

Invisible Diversity Dimensions

FOR: ICHEP, PRAGUE

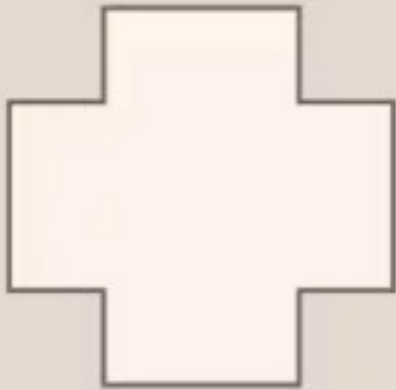
20 Jul 2024

LOUISE CARVALHO

Diversity & Inclusion Programme Leader, CERN

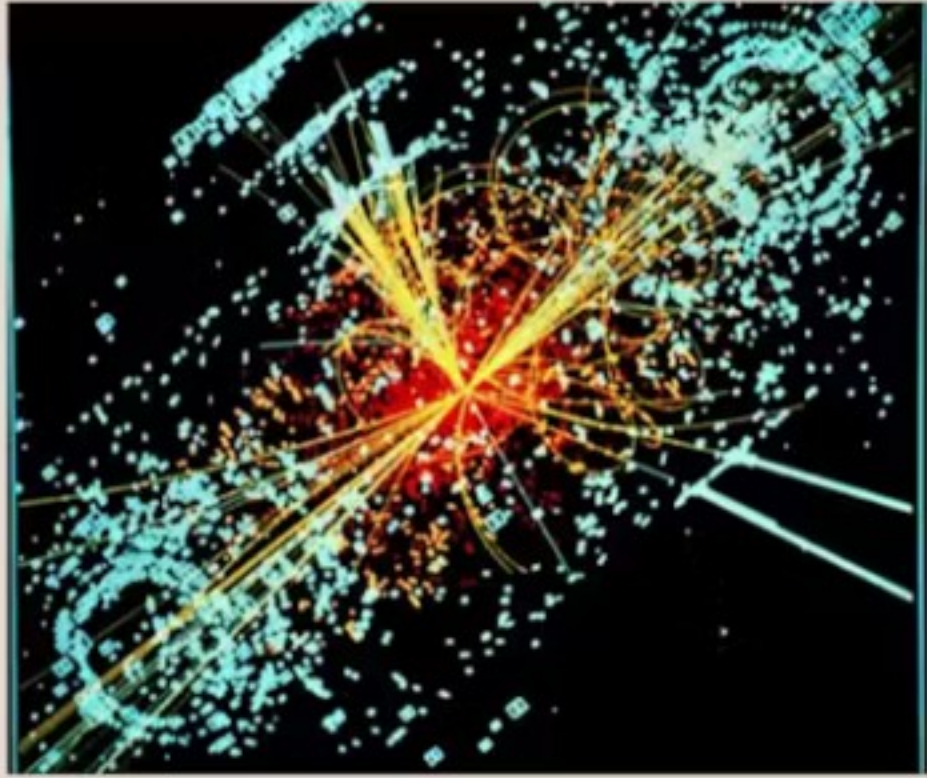


Our experiment:



(EPS-HEP 2023)

=



GENDER target
(aspirational)

OUR VISION
scientific excellence through diversity and inclusion

NATIONALITY indicator
(not a cap, not a quota)

GOAL
With a particular focus on **women in STEM**:

OUR GOAL
to increase the nationality and gender diversity of
Staff & Fellows (MPE) population by 2025

GOAL
With a particular focus on under-represented
MS and a **more balanced return** by 2025:



