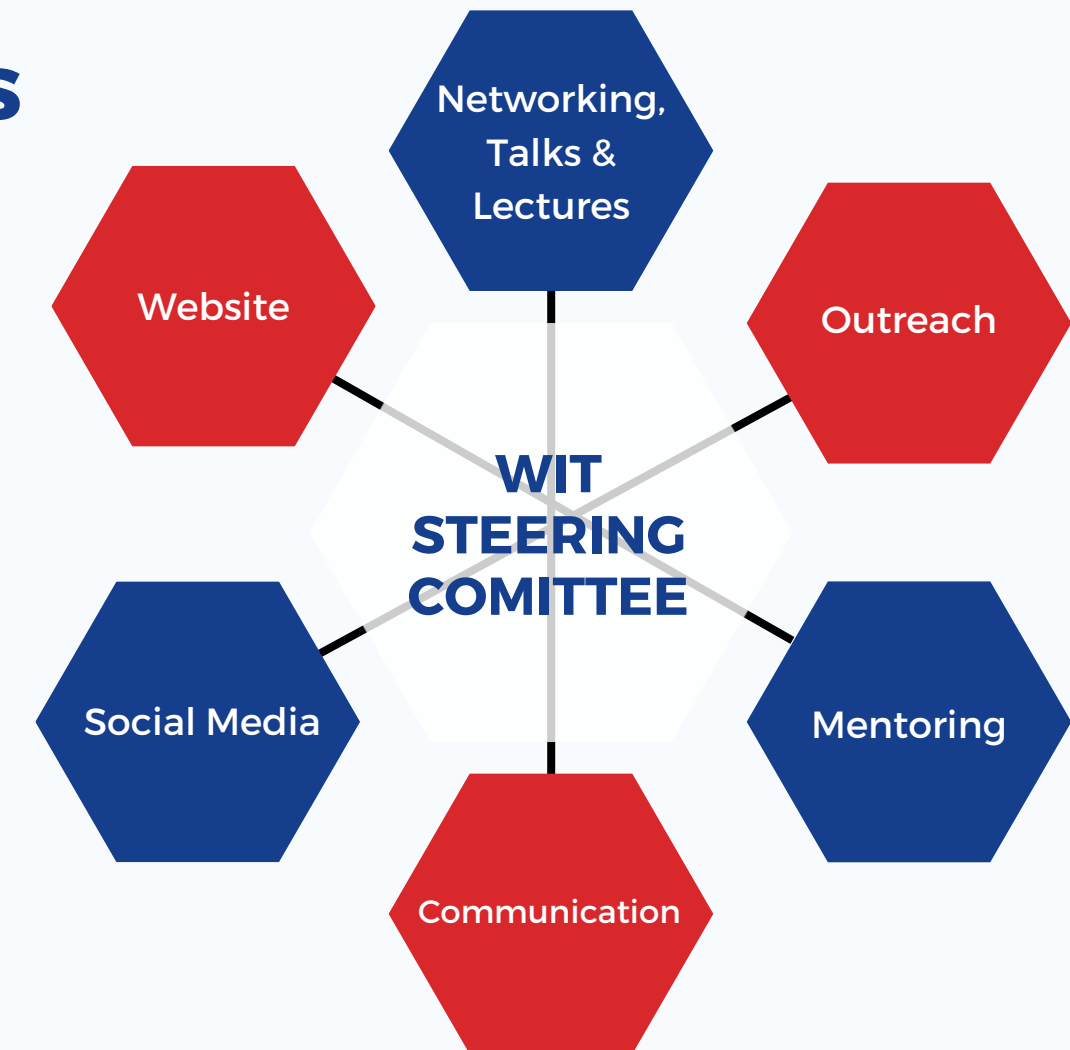
Social  
Media

**Kate Whalen**

Social  
Media



## Activities





# VOLUNTEERS NEEDED



## COMMUNICATION

SOMEHOW NEEDED

- Friday Links preparation
- First contact for all WIT Communication

### Get in touch:

wit-communication@cern.ch

## WI-T-OGETHER

SOMEHOW NEEDED

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

### Get in touch:

witogether-team@cern.ch

## MENTORING

VERY MUCH NEEDED!

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

### Get in touch:

wit.mentoring@cern.ch

## OUTREACH

VERY MUCH NEEDED!

