

Evolution of Regional, Age and Gender Demographics in the ATLAS Collaboration

Gordon Watts, for the ATLAS Collaboration

Thanks for Petya Vasileva (UMich) for layout and graphics help.

Why is this work important?

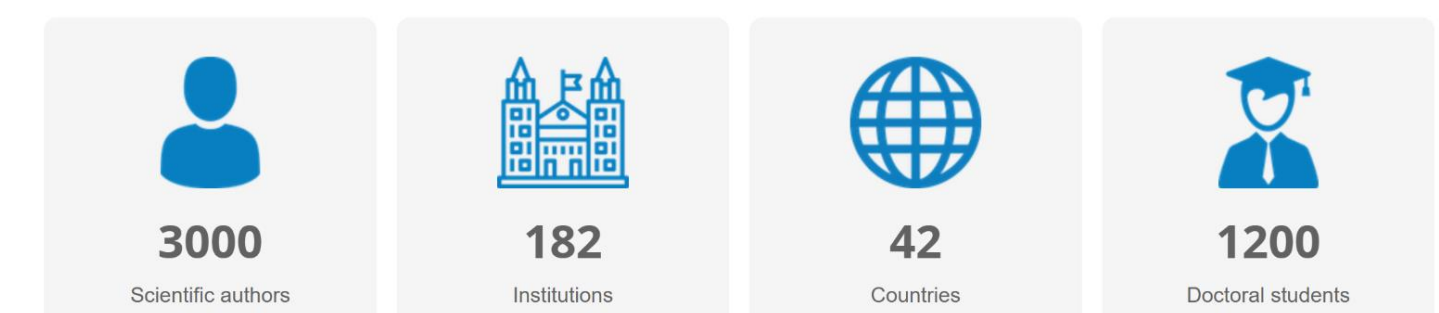
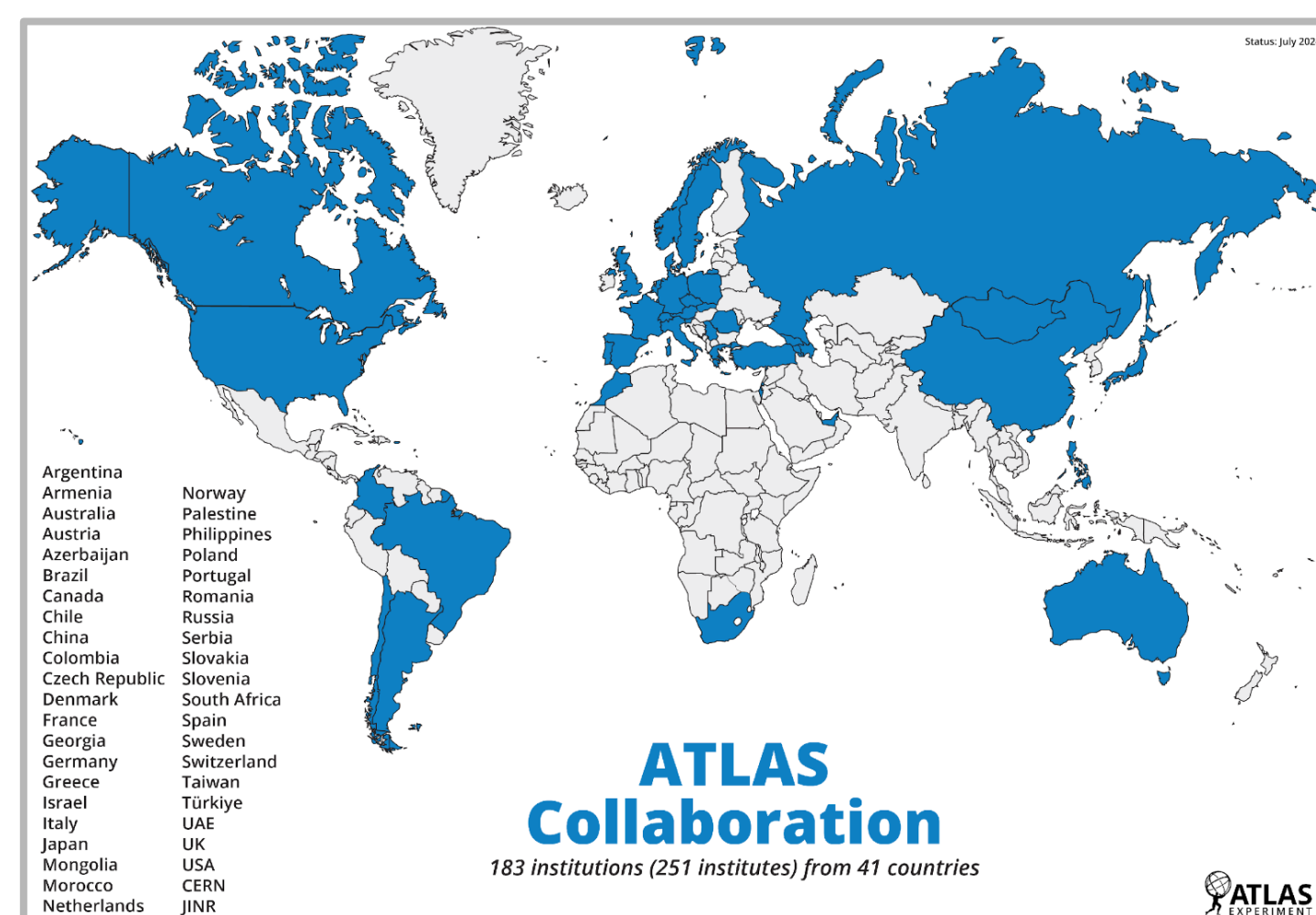