25 by '25

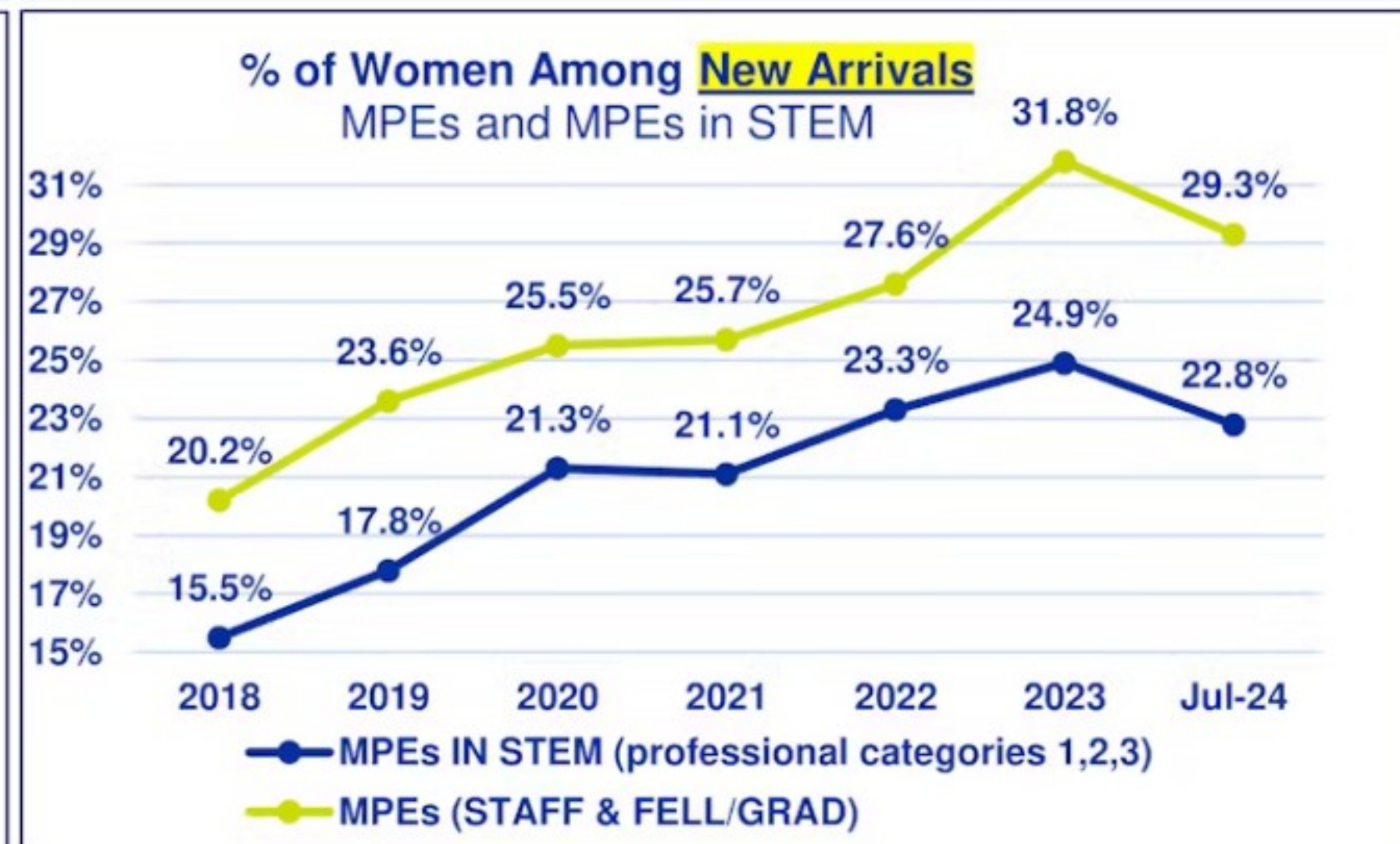
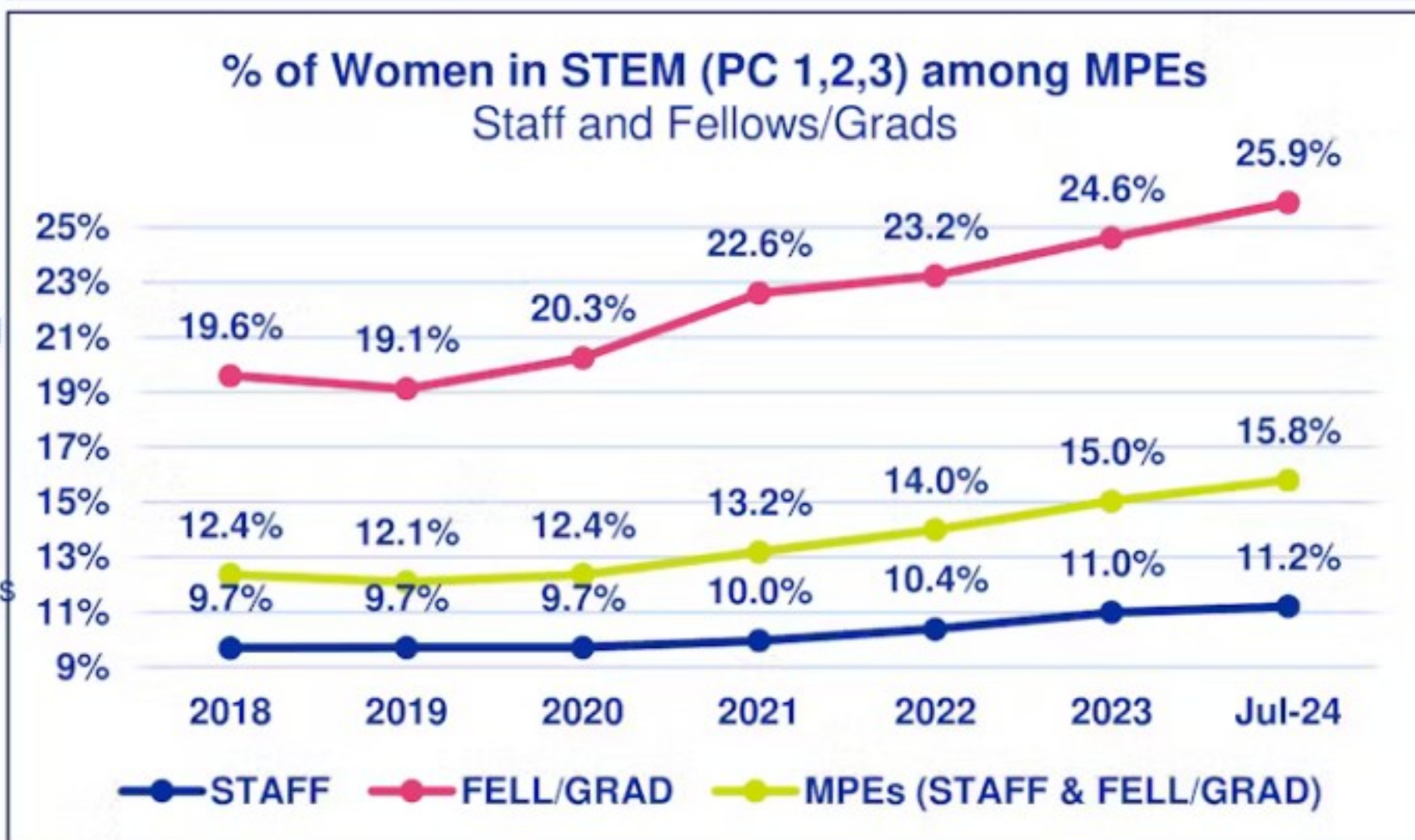