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

### Get in touch:

wit-outreach@cern.ch

## SOCIAL MEDIA

ALWAYS WELCOME

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

### Get in touch:

wit-socialmedia@cern.ch





# INTERNAL COMMUNICATION





# About us

---

## 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-TOGETHER

NETWORKING, TALKS & LECTURES





# About us

---

## 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



# 10 EVENTS IN 2022-2023

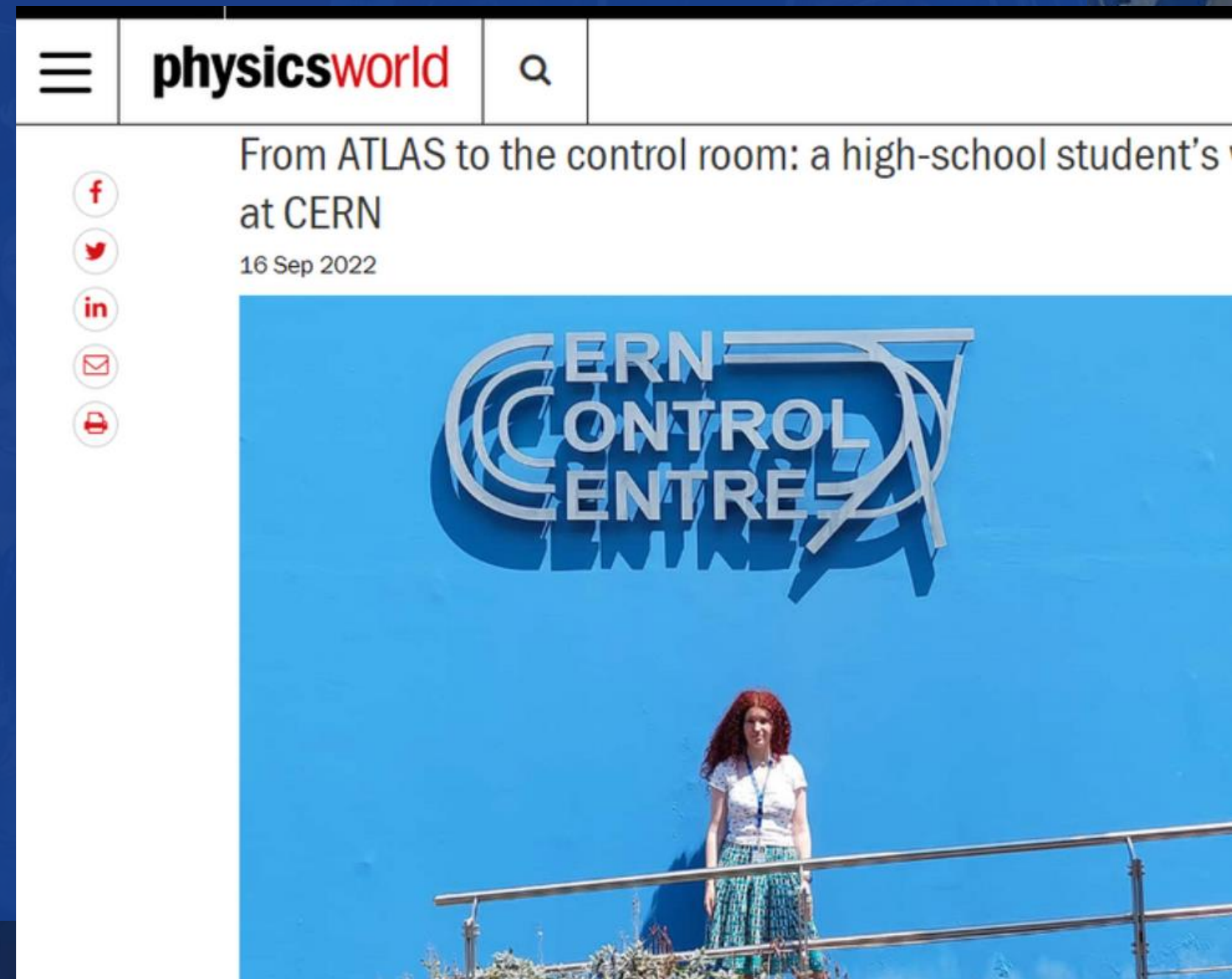
- [23 May 22] Talk with Noor Afshan Fathima, CERN IT accessibility ally | Fullstack Engineer
- [13 Sept 22] Talk with Louise Carvalho 25by'25 | Diversity & Inclusion Programme Leader
- [15 Sept 22] CV Tips by Natalie Kane
- [26 Oct 22] IPPOG-WIT | Particle Physics Masterclass
- [29 Nov 22] Talk with Dana Moshkovitz | Theoretical Computer Scientist
- [09 Dec 22] 🎄 Xmas **Drinks** & Robotics Lab Visit
- [27 Jan 23] Talk with Lorena Lobato Pardavila | Computing Services Specialist at Fermilab
- [30 Mar 23] Lunch with Paola Grzegorzewska | OpenForum Europe
- [06 Jun 23] **Visit** to the CERN Control Center
- [15 Jun 23] Talk with Mookie Menuhin | Concert pianist & neuroscientist



