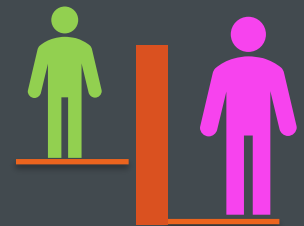
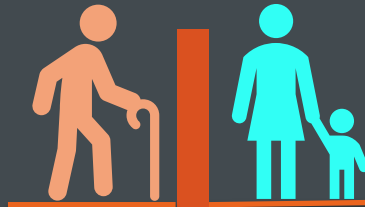
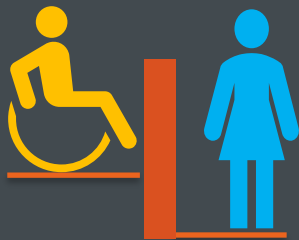




Diversity and equitable opportunities

Highlights!

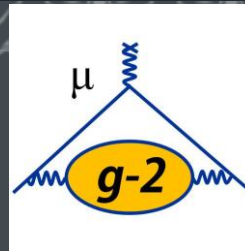


Tracey Berry

ATLAS D&I Contact (2022-24), Vice-Dean EDI for EPMS (5 Depts) @
42nd ICHEP, July 2024, Prague



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OF LONDON





- Why do we need talks on
“**Diversity and equitable opportunities**” ?

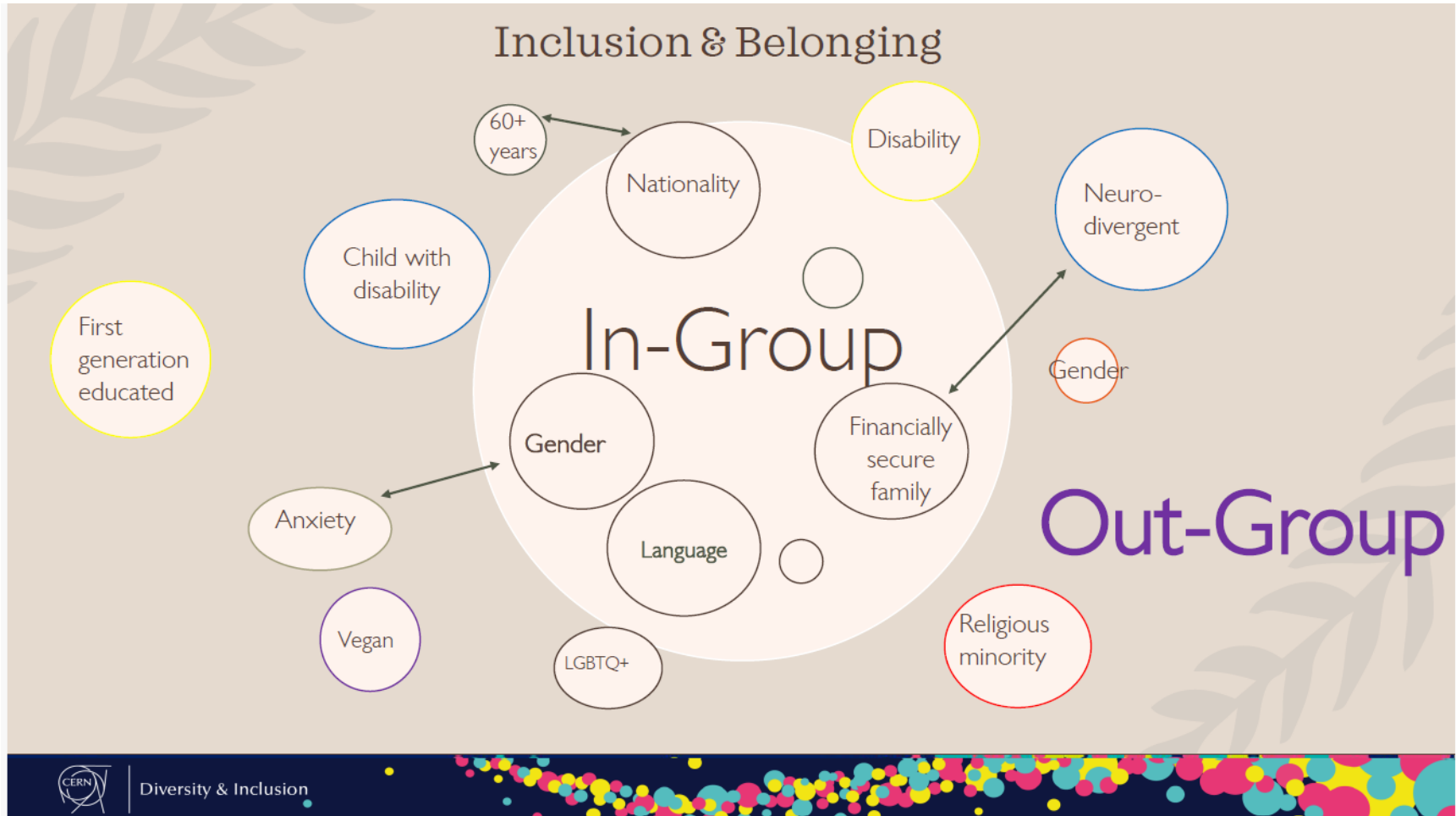
Everything is fine

**It's nothing to do
with me!**

**There are so
many barriers**

**We need things
to improve!**

Everything is fine for me but I see barriers for others



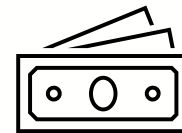
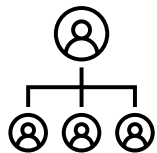
Your journey to the conference!



Being at this conference indicates that you have been given opportunities

- invitation for talk or poster – selection process
- register – approval by group lead
- travel – visa/passport
- transport – funds
- home arrangements – caring responsibilities

**Different for
everyone –
Diversity!**



Your journey to the Conference!



Diversity!...

But equitable opportunities?

Each step can be easier/harder

Being at this conference indicates that you have been given opportunities

- invitation for talk or poster – selection **Career Stage/ Nationality/ Gender**
- register – approval by group lead **Biases: gender/ethnicity/age/caring**
- travel – visa/passport **Nationality/Mobility/Health/Age/Religion/LGBTQ+**
- transport – funds **funding biases? gender/ethnicity**
- home arrangements – caring responsibilities **Gender/Age/Ethnicity**

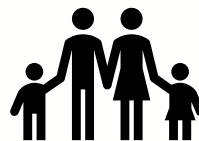
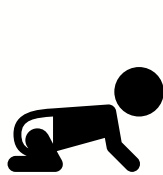
Your journey to the Conference!



Before the conference indicates that you have been given opportunities

Different for everyone - Diversity!

- How achieve your position? -job applications/CV/reference letter/interviews
- How did you get your PhD placement – given advice/CV/interview
- How did you choose your UG University – guess/advice/visit Unis/school
- Did your family help support your career choices? – mental/financial/physics
- How/when/where did you even hear of particle physics/LHC/neutrinos?
– opportunities/outreach



Career Progress/Success

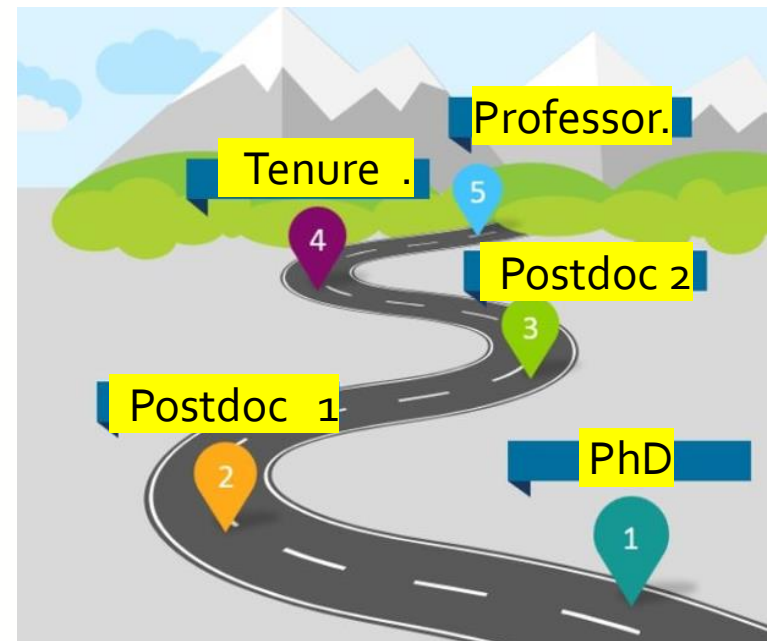


➤ Progress/Success in your career....

