Diversity and Inclusion Efforts in CMS
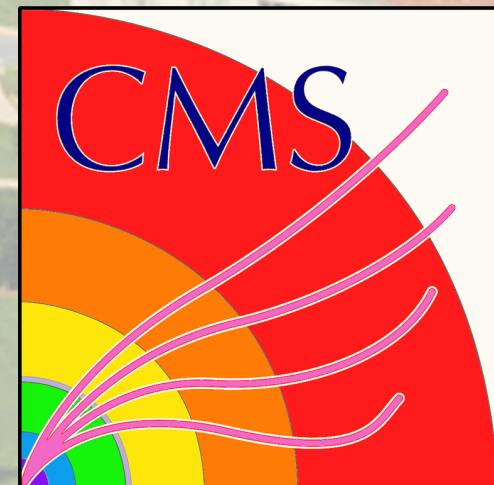
Rachel Bartek

on behalf of the CMS Collaboration

The importance of diversity and inclusion

- What comes to mind when you think about the word "diversity"

- **Diversity** refers to categories in which groups of people can be differentiated. Valuing diversity in the workplace is about recognizing and leveraging people's differences.

- **Inclusion** or inclusivity refers to an environment in which all members of the community feel welcome and are able to contribute optimally.

- Diversity alone does not guarantee inclusion

The Diversity and Inclusion Office at CMS

Contact: cms-diversity-office-chair@cern.ch

https://twiki.cern.ch/twiki/bin/view/CMSPublic/CMSDiversityOffice

Starting September 1, 2024 through

Co-Chairs:
- Anne-Marie Magnan (Imperial, London, UK)
- Johan S. Bonilla Castro (Northeastern, USA)

Members:
- Jaana Kristiina Heikkilä (CERN)
- Abideh Jafari (Isfahan, Iran)
- Kuldeep Kumar Pal (NISER, India)
- Jyothsna Rani Komaragiri (CHEP, India)
- Salvatore Rappoccio (SUNY, Buffalo, USA)
- Yi Chen (MIT, USA)
- Marta Felcini (University College Dublin School of Physics, Ireland)
- José David Ruiz Álvarez (Universidad de Antioquia, Colombia)
- Sandro Fonseca De Souza (State University of Rio de Janeiro, Brazil)
- Seema Bahinipati (Indian Inst. Tech., Bhubaneswar, India)
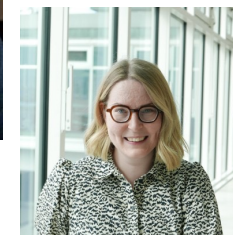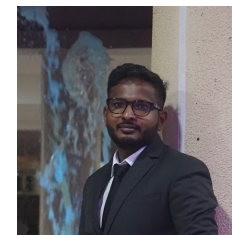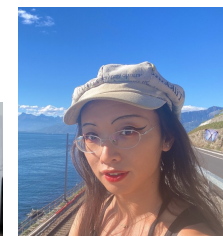
The CMS Experiment at CERN

More than 5000 scientists, engineers, and technicians

From over 255 institutes and 57 countries

photo by Michael Hoch@cern.ch

CMS Diversity Office: Activities

- Meetings and Fora
- Code of Conduct
- Outreach
- Search Committees and Appointments
- Data Collection
- Trainings
- CERN Diversity Roundtable
- Welcoming New CMS Members
- CMS Task Force on Diversity and Inclusion

KNOW THE CODE OF CONDUCT

HTTP://CERN.CH/GO/D9BT

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.