# SHADOWING

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

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







# MENTORING





# About us

## 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 2022-2023

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





# OUTREACH





# About us

---

## **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 2022-2023

- **TecDays**

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

- **Expand your Horizons**

3 workshops and a stand organised by 26 CERN volunteers

- **Django Girls - virtual**

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

- **Devovx4Kids**

Micro:bit + Bib:bot





# SOCIAL MEDIA





# About us

## Team:

Ece Asilar

Erica Brondolin

Irene Garcia Obrero

Eleanor Jones

Simona Kriva

Samrangy Sadhu

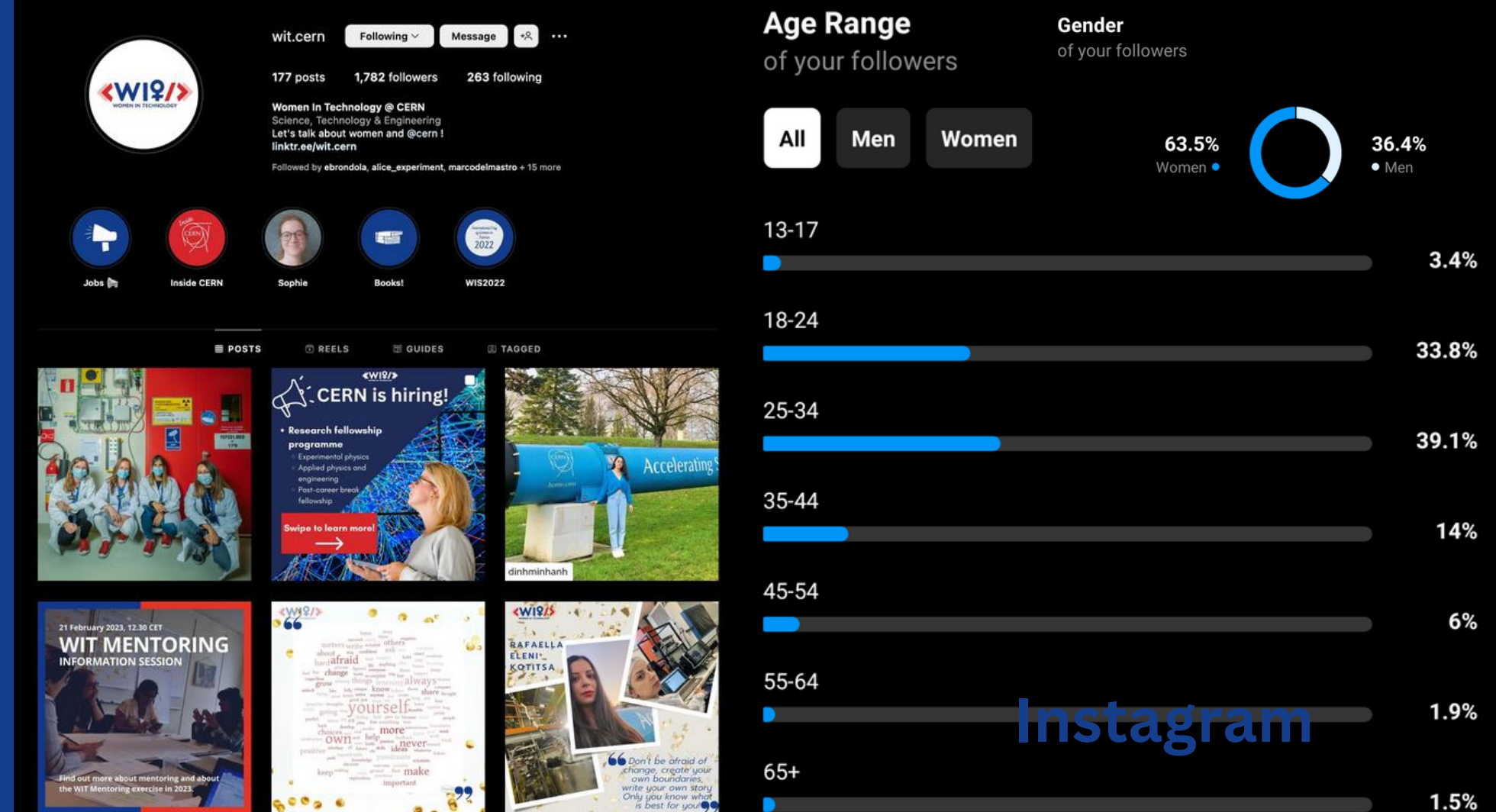
Ana Ventura Barroso

Kate Whalen

**Instagram** [@wit.cern](#) (1.8k followers)

**LinkedIn:** [wit-cern](#) (1k followers)

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



## Follower demographics

Seniority

Entry · 398 (38.2%)

Senior · 250 (24%)

Training · 95 (9.1%)

Director · 34 (3.3%)

Manager · 20 (1.9%)

CXO · 11 (1.1%)

Owner · 11 (1.1%)

VP · 9 (< 1%)

Unpaid · 3 (< 1%)

Partner · 2 (< 1%)

## LinkedIn



## Women in Technology at CERN

A grass roots community to promote gender equality and female participation in technology.  
Research Services · Geneva · 1,040 followers