- Self-determined, lonely path
- Clear path & support

Advice...

Best way...



Every step is harder: Nature



minorities

Fig. 1: The leaky pipeline of women in STEM.

From: How the entire scientific community can confront gender bias in the workplace

Women are less likely to be employed as graduate students postdocs in male PIs' labs, which represent over 70% of labs¹⁷

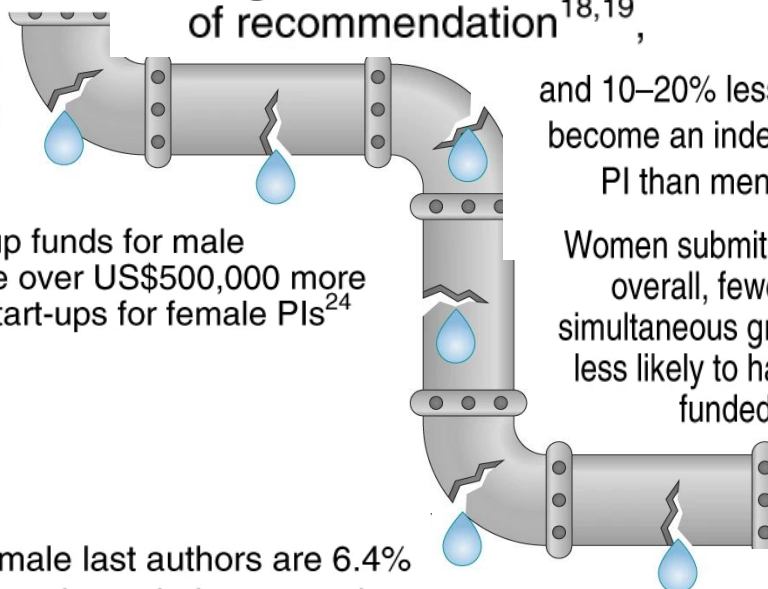
Women are half as likely to get 'excellent' letters of recommendation^{18,19},

and 10–20% less likely to become an independent PI than men^{21,22}

Start-up funds for male PIs are over US\$500,000 more than start-ups for female PIs²⁴

Women submit fewer grants overall, fewer renewal or simultaneous grants and are less likely to have renewals funded than men^{3–8}

Female last authors are 6.4% less likely to have their manuscripts accepted by an all-male panel of reviewers¹²



communications physics

Editorial



<https://doi.org/10.1038/s42005-024-01579-0>

Wasted talent: the status quo of women in physics in the US and UK

Check for updates

Women continue to face obstacles at each step along the way of pursuing a scientific career, and physics has one of the lowest gender diverse participation of all STEM subjects. This is a tremendous waste of potential that can only be reversed with a significant cultural change by all participants.

In western countries there is a general negative cultural attitude towards girls and young women studying physics, principally driven by the stereotype that girls do not like mathematics (see for example ref. 1). This has the effect that girls can find it harder to identify themselves with physics professions. To counteract this behaviour, the UK-based Institute of Physics (IoP) has been running the Little Less Campaign since 2020. Changing culture and attitude requires

Physical Society (APS), since the early 70s, in creating committees focused on raising awareness of the limited recognition of women physicists'. We believe that one possible issue is that those policies focused on enhancing outreach with women serving as role models, improved recognition of women physicists and provided initial networking opportunities at meetings. The committees, however, did not address implicit bias and active structural gender

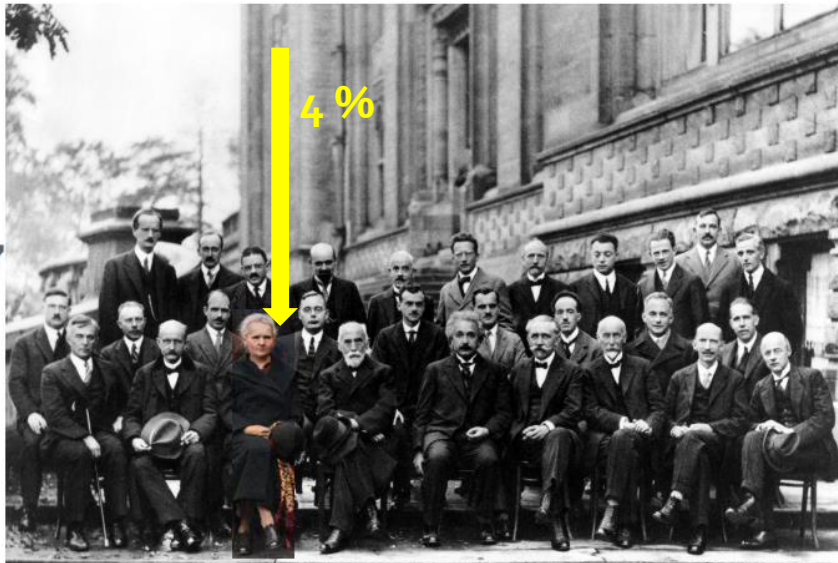
Evolving Diversity in Physics



➤ Original studies focused on gender

5th Solvay Conference on physics
“Electrons and Photons”

1927



- Attendees included: Neils Bohr, Born, de Broglie, Marie Curie, Dirac, Albert Einstein, Heisenberg, Pauli, and Schrödinger.
- 17/29 attendees were or became Nobel Prize winners, including Marie Curie who, alone among them, had won Nobel Prizes in two separate scientific disciplines.

2024



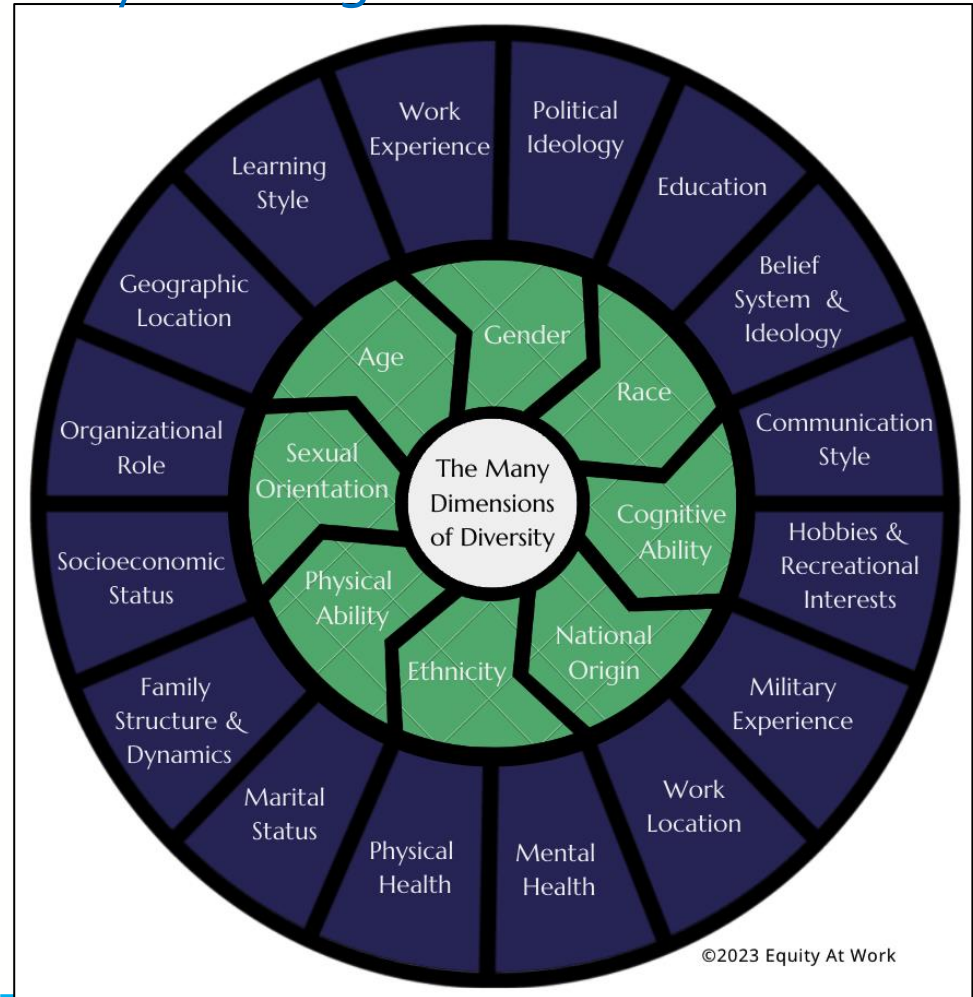
Dimensions of Diversity



Diversity: the quality of being **different**

last 10 years focus also on:

- Race
- Ethnicity
- Sexual Orientation
- Gender identity
- Disability
- Neurodiversity
- Age



What are PP collaborations/research councils/Universities doing ?