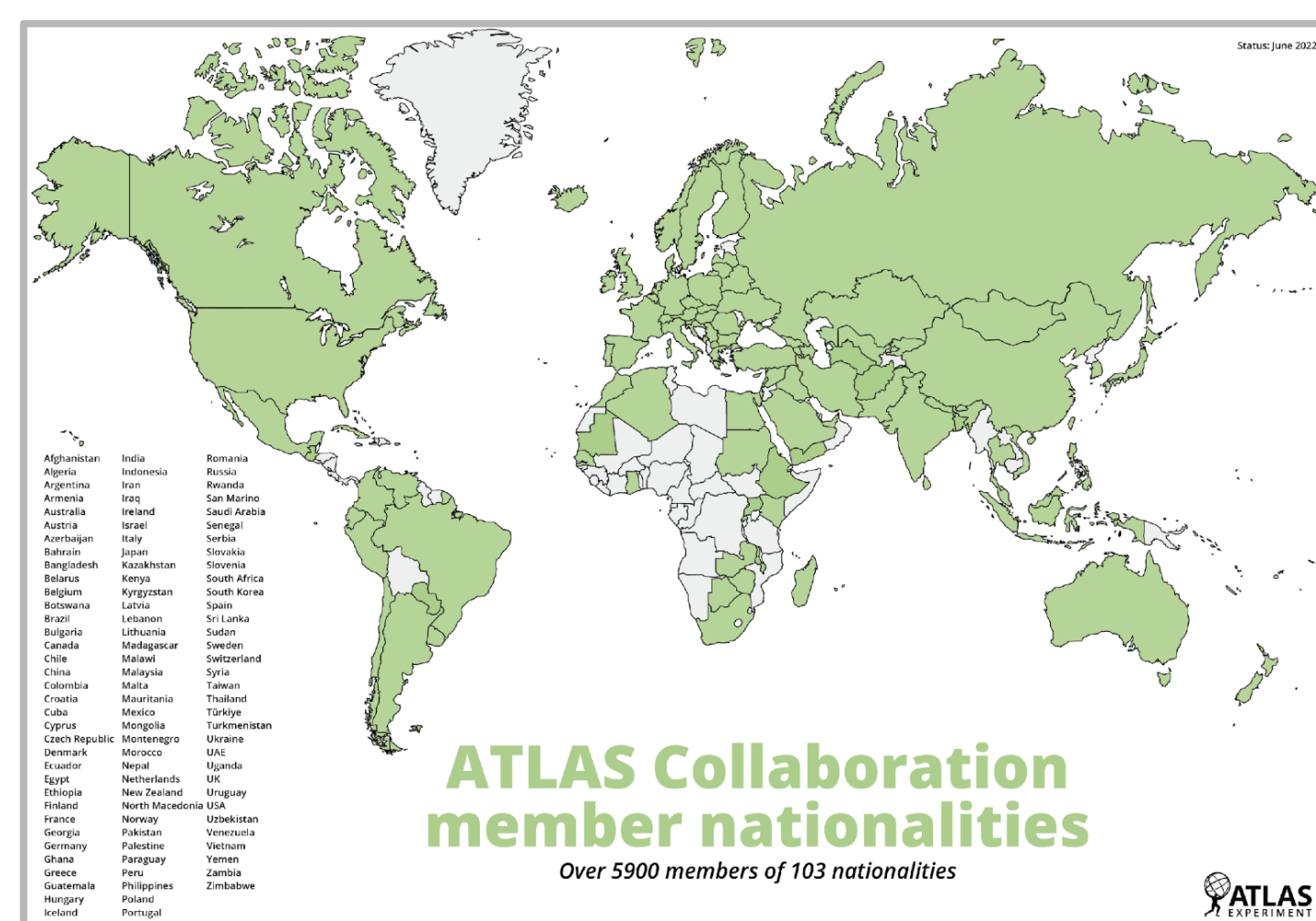
“UNITE PEOPLE FROM ALL OVER THE WORLD TO PUSH THE FRONTIERS OF SCIENCE AND TECHNOLOGY, FOR THE BENEFIT OF ALL”