Screenshot

CERN/CMS Diversity Networks

- CMS Young Scientists Committee
- Disability Network
- Neurodiversity Network
- CMS Women Forum
- CERN Diversity & Inclusion Office
- CMS Management Training
- CERN LGBTQ+ Group
- Women in Technology at CERN

Change in color of plots for Color blindness

- CMS plots may look different
- Competition to select color pallet better for CVD

1D
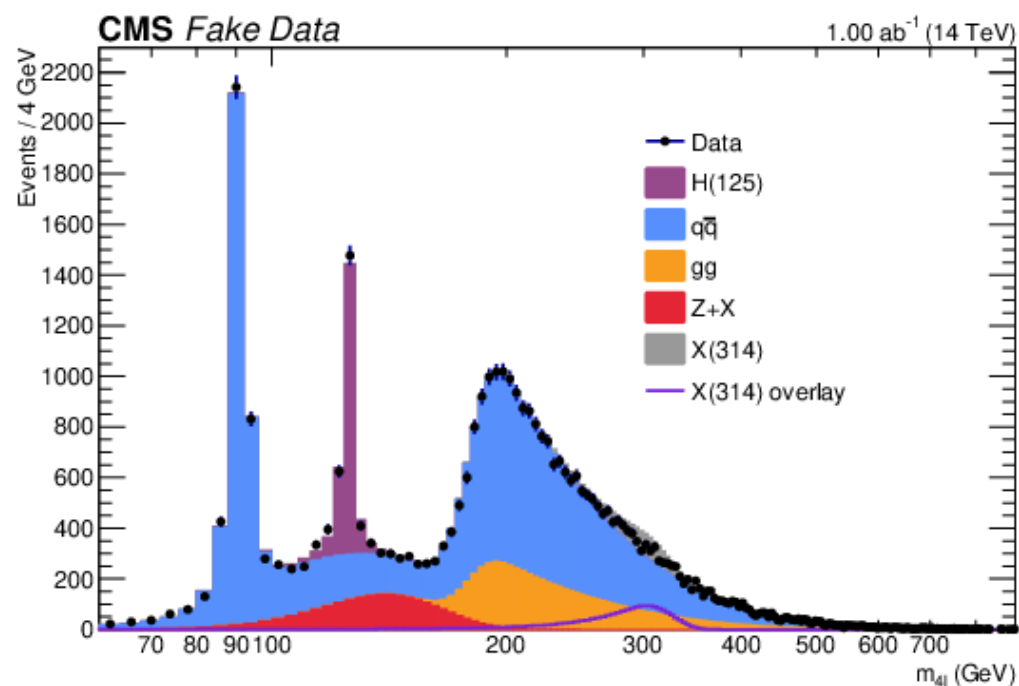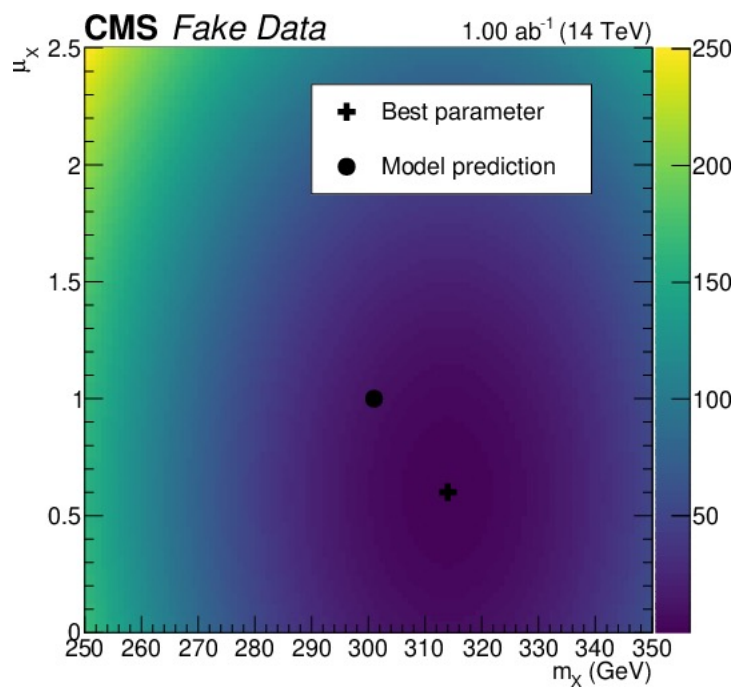
- #5790FC
- #F89C20
- #E42536
- #964A8B
- #9C9CA1
- #7A21DD