Diversity and equitable opportunities



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EDI Parallel Sessions



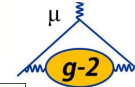
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09:00	Evolution of Regional, Age and Gender Demographics in the ATLAS Collaboration Club B	Dilia Maria Portillo Quintero	08:30 - 08:47
	Ukrainian contribution to particle physics: historical perspective and prospects Club B	Denys Timoshyn	
	The LUX-Zeplin Community Agreement Club B		09:04 - 09:21
	European Research Council - Funding opportunities for frontier science. Ensuring equality of applicants. Luis Fariña Busto		
	The Physics Project Days - A workshop to promote gender equality in physics Club B	Anna Benecke	09:38 - 09:55
10:00	Early Career, Gender & Diversity at LHCb Club B	Irina Nasteva	09:55 - 10:12
11:00	ATLAS Early Career Science Club B	Christian Appelt	10:45 - 11:02
	Enhancing Diversity and Inclusion in particle physics: the experience of the Muon g-2 collaboration. Anna Drees		
	Inclusion Efforts in CMS Club B	Rachel Bartek	11:19 - 11:36
	Nurturing Inclusivity in Physics Departments: Lessons from Achieving Juno Champion Status Club B	Victoria Martin	11:36 - 11:53
12:00	CERN Diversity & Inclusion: Beyond Gender & Nationality and our Invisible Dimensions Club B	Louise Carvalho	11:53 - 12:10
	Training on Inclusivity and cultural diversity in ALICE collaboration Club B	Sami Sakari Rasanen	12:10 - 12:27

First EDI and Sustainability Discussion Session @ICHEP

<https://indico.cern.ch/event/1291157/sessions/543526/#20240720.detailed>

Collaboration



ALICE

Topic Talks

Ukraine

Funding £/\$



Girls into Physics

ECR



Community Agreement

Inclusivity in UK Physics Dept

IOP Institute of Physics Juno Champion

Invisible Dimensions



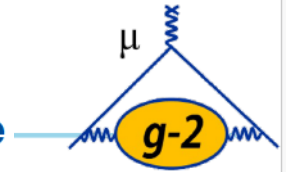
Collaboration and Funders Aims



The **mission of the collaboration** is to measure with unprecedented precision (goal: 140 ppb) the **anomalous magnetic moment of the muon**.

Anna Driutti

Have a **diverse collaboration** with a variety of backgrounds is an asset to solve the complex problems we encounter, and an **inclusive and equitable environment** help us to maximize the productivity of the collaboration.



Fermilab

2

**THE GOAL:
EVERY EARLY CAREER SCIENTIST HAS EQUAL
OPPORTUNITIES INDEPENDENT OF THEIR BACKGROUND**



Christian Appelt,



Funding opportunities for frontier science
Ensuring equal treatment of applicants

Luis Fariña Busto,

Tracey Berry, ICHEP24



European Research Council
Established by the European Commission

What are PP collaborations doing ?

Diversity



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What are PP collaborations doing ?

Diversity

Assessing/monitoring

Dilia Quartero
Rachel Bartek



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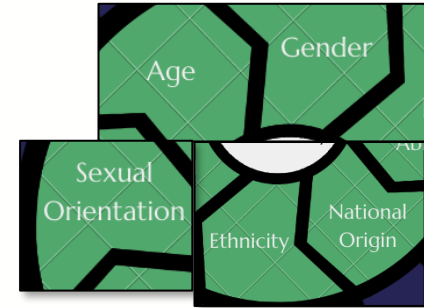
➤ Acknowledging Diversity

➤ Monitoring → Showing diversity → Celebrating it

➤ Broadening minds

- each person has (only) their own lived experience
- inclusivity/cultural events

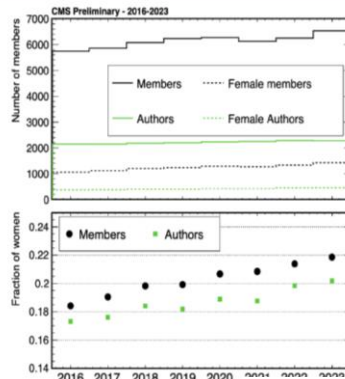
➤ Training – unconscious bias



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



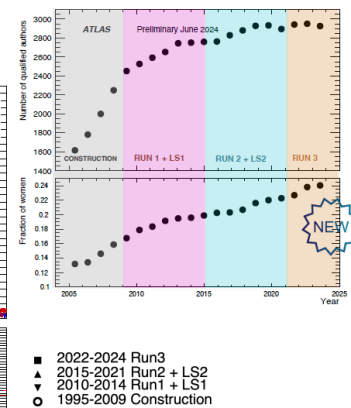
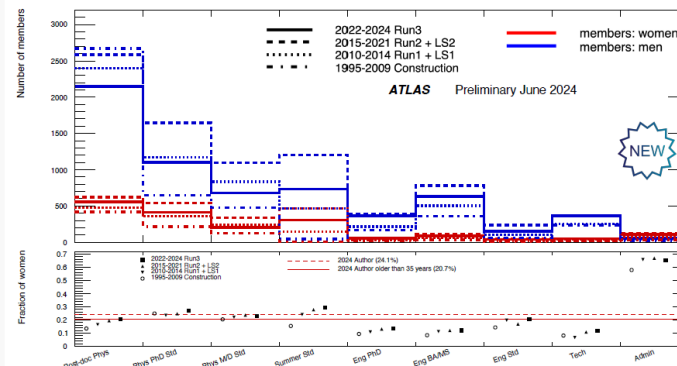
Member: someone who belongs to the collaboration.
Author: someone that has been registered in CMS as scientist (physicist or engineer) or as doctoral student for at least 12 months and has contributed the necessary EPR (experimental physics responsibilities) work to obtain authorship, which is currently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

Author and Fraction of Women*

ATL-OREACH-PUB-2023-001



- Fraction of women* authors 24.1% (23% in 2022)
- Fraction of women* author over 35 years: 20.7% (19.7% in 2022)
- For CERN (2022): Fraction of women* (CERN staff & fellows): 22.5%



What are PP collaborations doing ?

Diversity

Sami Rasanen



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➤ Acknowledging Diversity

➤ Monitoring

➤ Broadening minds

- each person has (only) their own lived experience

- inclusivity/cultural events

➤ Training – unconscious bias



Diversity Day Events



Centre of Excellence
in Quark Matter



ALICE



UNIVERSITY OF JYVÄSKYLÄ



HELSINKI
INSTITUTE OF
PHYSICS

Training on inclusivity and cultural diversity in ALICE collaboration

Sami Räsänen,

New Workshop: Collaborating in Culturally Diverse Teams
First run in ALICE week (March 4 - 10, 2024)



Goals of the workshop:

Recognize tie between
unconscious bias and cultural awareness.

Understand the impact of **cultural differences** on ease of collaboration

What are PP collaborations doing? Diversity

Rachel Bartek
Sami Rasanen



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➤ Acknowledging Diversity

- Monitoring → Proud of diversity
- Broadening minds
 - each person has (only) their own lived experience
 - inclusivity/cultural events

➤ Training/Awareness – unconscious bias, theatre, interactive booklet



On the occasion of the
International Day of Women and Girls in Science
an interactive theatre piece on sexism at work



CERN Globe of Science and Innovation
9 February 2023 from 2pm to 4pm

Workshops

brought to you by:



• Training for management roles to promote inclusivity at ALICE (offered yearly), **funded by ALICE** (2020-).

Tracey Berry, ICHEP24

Change in color of plots for Color blindness

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

CMS Fake Data

CMS Fake Data

	1D	2D
	#5790FC	
	#FB9C20	
	#E42536	
	#9E4A8B	
	#9C9CA1	
	#7A21DD	

• **Color palette for color blindness (2024):** Enforcing a **CMS style** that ensures plots are **accessible** to people with color blindness.

What are PP collaborations doing ?