– CERN Mission Statement

ATLAS is at its best when everyone is fully participating

This work is one component tracking how well the policies & procedures in place are working.

It is impossible to trace a single policy to a single effect.

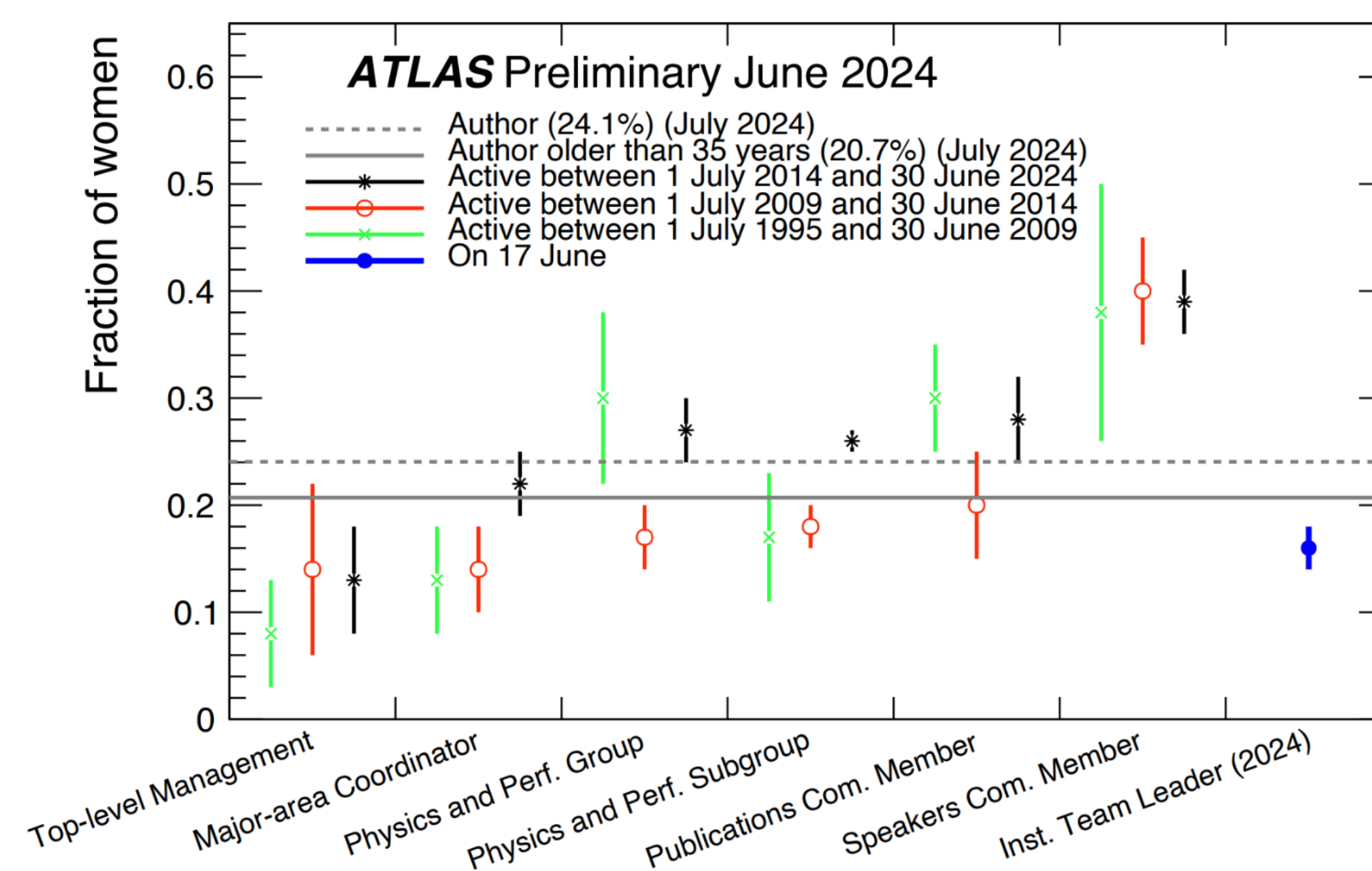


In many cases control over policy is indirect – institutional hiring policies and procedures, etc.

But those are evolving over time.

Some effects can be seen in the data...

Evolution of Gender in Leadership Roles



Statistics are very low, so time evolution is hard to trust!