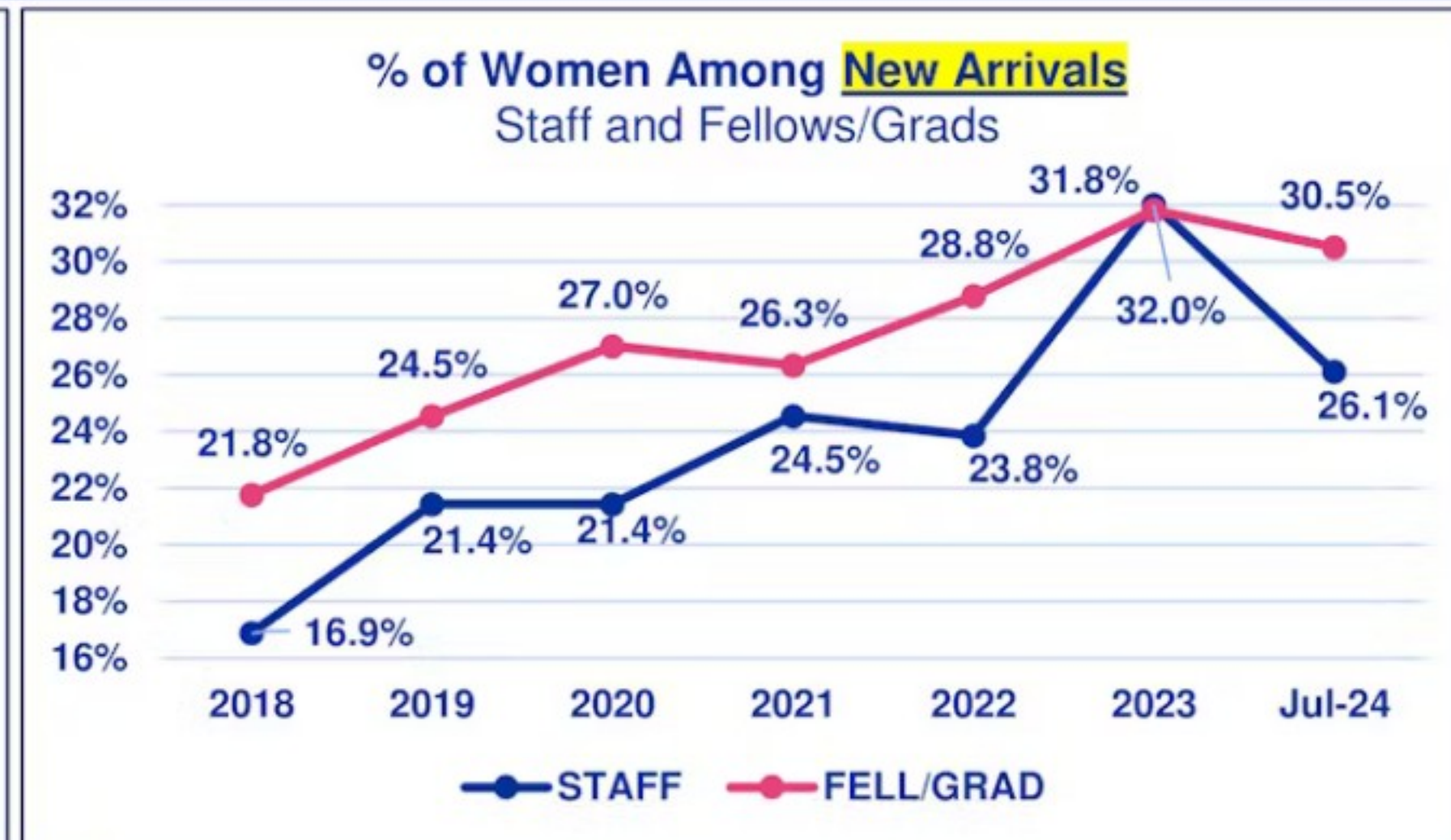
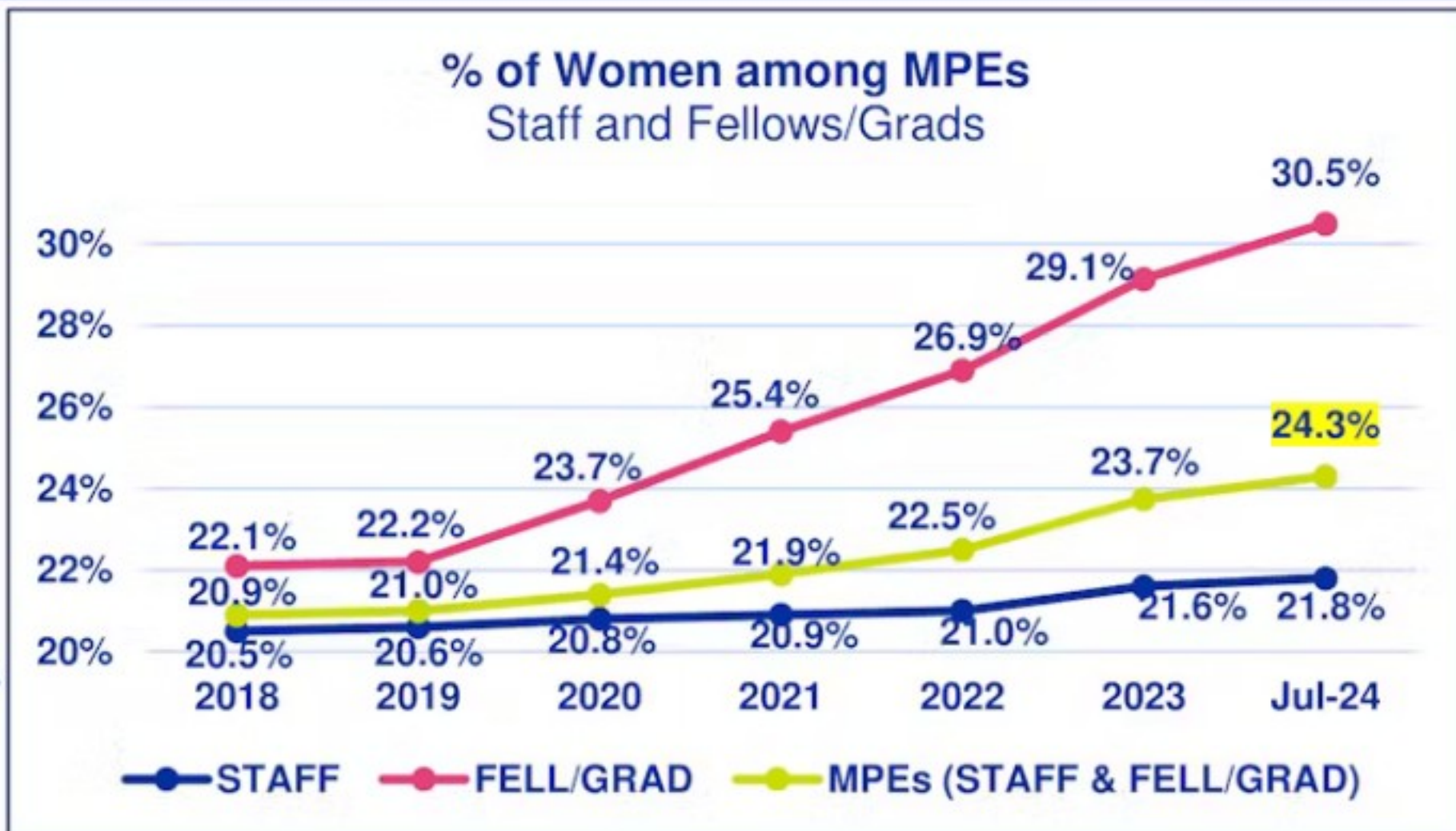
Accelerating diversity at CERN