Equitable opportunities



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What are PP collaborations doing? Equitable opportunities



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- Creating equitable opportunities
 - Outreach/increasing accessibility/awareness
 - ECR Groups and Mentoring
 - Grants
 - Code of Conduct/ Community Agreement
 - Frameworks: Speakers committees, collaboration boards



Color Run in Cessy

CMS Visits: cms.visits@cern.ch



ENGAGING THE WORLD
THE ATLAS DETECTOR VISIT AND VIRTUAL VISIT PROGRAMMES

THE VISITORS CENTRE
Smart windows into the control room. Many demos, exhibits and videos.

UNDERGROUND VISITS
Organised during technical stops and open days. Dedicated VIP visits.

ATLAS IS THE MOST VISITED EXPERIMENT AT THE LHC
Around 2500 visits to the ATLAS Visitors Centre, 500 underground visits, and over 60000 visitors in 2023

VIRTUAL VISITS
Connecting with remote audiences. Streamed from the cavern wherever possible.

Outreach

- The Muon g-2 Collaboration members participate to many outreach events, also the experiment is always open to visits and there are virtual tours available.

2023 VIRTUAL VISITS HIGHLIGHTS

- 87 virtual visits organised
- 40 from the cavern
- Participants from 32 countries and 12 languages

Diversity is key In outreach!

Outreach is key In Diversity!

- * Relatability
- * Accessibility

Variety of language, multiple cultural representation, remote activities. Close Captioning, exhibition material for visual impaired,...

Show the human and diverse side of science!

FOCUS ON WOMEN OF ATLAS

Content in other languages and highlight under-represented colleagues

ATLAS VIDEO FOR INTERNATIONAL WOMENS DAY, OVER 100K VIEWS OVER THE PLATFORMS

Hi I am an ATLAS Summer Student

Physics Project Days

Addressing the start of the pipeline



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Goals of the Workshop

Physics-Project-Days



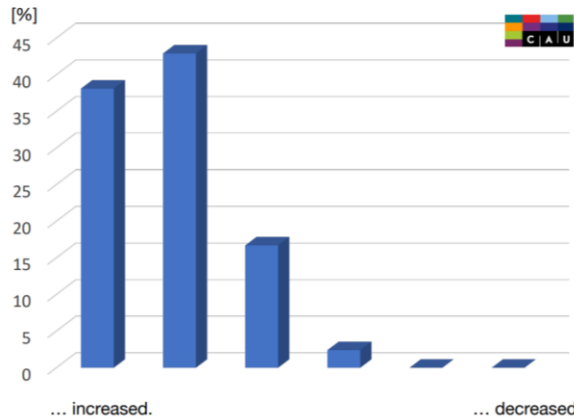
- encourage female high school students to study physics



Time table

Wednesday	Thursday	Friday	Saturday
	1. Project phase	3. Project phase	5. Project phase
	Joint lunch		
Arrival & Check-in	2. Project phase	Study Q&A	Kolloquium
	Coffee break		
Welcome	2. Project phase	4. Project phase	Departure
Reception	Team building event	CAMPUS-Tour Joint dinner	

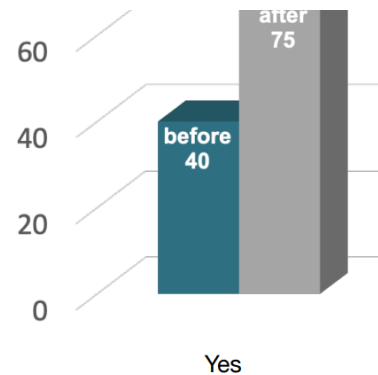
Interest in physics



Anna Benecke

Before-After

Is studying physics an option?



Anna Benecke

10

What are PP collaborations doing? Equitable opportunities

Ease transition

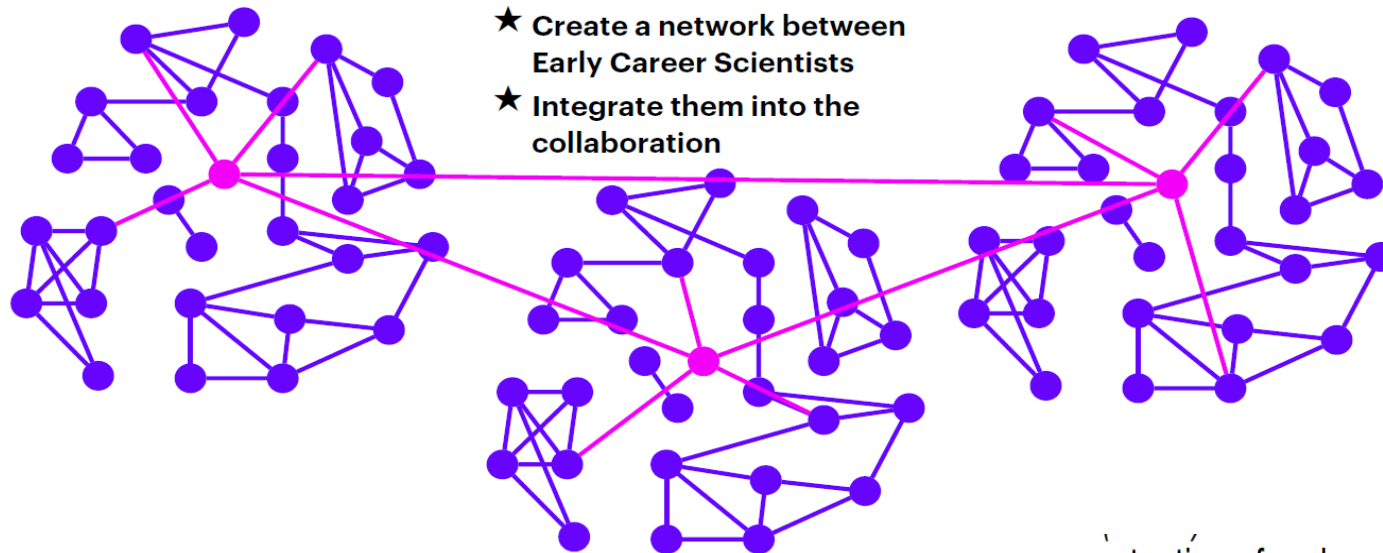


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- Creating equitable opportunities
 - Outreach
 - ECR Groups and Mentoring



*Irina Nasteva's
Christian Appelt*



WHAT WE DO

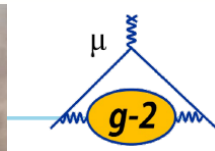
retention of underrepresented minorities is positively influenced by **dedicated mentorship** early in their careers.

ECR & EDI Groups

Support career paths



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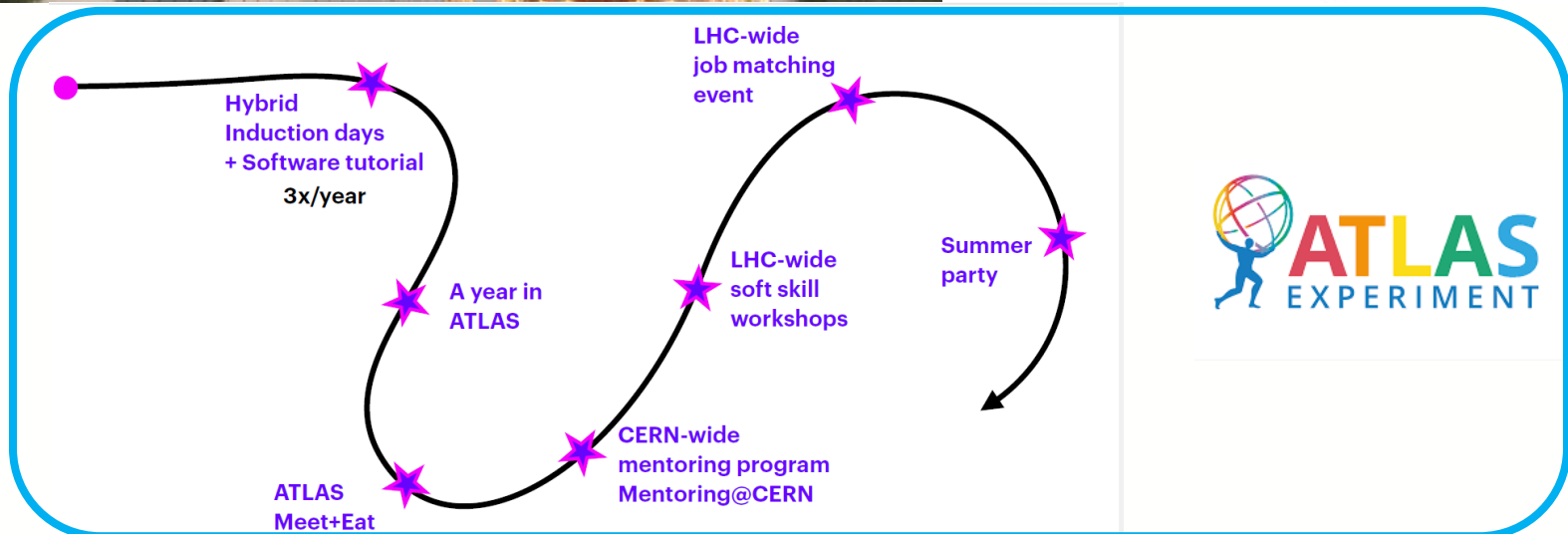


ED&I Committee and the g2early group.