ATLAS Week, 2024, Thessaloniki



ATLAS Software & Computing Week 2024, Oslo

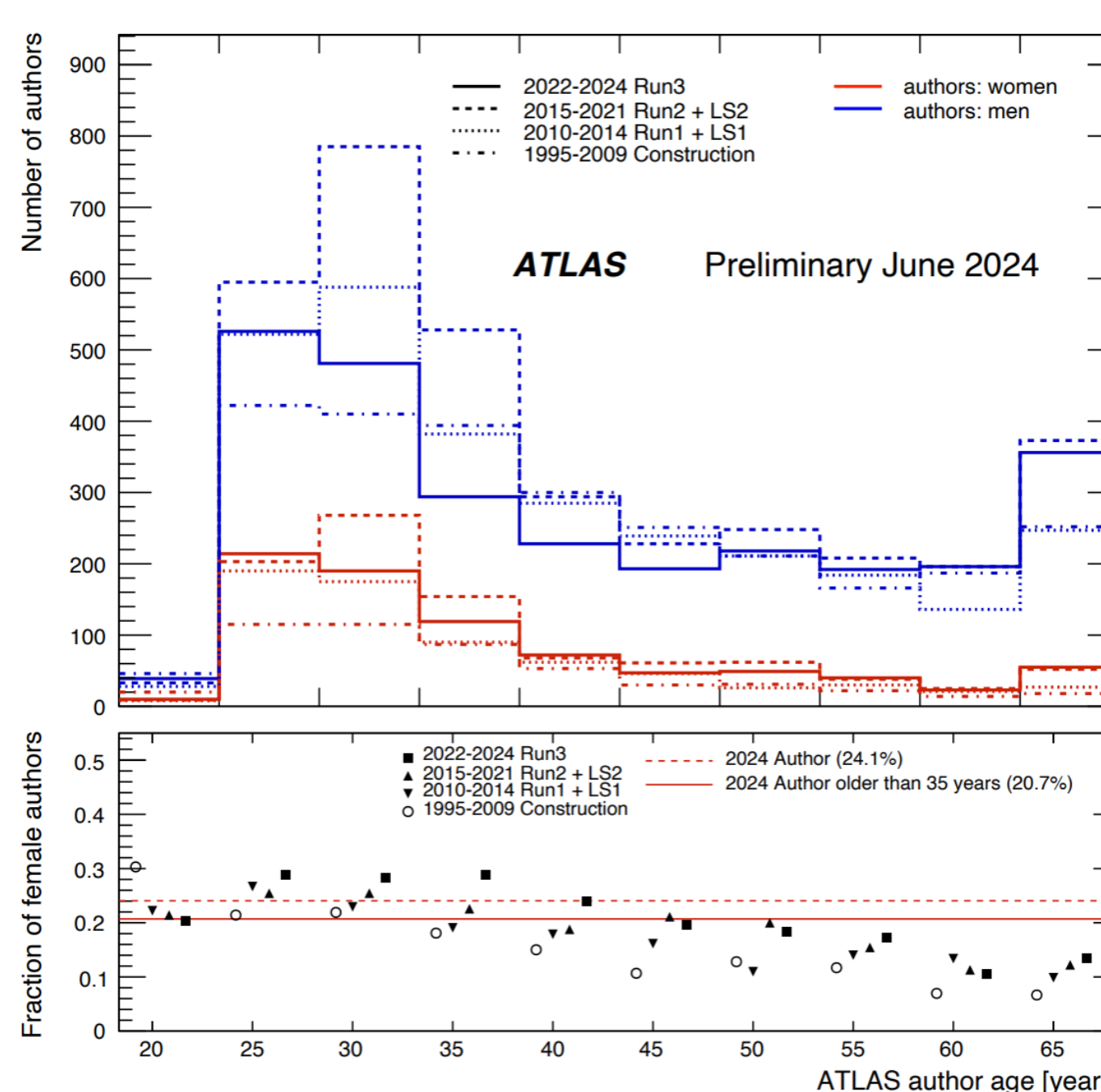
Why do we track statistics by age?

Many positions are long-term, so the policies-of-the-day are baked in.