2D

Color Run in Cessy

CMS Visits: cms.visits@cern.ch

Data Collection

CMS collects data on variety of variables for all its members

- Gender (binary: male or female)
- Citizenship (some people have many)
- Career level
- Age diversity
- Working country

CERN-CMS-DP-2024-030

Member: someone who belongs to the collaboration.
Author: someone that has been registered in CMS as scientist (physicist or engineer) or as doctoral student for at least 12 months and has contributed the necessary EPR (experimental physics responsibilities) work to obtain authorship, which is currently 6 months
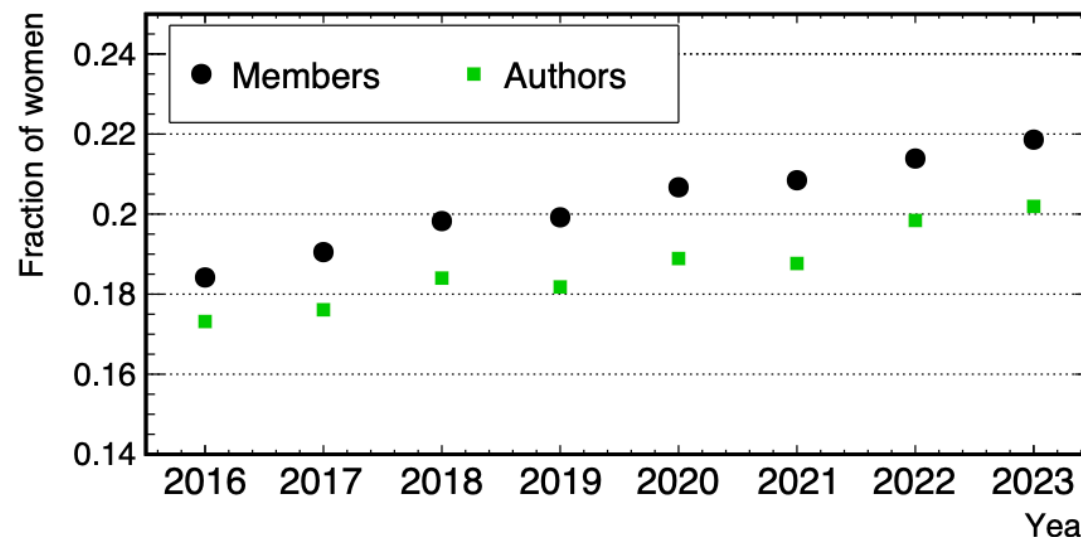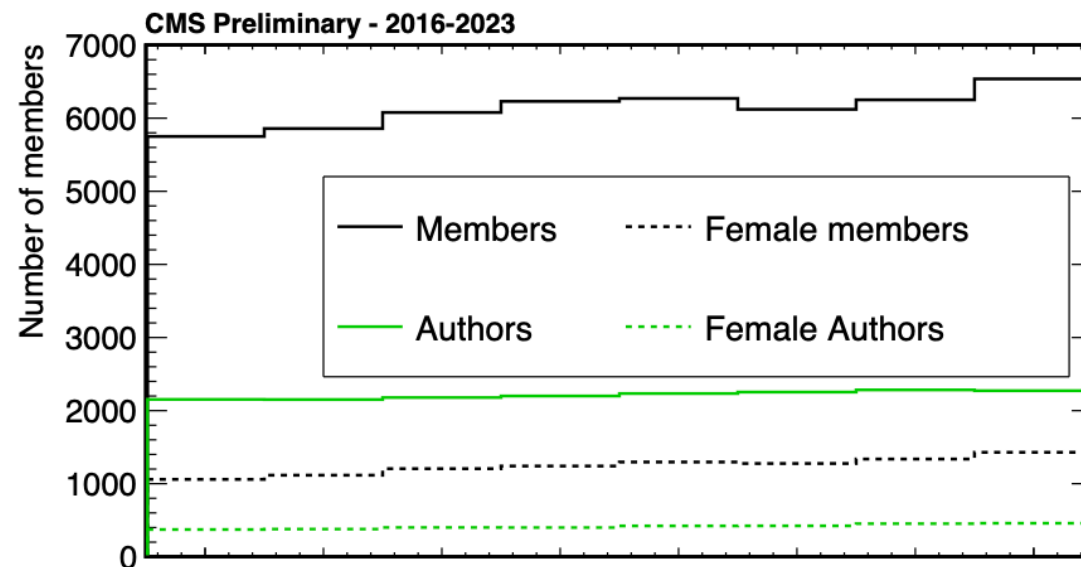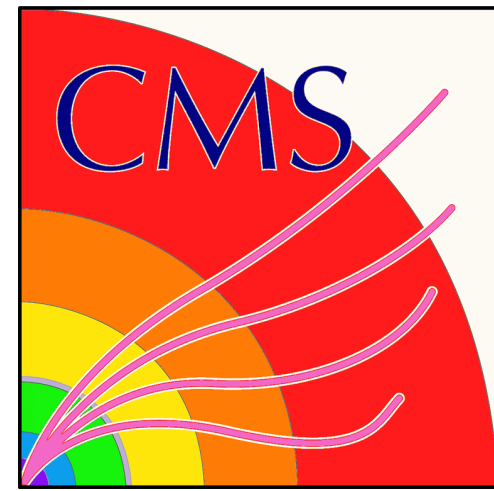
Summary