EDI Update

Muon g-2 Collaboration Meeting



What are PP collaborations doing? Equitable opportunities

Staying well



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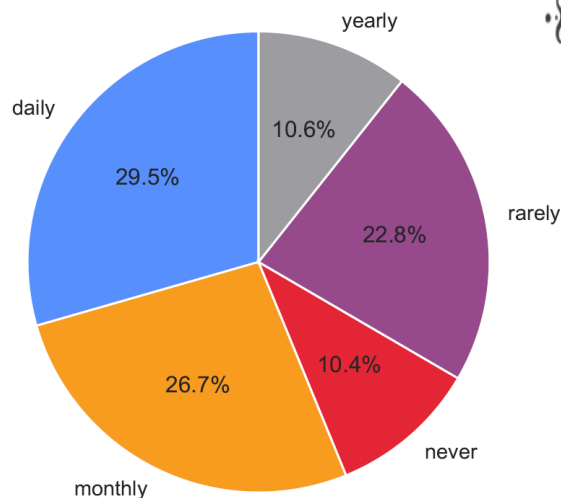


- Creating equitable opportunities
 - Outreach
 - ECR Groups and Mentoring

Sami Rasanen

LHC Early Career Scientists Fora arranges the **Healthy Minds for Masterminds - workshops during 2021-2023**

Experience with Mental Health Challenges



Focus is on **well-being**.



Work/study

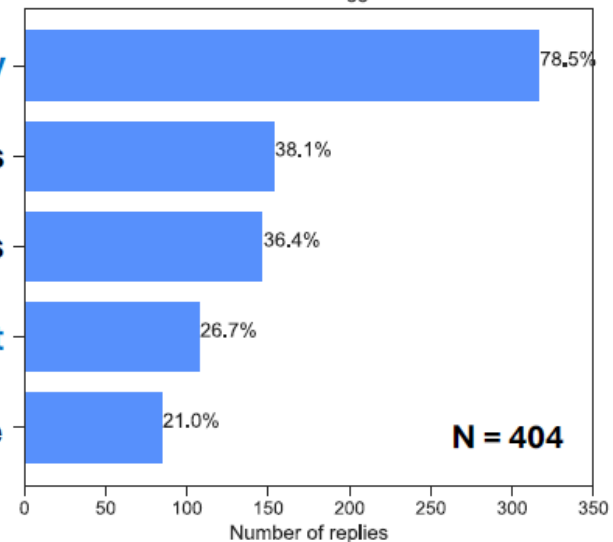
Life events

Relationships

Environment

Change

Main stress triggers



N = 404

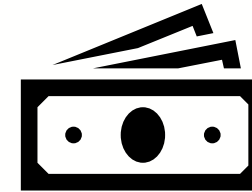
What are PP collaborations doing? Equitable opportunities

Funding Tips



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- Creating equitable opportunities
 - Outreach
 - ECR Groups and Mentoring
 - Grants



Luis Fariña Busto

Gave us tips on how to get money - all levels!

A few words on the evaluation (i)

“Excellence”
is the sole evaluation criterion

- **Excellence of the Research Project**
 - ✓ Ground breaking nature
 - ✓ Potential impact
 - ✓ Scientific Approach
- **Excellence of the Principal Investigator**
 - ✓ Intellectual capacity
 - ✓ Creativity
 - ✓ Commitment



ERC funding - Individual grants



Extensions of the eligibility track-record period
are possible for several circumstances

Explain what you are doing! Basics - details for specialists,
but don't lose non-specialists, avoid hype, as PI you are self-
propelled and competent, don't give up, try again!

ERC Success Rates

Funders working to create equitable opportunities

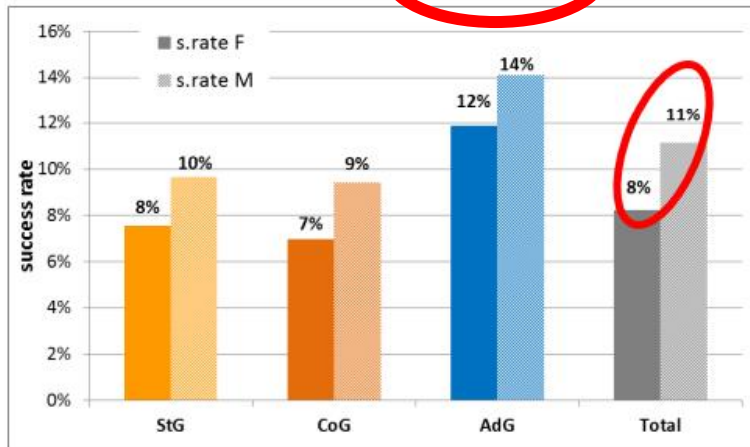


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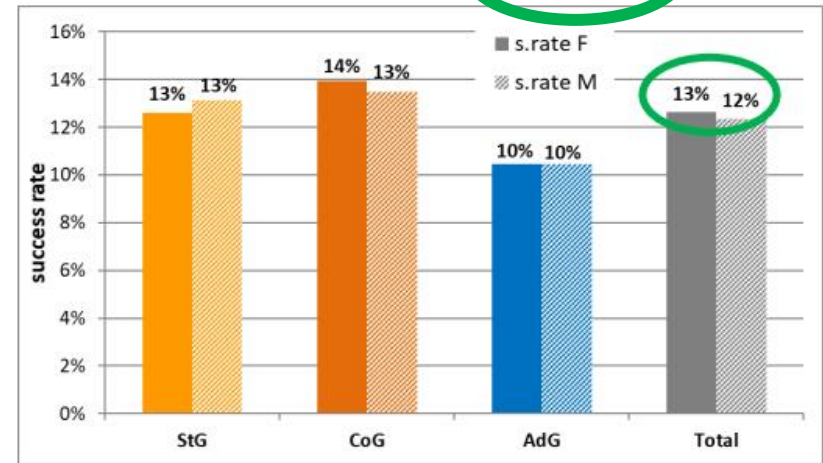
Success Rate by call type

Data kindly provided by Department A

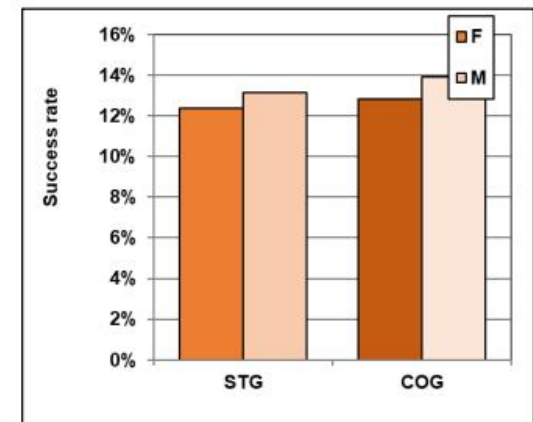
ERC Calls FP7 2007-2013



ERC calls H2020 (2014-2020)



ERC Horizon Europe calls 2021, 2022



Showed more plots by country

Tracey Berry, ICHEP24

What are PP collaborations doing? Equitable opportunities

Working Environments



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➤ Creating equitable opportunities

- Outreach
- ECR Groups and Mentoring
- Grants
- Code of Conduct/ Community Agreement
- Frameworks: Speakers committees, collaboration boards



CMS KNOW THE CODE OF CONDUCT
[HTTP://CERN.CH/GO/D98T](http://cern.ch/go/d98t)

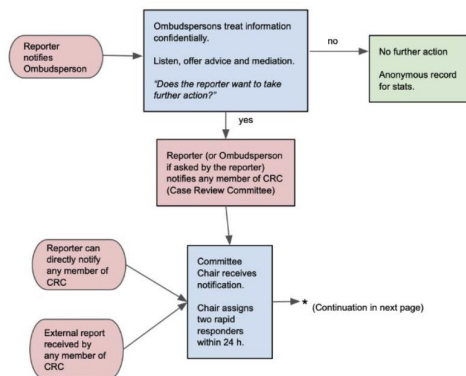
IT'S EVERYONE'S RESPONSIBILITY TO:

- 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.