Following

Learn more

More

Home

About

Posts

Jobs

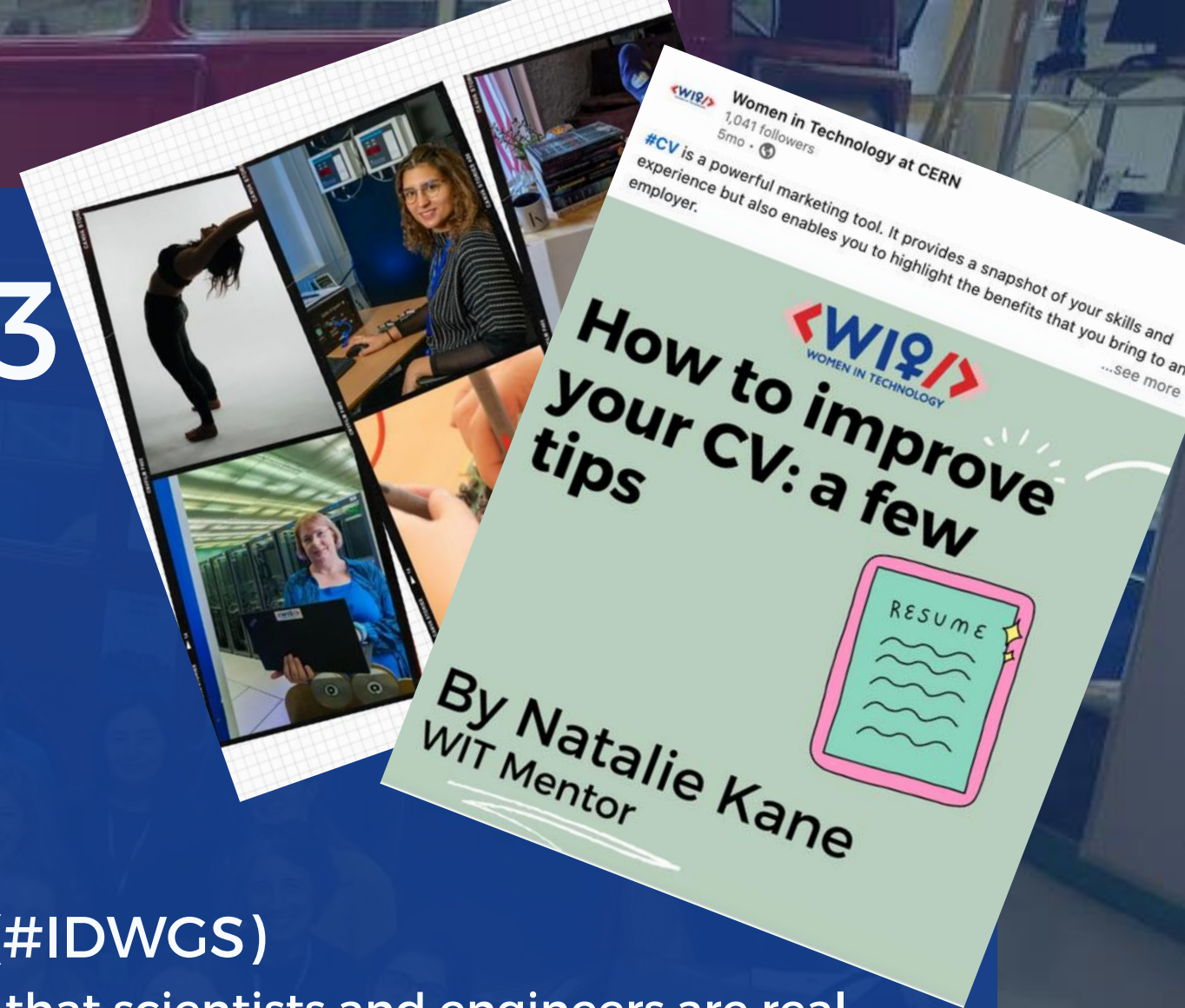
People

Videos



# ACTIVITIES IN 2022-2023

- 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...