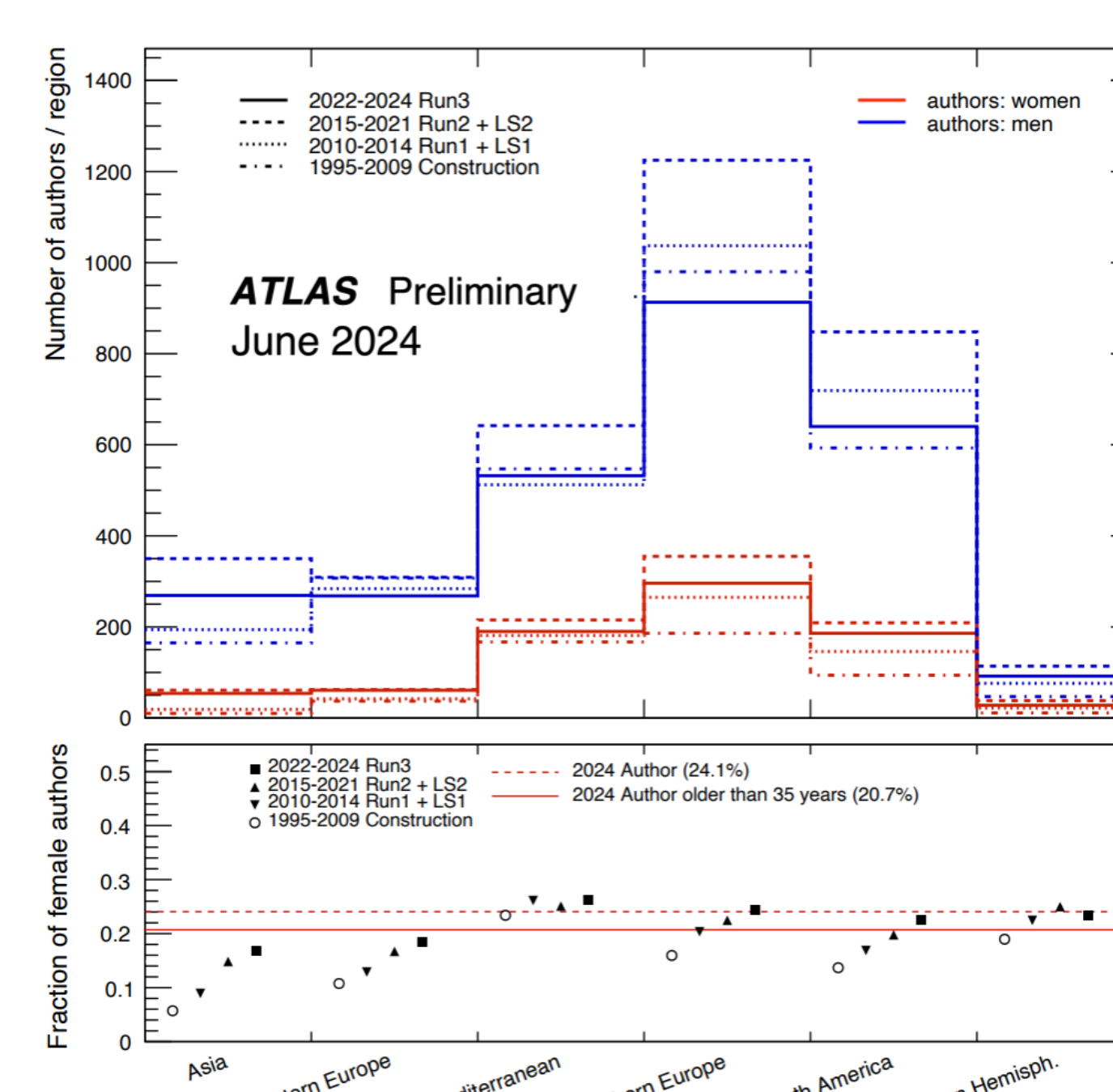
Definitions

- Member:** someone who belongs to the ATLAS Collaboration
- Author:** someone whose name is included in ATLAS publications
- Gender:** Binary options (male/female), from government ID
- Home Institution:** research or educational organization to which a person belongs (*not nationality*)