and increase our conscious efforts toward nationality diversity in recruitment & retention

25 by '25 Periodic Update: 01 July 2024

- 2020**
 - Strategy Paper submitted to Director-General
- 2021**
 - Enlarged Directorate endorses Strategy
 - Department Heads appoint 33 Focal Points
 - Focal Points create & consult Focus Groups
 - HR implements Nat / Gen Population Dashboards
- 2022**
 - 1st D&I Review Exercise
 - Action Menu + Fitness Plans approved
 - Dept Heads appoint 18 D&I Officers (DIOs)
 - DIOs establish a Community of Practice
- 2023**
 - Transforming Bias Workshop
 - Theatre Forum on sexism
 - HR implements Nat / Gen Recruitment Dashboard
 - 1st Departmental Fitness Plan checkpoint
- 2024**
 - Inclusive Language Workshop
 - Nationality clusters deep dive:
 - Qualitative analysis: 1 to 1 departmental meetings
 - Quantitative data + analysis & discussions: management level



Mentimeter: Invisible Dimensions Poll

GO TO: WWW.MENTI.COM

ENTER CODE: **5209 9286**

- On-line browsing or internet activity requires the IP address of the device in use
- Participation in a Mentimeter (or similar) on-line poll allows the audience to vote directly via the internet browser using a mobile phone or computer, and to view the results in live-time.
- No log-in, or provision of e-mail address is required to participate.
- Participation is deemed as “pseudonymous” (*CERN IT Chief Security officer*)
- Choose the questions you wish to answer



Info on pseudonymous personal data here: [ICO guidance on pseudonymisation](#)

Mentimeter privacy policy here : <https://help.mentimeter.com/en/articles/1937769-terms-of-use-gdpr-and-personal-data-protection-in-mentimeter>

The country / countries where my parent(s) is / are born :

56 responses



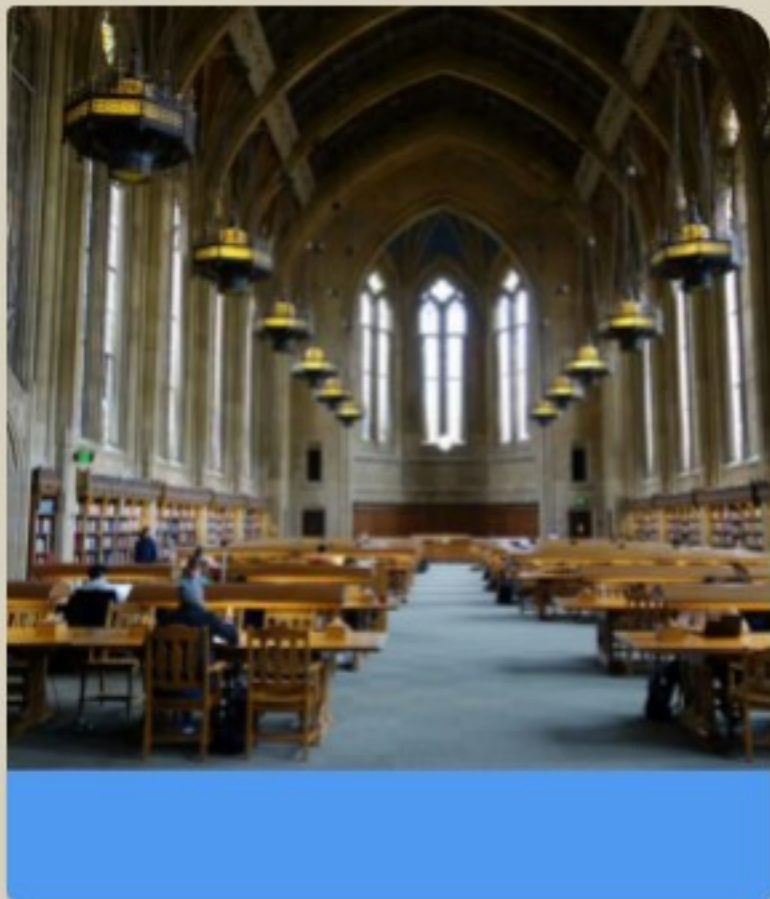
My native language(s) is / are:

47 responses



I am the first generation in my family with an advanced (university) education

15



Yes

27



No

0



Prefer not to say



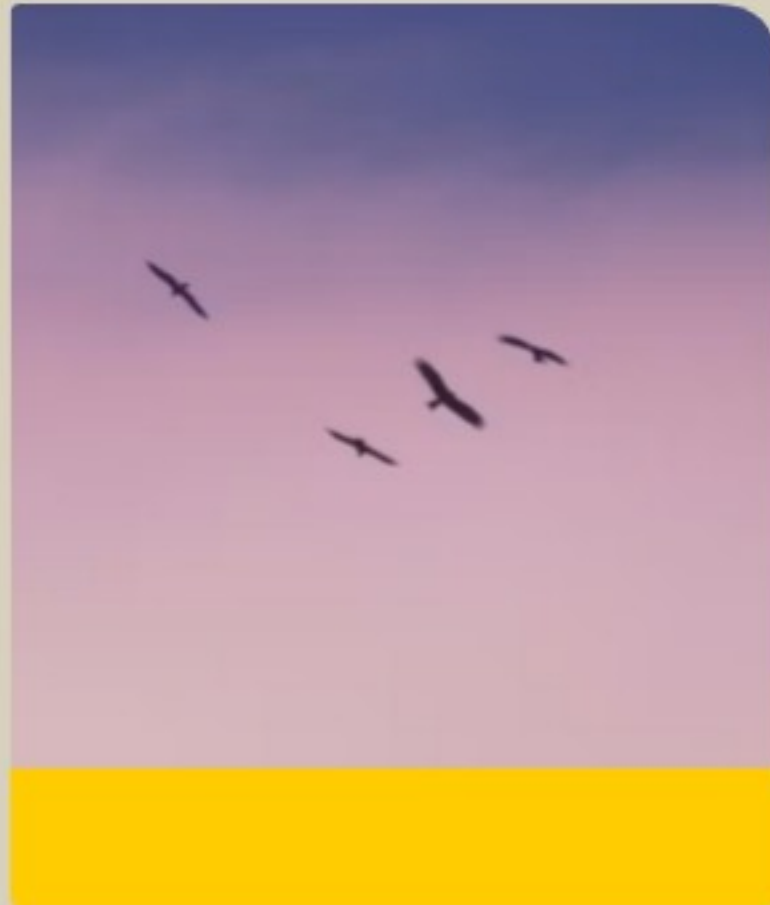
I am providing (or will provide) financial assistance to my parent(s)