Hugh Lippincott

Community Agreement

LZ Community Agreement - Process



LUX-ZEPLIN (LZ)
DARK MATTER SEARCH

Tracey Berry, ICHEP24



ATLAS member since 2013-03-29.



Flavia De Almeida
Dias
(she/her)

Pronouns in Database



Equity, Diversity and Inclusion at International Conference on High Energy Physics
Jul 17-24, 2024, Prague

ICHEP was held in Kyiv in years 1959 and 1970!

Selected internationally known scientists born in Ukraine

Ukrainian contribution to particle physics: historical perspective and prospects

Tetiana Hryn'ova: LAPP, Annecy
Igor Kostiuik: Nikhef, Amsterdam
Denys Timoshyn: Charles University, Prague

20.07.2024

XVth INTERNATIONAL CONFERENCE ON HIGH ENERGY PHYSICS

(Kyiv, August 26 – September 4, 1970)



V. Veksler (Zhytomyr, 1907) invention of microtron & development of synchrotron, ...



G. Budker (Murafa, 1918) invented electron cooling and proposed experiments on colliding beams, ...



G. Charpak (Dubrovystia, 1924) was awarded Nobel Prize in Physics for invention of multiwire proportional chamber, ...



G. Breit (Mykolaiv, 1899) Relativistic Breit-Wigner distribution, Breit-Wheeler process, Breit equation...



M. Goldhaber (Lviv, 1911) established that beta particles are identical to electrons, determined helicity of the neutrino, ...



G. Gamow (Odessa, 1904) developed the Big Bang Theory of the universe, explained nuclear alpha decay, ...

A few highlights



Lead tungstate crystals (PbWO₄) discovered in the Institute for Single Crystals, Kharkiv in 1960s by **Ludmyla Nagornaya** are used for calorimeters of the ALICE and CMS detectors. Kharkiv scintillators were used in BaBar ECAL and ATLAS MBTS, are in Belle II ECAL, CMS HCAL and other detectors.



Kyiv University (TSNUK) – ISMA – KIPT contributed to technology proposal, simulation and prototyping, beam tests, innovative aging studies for the new LHCb luminometer.



Dmitrij Volkov (center), **Vladimir Akulov** (right) and **Vyacheslav Soroka** from KIPT played a crucial role in the development of supergravity and supersymmetry.

Future projects



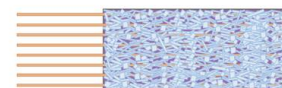
New EC office in Kyiv will help Ukrainian scientists to better integrate into international community.



CERN-Ukraine 2024 meeting held in Kyiv in May to organize preparations of Ukrainian contribution to the update of the European Particle Physics Strategy



SHIP



GRAiNITA



Detector 3D-printing

Ukrainian institutions participate in ongoing efforts for future HEP experiments, accelerators and detector R&D

Is everything covered?



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Invisible Dimensions - Survey

Louise Carvalho



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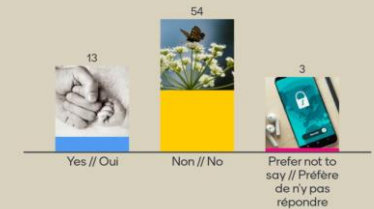
- Intersectionality of dimensions
- More than one nationality
- First in family to go to University
- Financially supporting others
- Caring for others
- Neurodivergent: self – or child/spouse/sibling
- Two body issue



I have more than one nationality //
Je possède plus d'une nationalité



I provide financial assistance to my
parent(s) / caregiver(s) // Je donne
des aides financières à mes parents



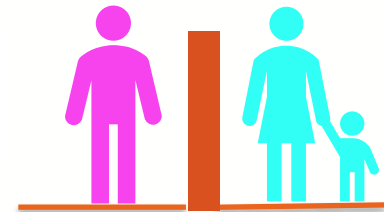
My child / spouse / sibling has neurodivergent
cognitive abilities (ie. Autism, ADHD, Dyslexia,
Tourette, etc) //



What can YOU do?



- 1) Support everyone in your career / be considerate – mentor others
- 2) Be an ally to those treated unfair, call out bad behaviour
- 3) Don't assume that your lived experience are the same as anyone else's – learn about others
- 4) Attend training courses to become more equipped



- a) If you are in-charge of others
 - create a positive, inclusive, fair, open and transparent culture
 - where people can be heard and contributions valued
 - *giving people same opportunities may be not treating people equally*
- b) Allocate resources fairly: money, time, PhD students, talks,
workload: shifts etc

Victoria Martin

- c) Have summer students to help with EDI work, make a team, EDI seminars!

- 5) Don't be scared of EDI – do your best! – everyone creates the culture (+/-)



danke

Děkuji

感謝

bedankt

多謝

obrigado

grazie

ありがとうございました

gracias

Thank you

dyakuyu

xie xie 謝謝

Arigatou gozaimasu

takk

merci



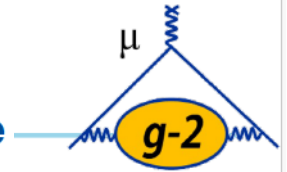
Collaboration and Funders Aims



The **mission of the collaboration** is to measure with unprecedented precision (goal: 140 ppb) the **anomalous magnetic moment of the muon**.

Anna Driutti

Have a **diverse collaboration** with a variety of backgrounds is an asset to solve the complex problems we encounter, and an **inclusive and equitable environment** help us to maximize the productivity of the collaboration.



Fermilab

2

**THE GOAL:
EVERY EARLY CAREER SCIENTIST HAS EQUAL
OPPORTUNITIES INDEPENDENT OF THEIR BACKGROUND**



Christian Appelt,



Funding opportunities for frontier science
Ensuring equal treatment of applicants

Luis Fariña Busto,

Tracey Berry, ICHEP24



European Research Council
Established by the European Commission



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.





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: Peam Kandola: «Neurodiversity at Work 2024» report

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

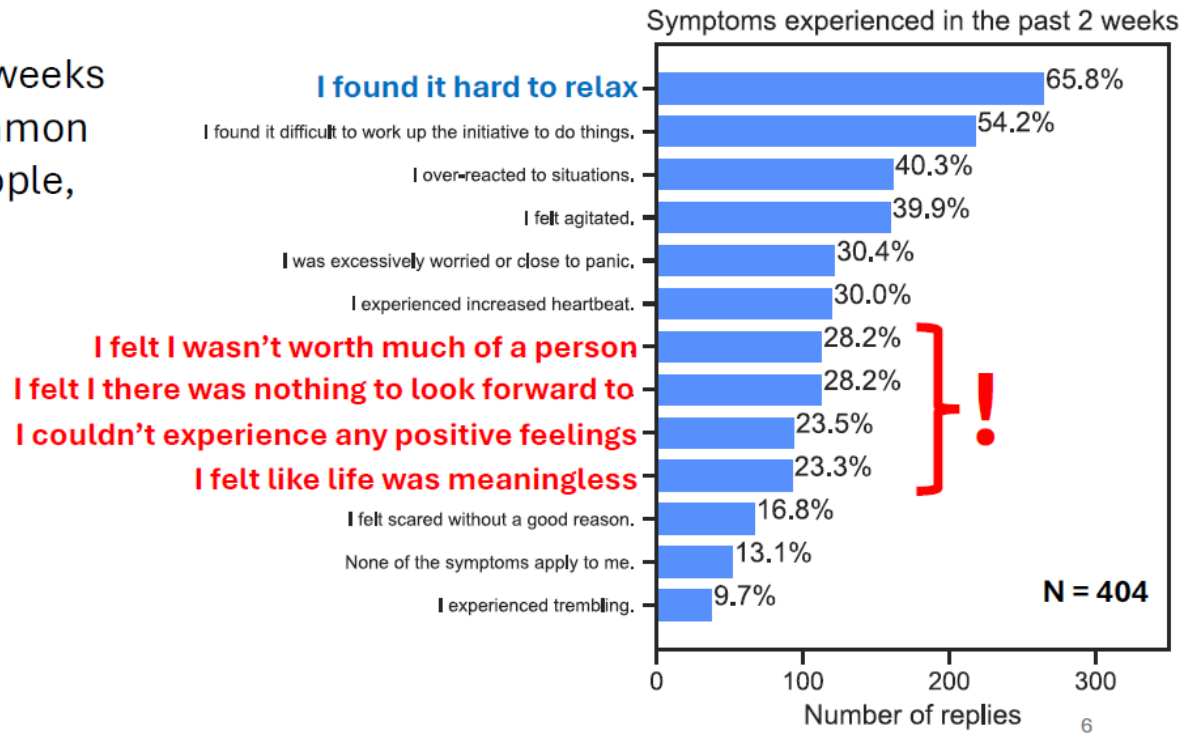




Survey on wellbeing of the LHC researchers



- Only 13% reported no symptoms in past two weeks
- Hard to relax most common
- 20-30%, i.e. 80-125 people, strong symptoms