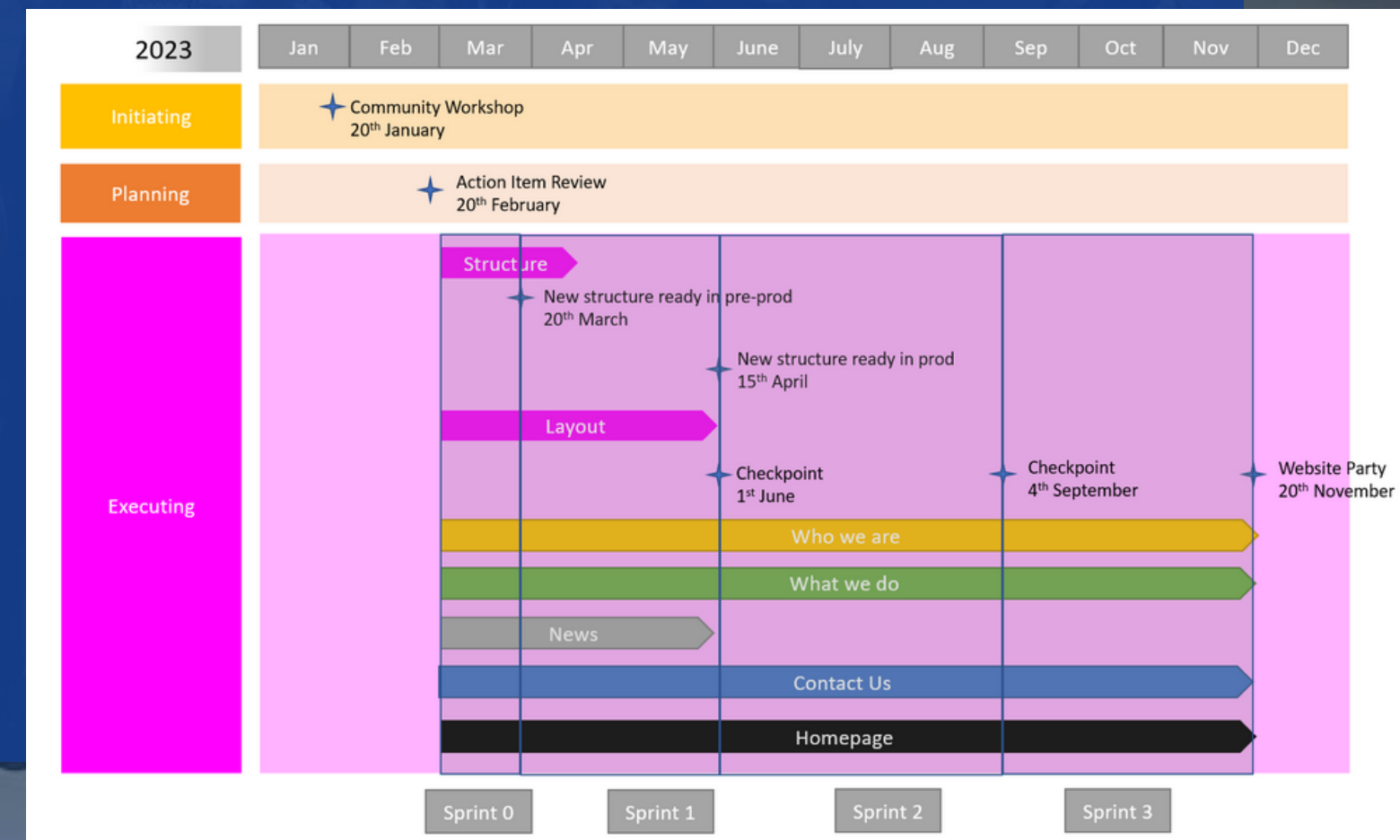
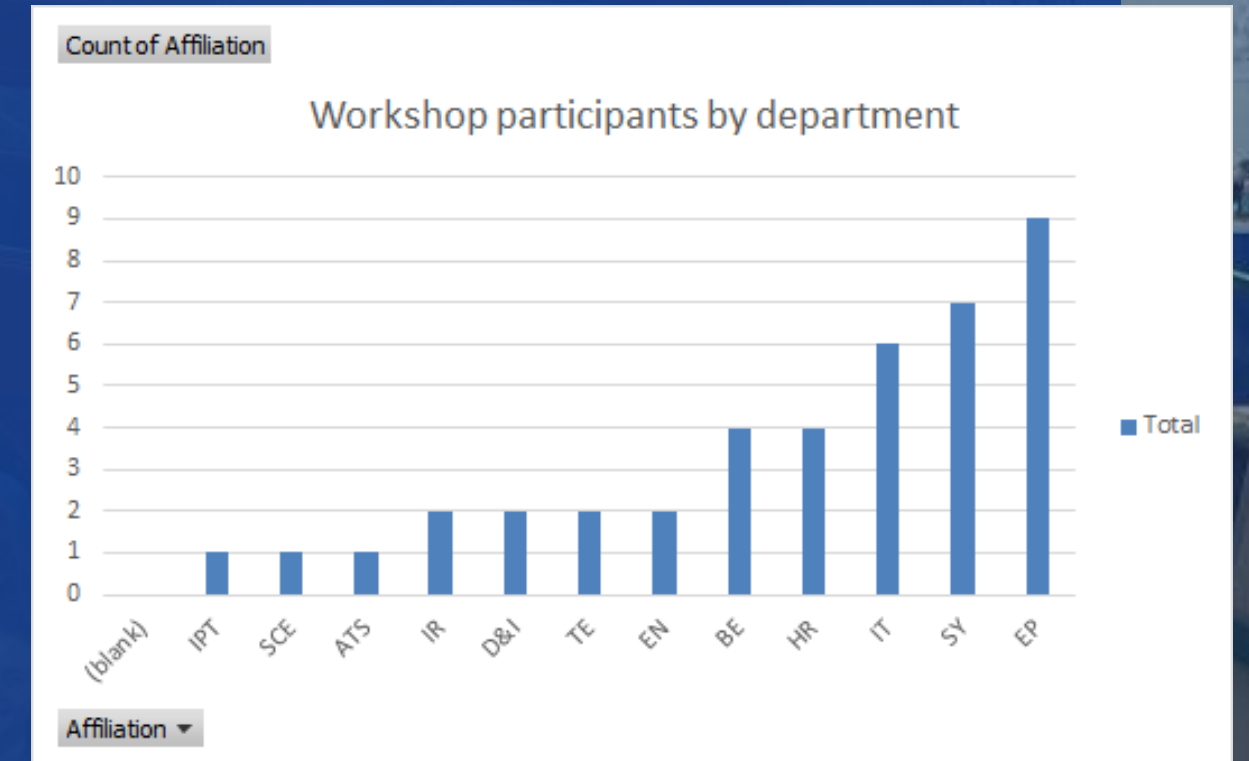
# WEBSITE





# WEBSITE

- **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!







# OTHER INITIATIVES





# STREET NAMES

- **Honor achievements of women in science**
  - Name new streets/ buildings
  - Promote diversity and inclusion

# WE'VE GOT YOU COVERED

- **Distribution of hygiene products for emergencies**
  - Contribute to a feeling of comfort and consideration of urgent needs
  - With support from D&I







# Thanks!

---

**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)



**WIO**  
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>