8



Yes

31



No

2



Prefer not to say



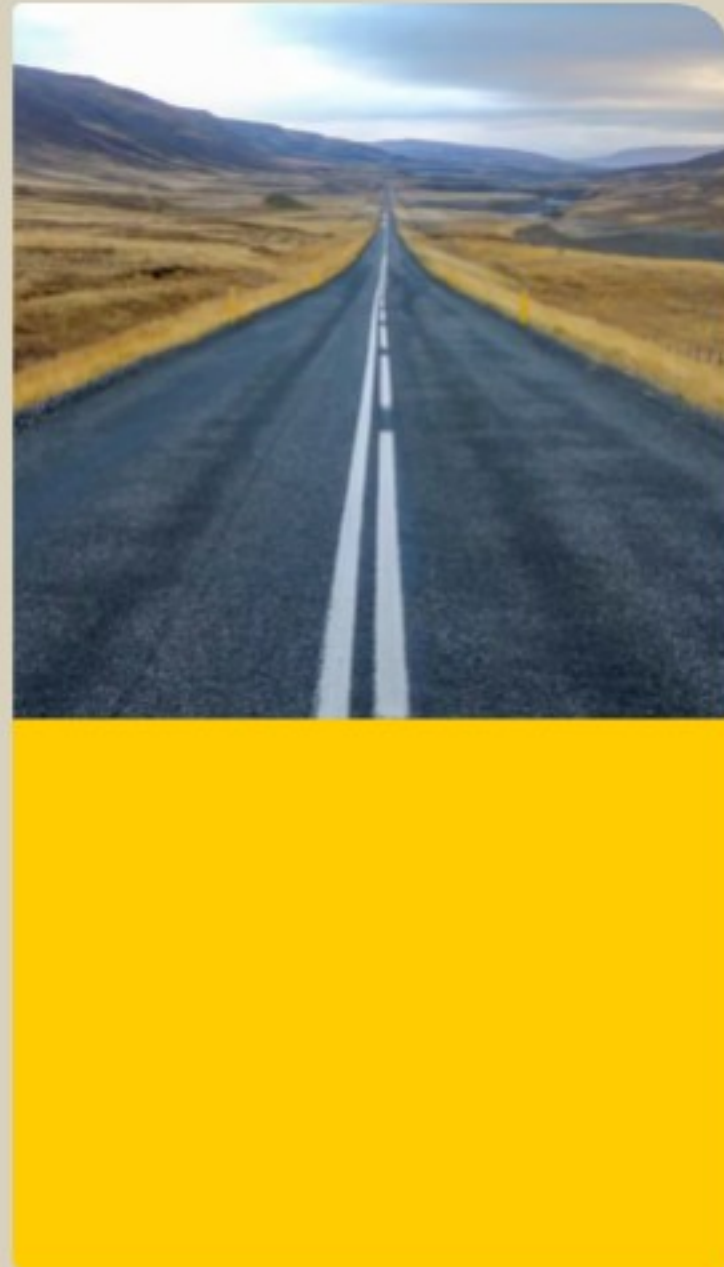
I identify as LGBTQ+

8



Yes

28



No

3



Occasionally...

2

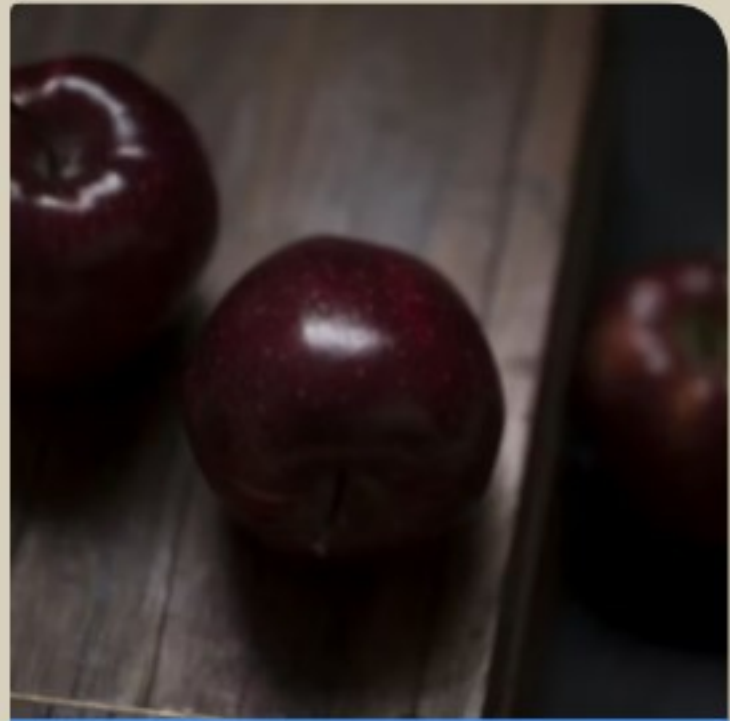


Prefer not to say



I see myself being a parent as:

8



Likely

15



Very likely // OR, I am already a parent

12



Unlikely

9



I would prefer not to be a parent

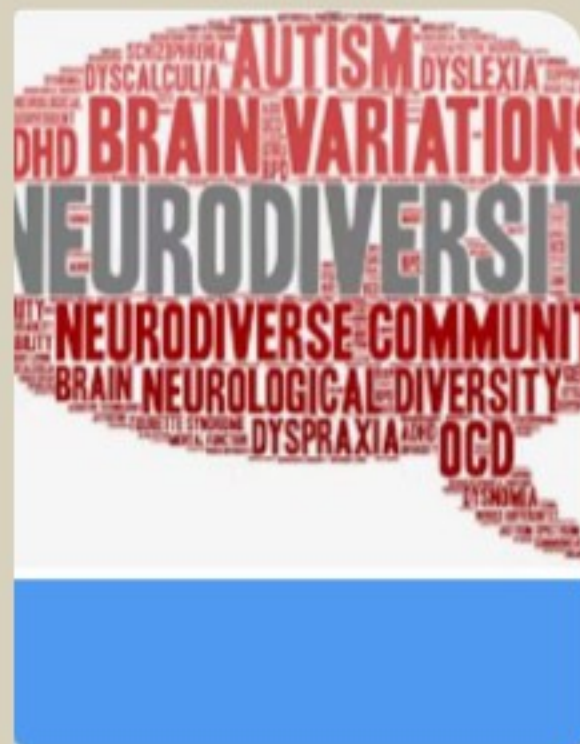


I have neurodivergent cognitive processing (e.g. Autism, ADHD, Dyslexia, Dyspraxia etc)



My spouse / partner, sibling, or child has / have neurodivergent cognitive processing (e.g. Autism, ADHD, Dyslexia, Dyspraxia)

10



Yes

13



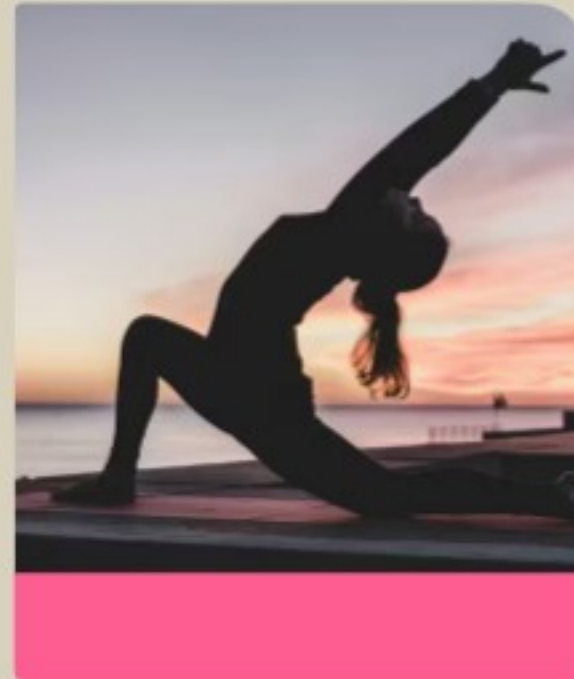
No

13



Maybe / I don't know

6



No partner, sibling or child

0



Prefer not to say



NEURODIVERSITY at Work

What can I do?