- Many diversity and inclusion efforts done, continuing and in the works at CMS
- Progress has been made in increasing diversity in membership and management but there is still room for improvements
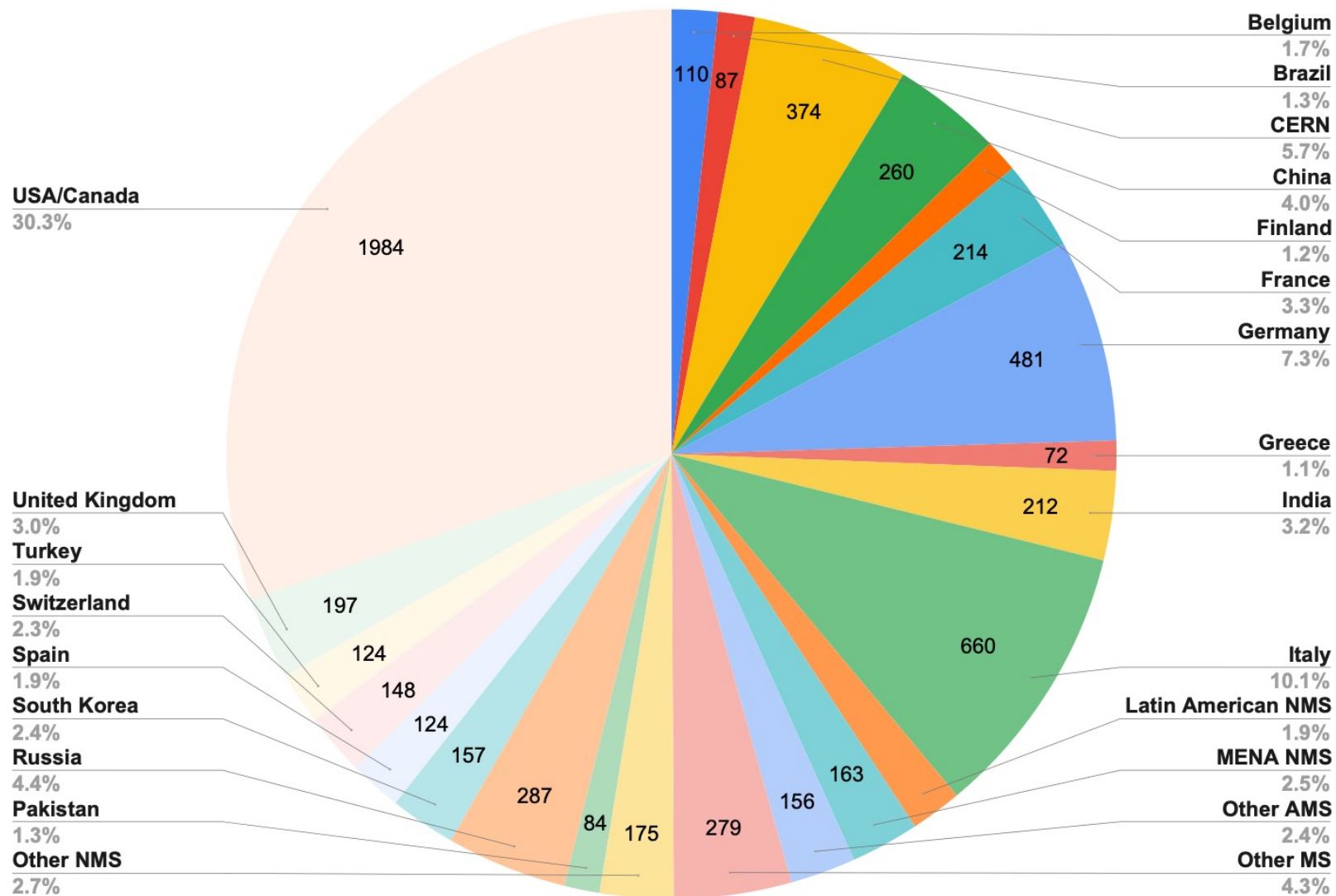
Back up