20/07/2024



Survey on wellbeing of the LHC researchers

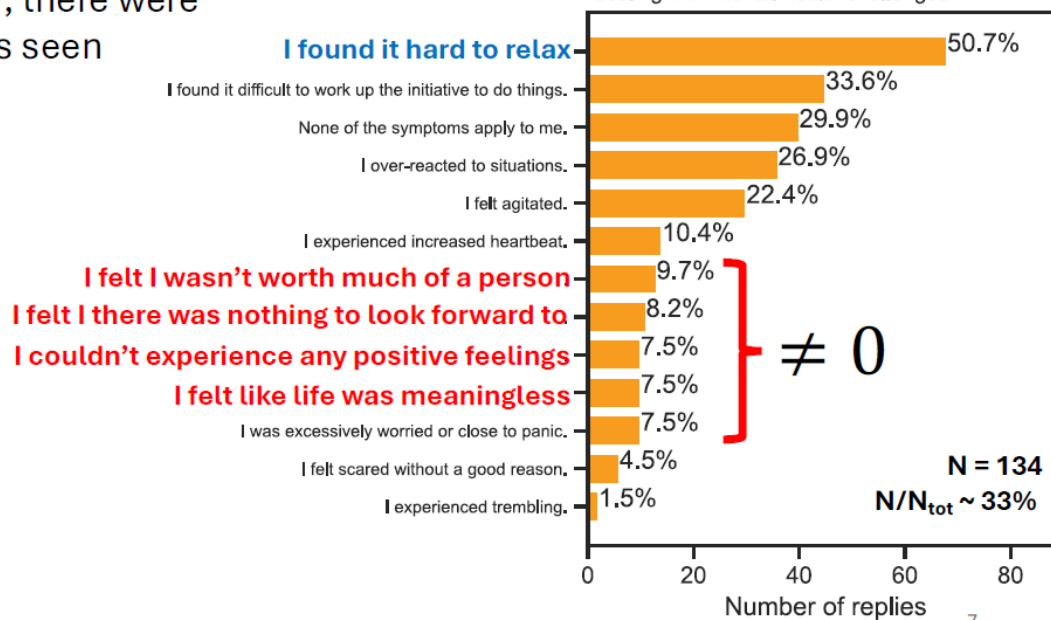


In subset that “deal rarely or never mental health challenges”, there were still quite some challenges seen



Need for awareness

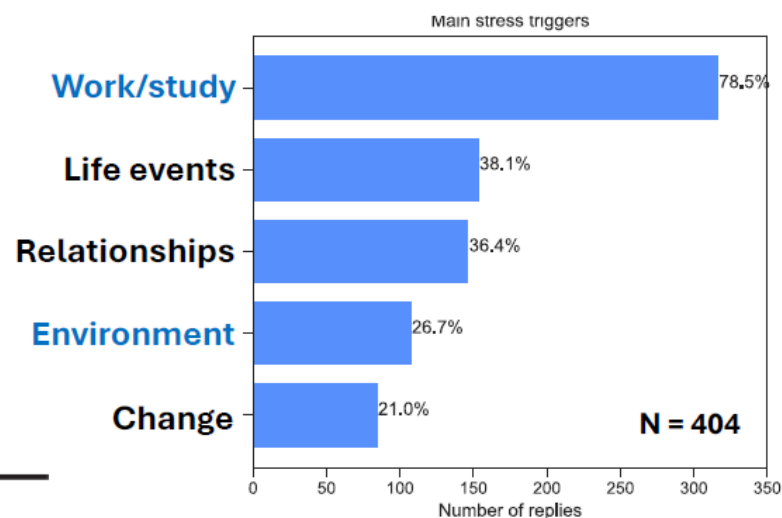
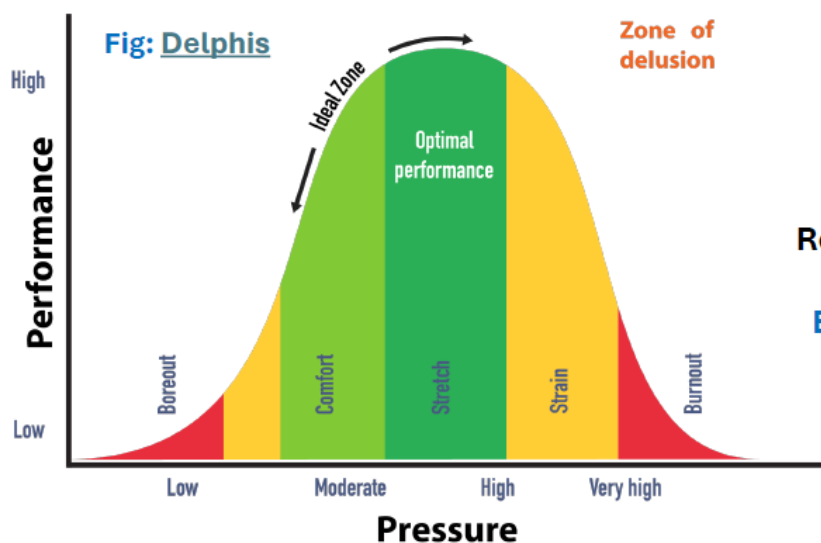
Symptoms experienced in the past 2 weeks for participants rarely or never dealing with mental health challenges



20/07/2024



Survey on wellbeing of the LHC researchers



Strong worry from questionnaire → What can we do?

- The main stress trigger is **work/study**, also **environment** contributes
→ two things in our reach
- Realizing that all stress is not bad; we need pressure and deadlines

LZ Community Agreement

Hugh Lippincott



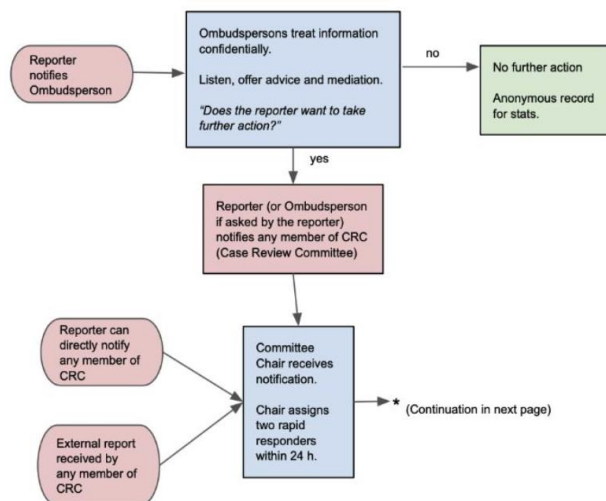
ROYAL HOLLOWAY UNIVERSITY OF LONDON

- LZ ~200 people, ~36 institutions, 7 countries
- majority in US and UK
- Original code of conduct adopted in 2018
- Mostly aspirational
- “Unacceptable conduct may warrant further action.”
- Not explicitly spelled out how would actually work