Notice strengths:

- Memory
- Innovative thinking
- Attention to detail
- Entrepreneur mindset
- Creativity
- Visual Reasoning
- Pattern recognition
- Time keeping
- 3D thinking
- Seeing the big picture
- Structured analysis

As a manager

- Offer the person additional time to process information or complete tasks
- Provide flexible working hours and location.

➤ 15-20% of the global population are neurodivergent

As a colleague

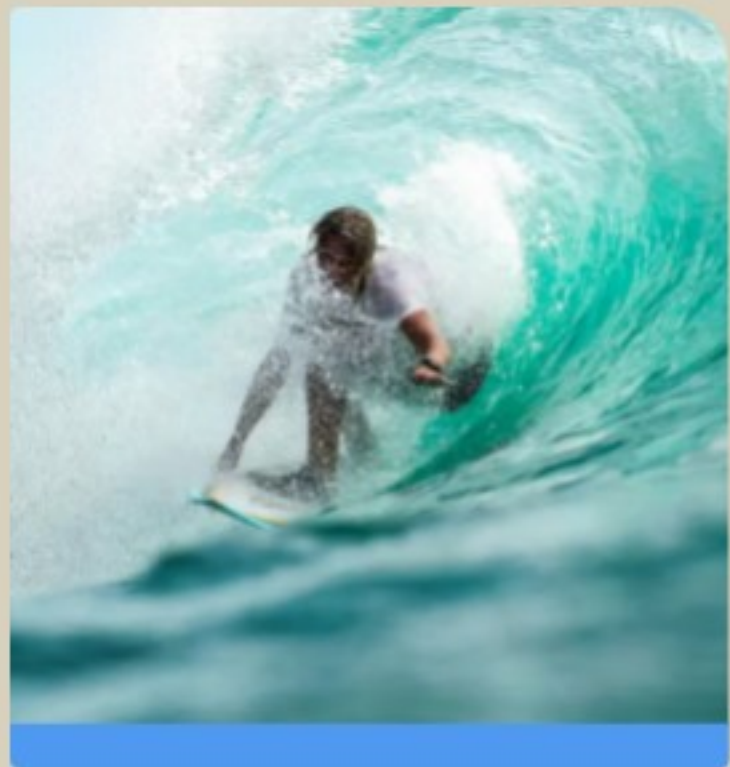
- Reach out to a colleague whom you see might be struggling
- Invite the colleague's advice about work / encourage their contribution in meetings

Source: Pearn Kandola: «Neurodiversity at Work 2024» report

click & read: [What is Neurodivergent Masking & Why do Professionals do it?](#)

I experience one or more of the following: Anxiety (general or social), Panic Attacks, Migraine, Depression, Hypersensitivity

12



Regularly

21



Occasionally

8



Never

1



Maybe / I don't know



Concerning my professional future, I have a sense of:

12



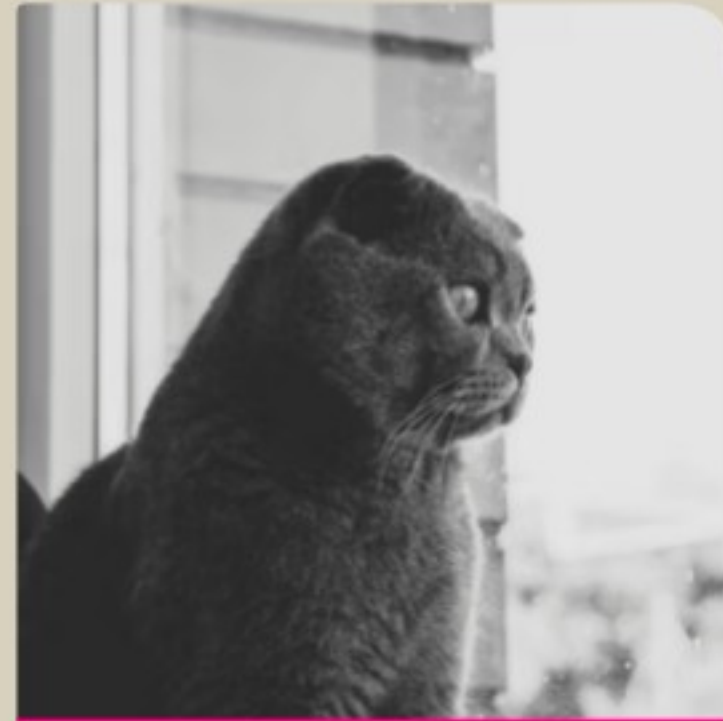
Certainty

14



Uncertainty

12



Great uncertainty

4



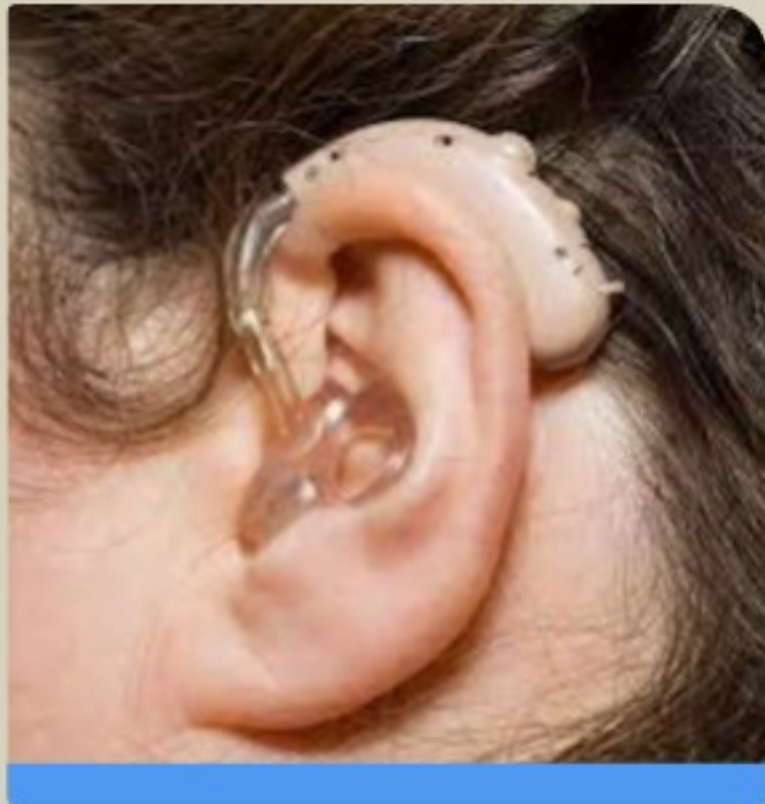
Ambivalence



NOTE: VISUAL IMPAIRMENT = 20/200 EVEN WITH CORRECTIVE LENSES

I have / have had a disability: physical, sensory (e.g. hearing or visual), or eating disorder