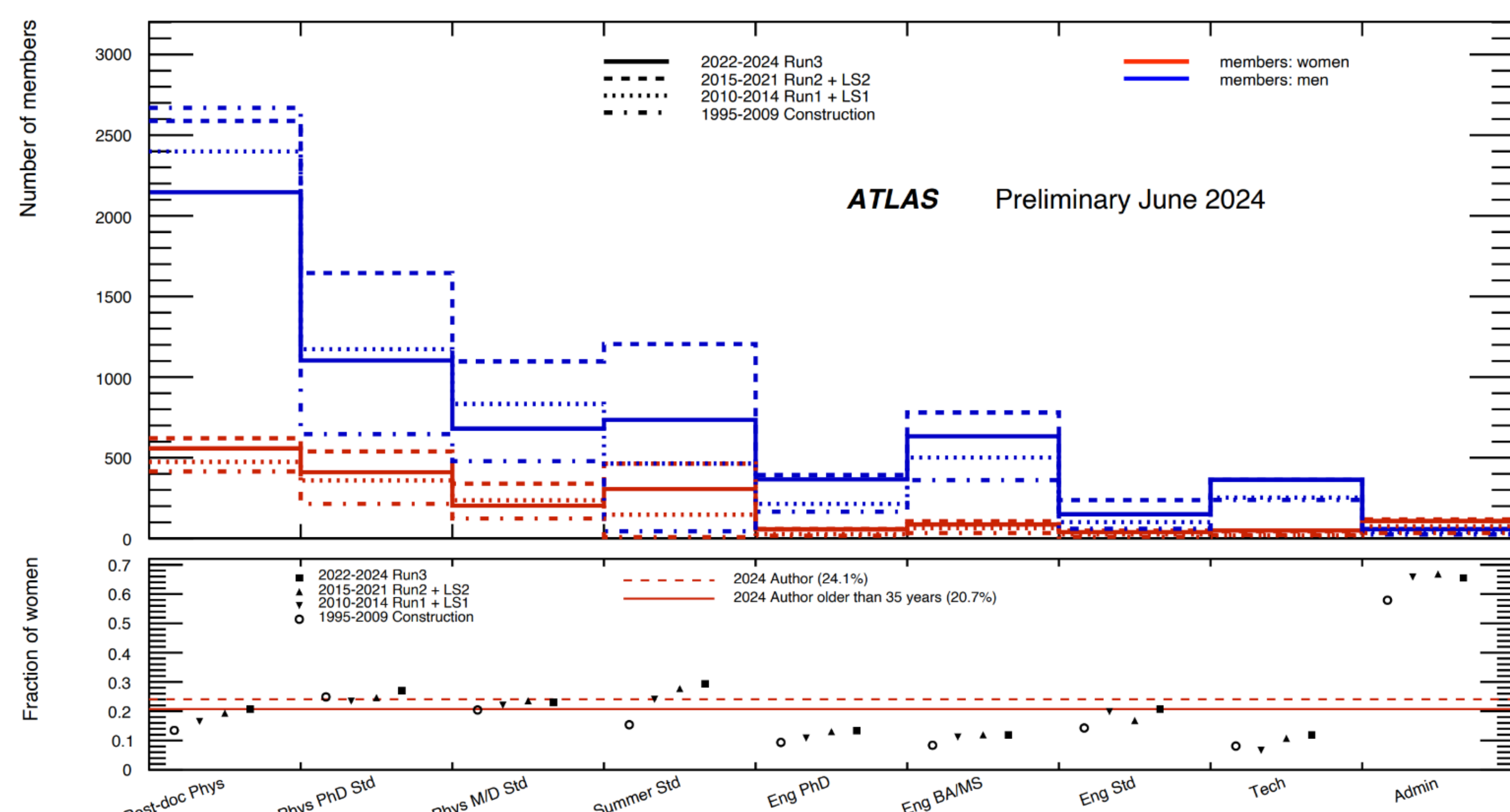
Time Structure of Gender in Author List



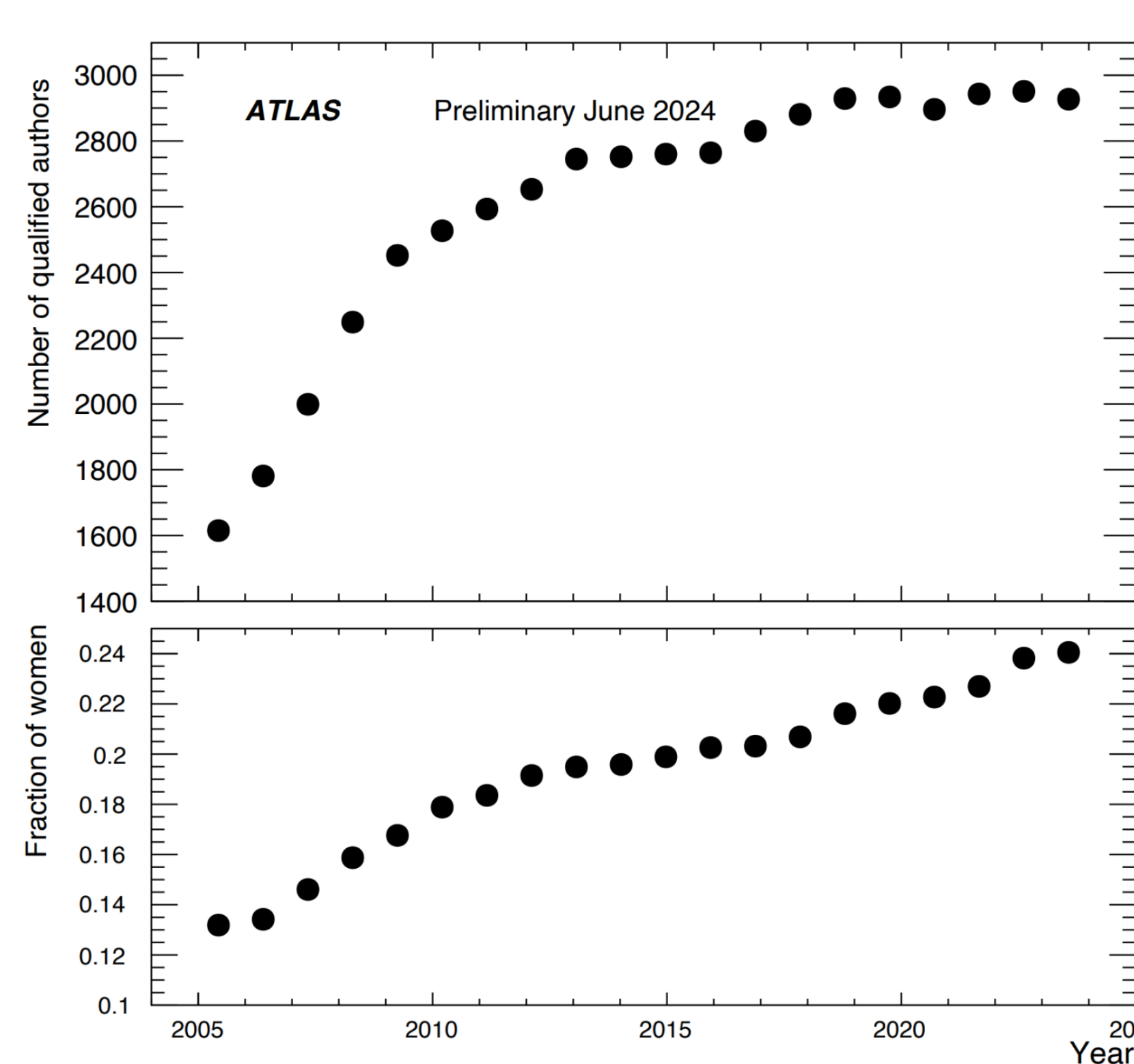
Gender Evolution of Author List by Region



Gender Evolution of the Collaboration by Career Stage



Gender Makeup of the Collaboration



Data We Collect

- From the CERN Database: name, binary gender, date of birth, profession, affiliation, nationality
- From the ATLAS Database: Contributions, technical, leadership roles, recognitions

Who is doing the work?

- ATLAS Diversity & Inclusion Contact Team
- Maria Teresa Dova, Flavia De Almeida Dias, Steven Goldfarb, Simon Connell
- G.Watts is a former member.
- Appointed by the Collaboration Board Chair