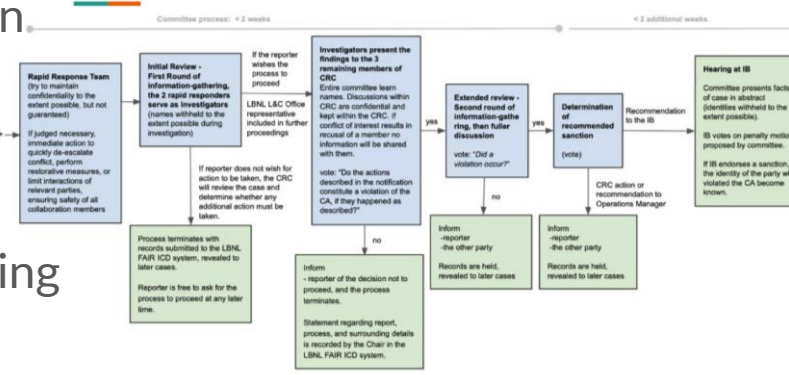
- Developed in 2022 -
- June 2023 - Ratification of new Community Agreement
- Two ombudspeople
- Creation of Case Review Committee (CRC)
- ○ 5 members, all from IB, elected by collaboration.
- ○ Two year terms
- ○ Chair chosen by elected CRC - convenor-level

- Reflecting & Reviewing after 1 year - more training

LZ Community Agreement - Process



LZ Community Agreement - Process



Sample D&I-related Policies, Actions, Learnings



Gender Equality Plan;
International **Gender**
Champion; Contract
extension post-
maternity leave;
Increased **co-parent**
leave; Genera Network;
Women-in-Tech
network

SRR gender inclusive
language; Official D&I
lanyard; DIO Network;
D&I **Roundtable**;
Nationality and Gender
dashboards; Gender
diverse **selection**
boards; **577** email
policy

Career Break
Fellowship; **Non-binary**
inclusion study group;
Dual Career Network;
DG Statement on LGBTQ
STEM; Neurodiversity
network

STEM internship for
students with
disability; Central
budget for office
adaptations;
Disability & Inclusion
at work handbook

“Spouse & **Partner**
equal rights”;
Infant feeding
room; **Crèche** on-
site; Swiss work
permit for spouse

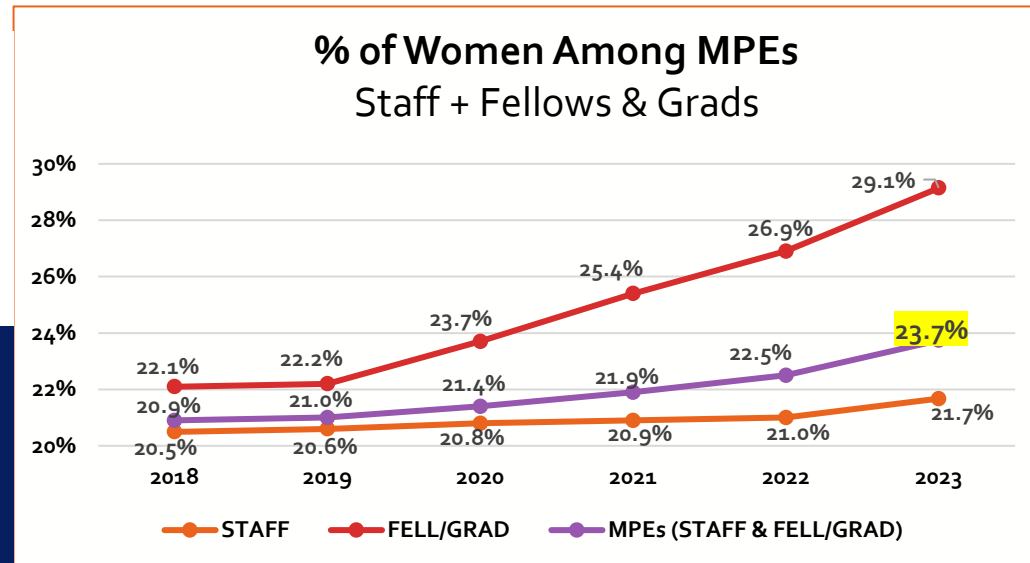
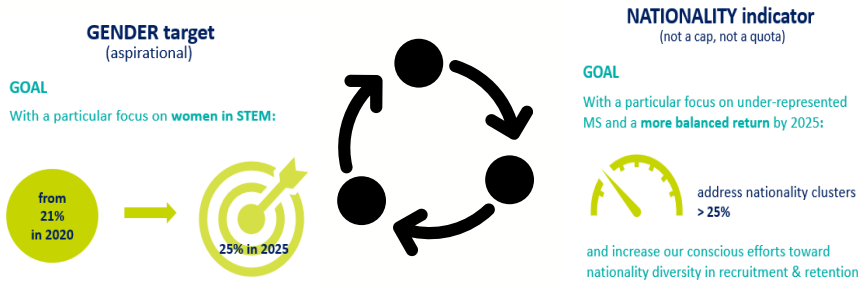
D&I Awareness
Workshops; Active
Bystander training;
D&I embedded in
mandatory learnings;
Invisible dimensions
poll; **Harassment**
prevention seminars

Setting Diversity Targets– Data!



- **Monitor** diversity issues and report periodically to the collaboration
 - Data collection and reporting vital – to see trends
 - Quantitative and Qualitative (surveys)
 - Analysis/ Identify Actions/Review

Louise Carvalho's Talk



→ 1.3% from our 25% target!

➤ But some characteristics easier to monitor than others



GENDER target
(aspirational)

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



OUR VISION
scientific excellence through diversity and inclusion

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

25 by '25

Accelerating diversity at CERN

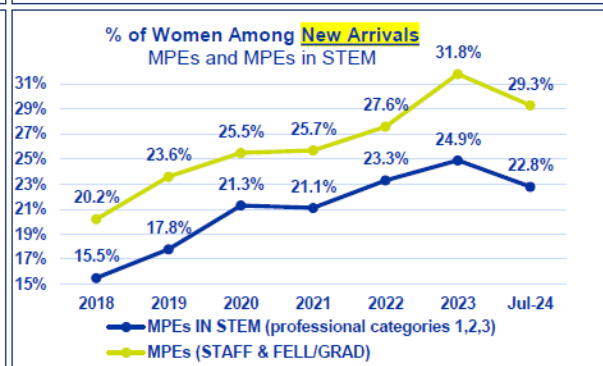
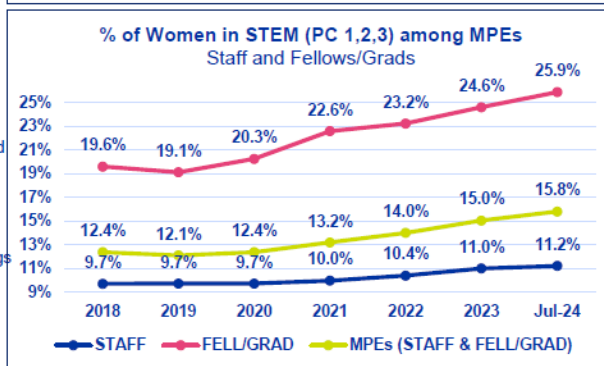
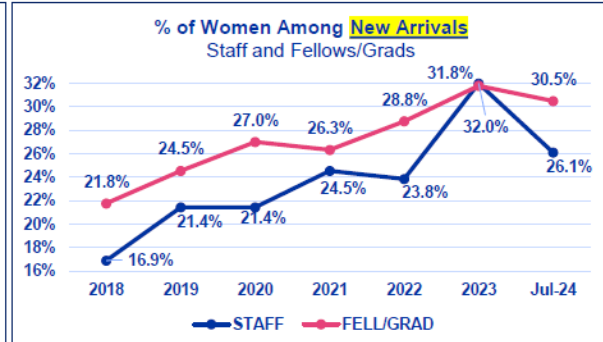
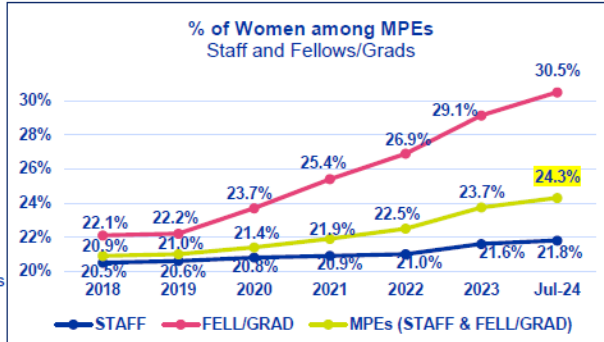
NATIONALITY indicator
(not a cap, not a quote)

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



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





“UNITE PEOPLE FROM ALL OVER
THE WORLD TO PUSH THE
FRONTIERS OF SCIENCE AND
TECHNOLOGY, FOR THE BENEFIT
OF ALL”
- CERN MISSION



ROYAL
HOLLOWAY
UNIVERSITY
OF LONDON