4



Yes

26



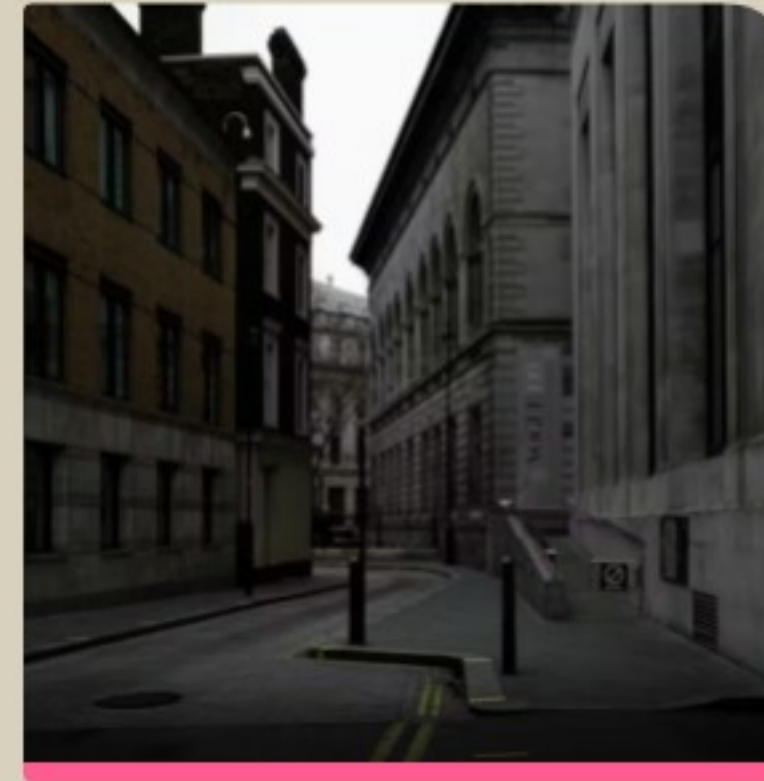
No

11



Temporary disability

0



Prefer not to say



My dietary practice is:

10



(mostly)
Vegetarian

5



Vegan

0



Kosher

0



Halal

2



No gluten and/or
no lactose

27



No restriction

0



Other

Searching : the personification of the HEP comparator

Gender: Cis-gender male

Relationships & family:

- In relationship: heterosexual
- Is / will be married (once)
- Monogomous
- Older and taller than partner
- Same race / ethnic origin as partner
- Born to and raised by 2 happily married parents
- At least 1 parent university educated
- Nationality: passport and resident of country with above average GDP
- Has 1 to 2 siblings
- Has / will have 1 to 3 children

Religion: Christian, Non-practicing



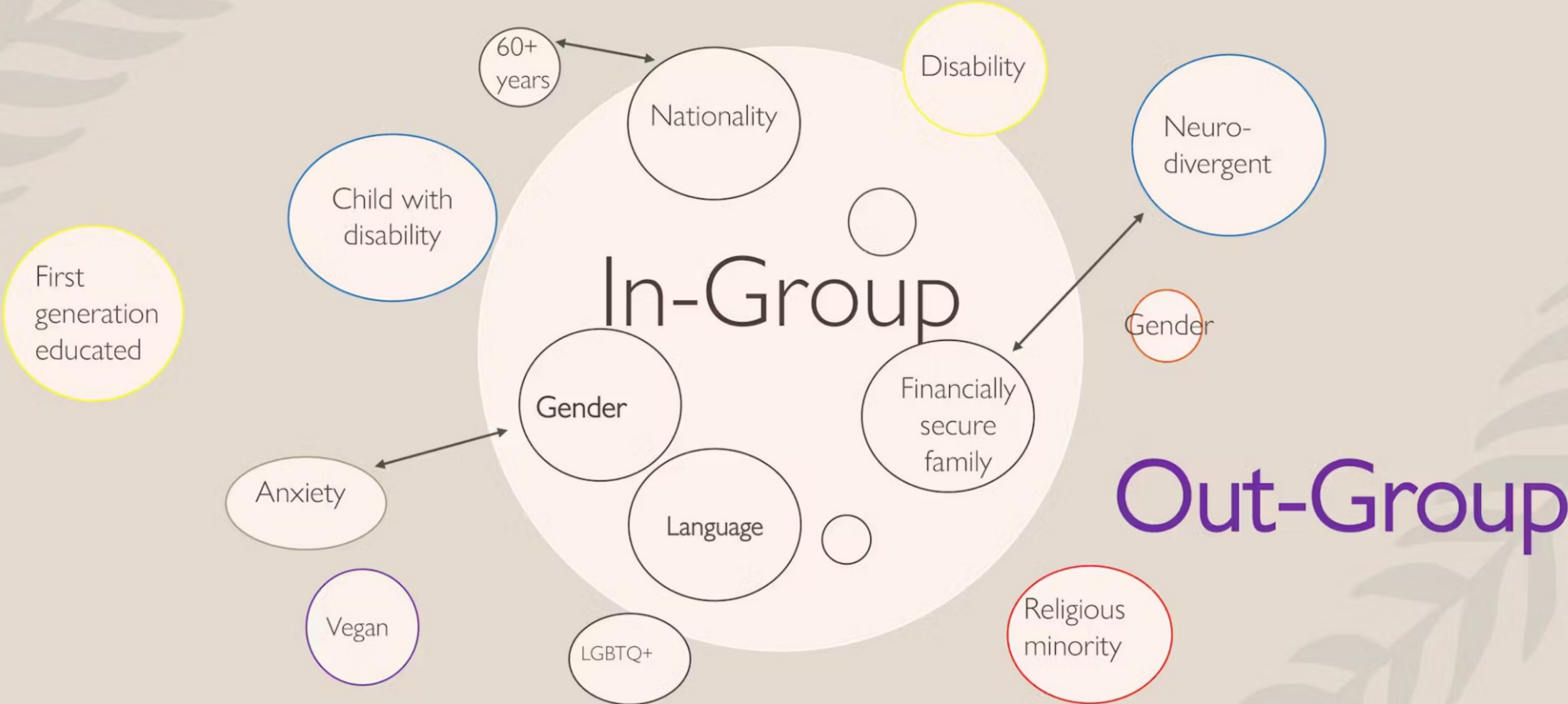
Profile:

- Daily work language: of country of residence
- He (+ parents) are financially self-sufficient
- Height: 175 to 185 cm; Shoe size: 42-44
- Good-looking, outgoing
- Extrovert, self-confident
- Race: white, European descent
- IQ: Above average
- At ease in crowds and social events
- Well-liked with sufficient number of friends
- Emotionally stoic
- «Passionate» about HEP
- Sense of security re professional future

Physical & Neuro:

- Neurotypical
- Physcially fit
- Mentally fit
- No eating restrictions
- Sleeps 7-8 hrs / night

Inclusion & Belonging



Inclusion & Belonging

“

Often the most effective, readily available, and cost-efficient workplace accommodation we can provide is: **Empathy**

- L Carvalho





Visit CERN's new Science Gateway:
<https://visit.cern/>

Inaugurated: 7 October 2023
Number of visitors to date: >250,000

Thank you,
any questions?



diversity.inclusion@cern.ch



[D&I homepage](#)

Extras

“The best part of having diversity in my team is not having to explain why it is advantageous.”

- Deputy Gp Leader

Supporting Neurodiversity at CERN (SNAC)



NEW: library «cocoon chair»

Learning

- Intro to Neurodiversity Webinar for CERN personnel: > 200 participants (2023)
- Neurodiversity & Recruitment Workshop (2024)

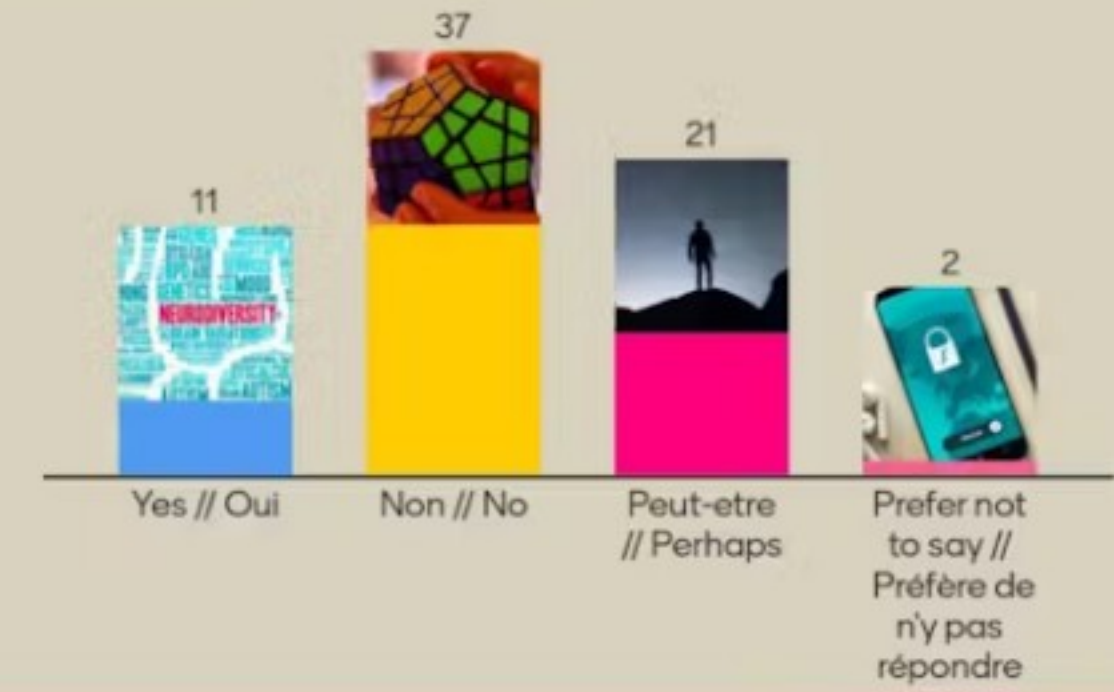
Networking

- SNAC Network
- Informal sharing among members

Resources

- SNAC Confluence page
- «Inclusion Needs» Document (WIP)
- CERN library

I have "neurodivergent" cognitive abilities (ex. Autism, ADHD, Dyslexia, Dyspraxia etc) //



My child / spouse / sibling has neurodivergent cognitive abilities (ie. Autism, ADHD, Dyslexia, Tourette, etc) //



click here for more: [SNAC Network - Supporting Neurodiversity at CERN](#)

LGBTQ+ in STEM Day, 18 Nov 2023

“My feeling of security, of visibility, of credibility, has greatly improved; it is evident this is the result of shifting priorities and good-willed collaboration...with our network and the other members of the D&I Roundtable”
 – LGBTQ Network member

		Impressions	Engagements	Comments	Views
Flag	Live	461,156	22,541	2,277	257,152
	LinkedIn	6,464	88	4	2,128
Flag	Twitter	74,785	545	87	0
	Facebook	8,377	378	84	0
	Instagram	143,163	7,709	486	240,163
		693,945	31,261	2,938	499,443

10,000 «likes» in first 3 hours



Informal event attended *ad personam* by: Directors, Dep't Heads, Spokespersons, D/ Spokesperson, UNHCR Ambassador, WHO DEI chair, UN Globe, ~150 personnel



Gender inclusive WC facilities // campus map

ID 759150
 Email louise.carvalho@cern.ch
 First name Louise Zelia
 Last name Carvalho
 Preferred first name
 Preferred last name
 Pronouns

CERN Phonebook: **pronouns**



(re) Defining Excellence

“
Consider not only a diverse candidate’s *individual*
potential...but the potential for excellence of a *diverse team*.”

- L Carvalho



CERN Code of Conduct

ADDITIONAL READING

- *The neurodiversity edge*, by Dunne, Maureen // *Neurodiversity at Work*, by Theo Smith & Amanda Kirby
- *Inclusion revolution*, by Auger-Dominguez, Daisy
- *Career and family*, by Golding, Claudia
- *The highly sensitive person*, by Aron, Elaine N
- *The inclusion nudges guidebook*, ed. 2020, by Kepinski, Lisa and Nielsen, Tinna C
- *Suis-je hypersensible?* by Midal, Fabrice
- *The authority gap*, by Sieghart, Mary Ann
- *An employer's guide to managing professionals on the autism spectrum*, by Scheiner, Marcia and Bogden, Joan
- *The little data book on gender* by World Bank Group, 2019) (e-book, open access
- *Neuroscience of prejudice and intergroup relations*, by Derks, Belle, and al.
- *Performance through diversity and inclusion*, by Bernstein, Ruth and al.