Regions

CMS Regions as defined in the CMS Constitution
       i.e. Regional Representatives in the CMS Management Board.

• CERN
• France (FR)
• Italy (IT)
• Germany (DE)
• Switzerland (CH)
• United Kingdom (UK)
• Other CERN member states (OCMS): Austria, Belgium, Bulgaria, Finland, Greece, Hungary, Norway, Poland, Portugal, Serbia, Spain
• Russia and Dubna member states (RDMS): Armenia, Belarus, Czechia, Georgia, Russia, Uzbekistan
• United States of America (USA)
• Other States A (OSA): China, India, Iran, Korea, Malaysia, New Zealand, Pakistan, Sri Lanka, Taiwan, Thailand
• Other States B (OSB): Bahrain, Brazil, Colombia, Croatia, Cyprus, Ecuador, Egypt, Estonia, Ireland, Kuwait, Lebanon, Lithuania, Mexico, Montenegro, Oman, Qatar, Saudi Arabia, Turkey, Ukraine

Regions

USA/Canada
30.3%
1984

Belgium
1.7%

Brazil
1.3%

CERN
5.7%

China
4.0%

Finland
1.2%

France
3.3%

Germany
7.3%

Greece
1.1%

India
3.2%

Italy
10.1%

Latin American NMS
1.9%

MENA NMS
2.5%

Other AMS
2.4%

Other MS
4.3%

United Kingdom
3.0%

Turkey
1.9%

Switzerland
2.3%

Spain
1.9%

South Korea
2.4%

Russia
4.4%

Pakistan
1.3%

Other NMS
2.7%

110 87 374 260 214 481 72 212 660 163 156 279 175 84 287 157 124 148 124 197

Mandate

The mandate of the Diversity & Inclusion 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 status and progress of diversity-related issues
- collaborate with relevant bodies outside CMS such as the CERN Diversity & Inclusion Program if required