

# Invisible Diversity Dimensions

FOR: MCNET

14 Jun 2024

**LOUISE CARVALHO**

Diversity & Inclusion Programme Leader



overview

programme

---

**Part I: Invisible Dimensions**

**Poll**

Mentimeter

---

**Part II: Inclusion**

Focus on Neurodiversity  
(re)Defining Excellence

---

**TAKEAWAYS**

---



# Part I Invisible Dimensions



- What's on your unofficial resumé ?

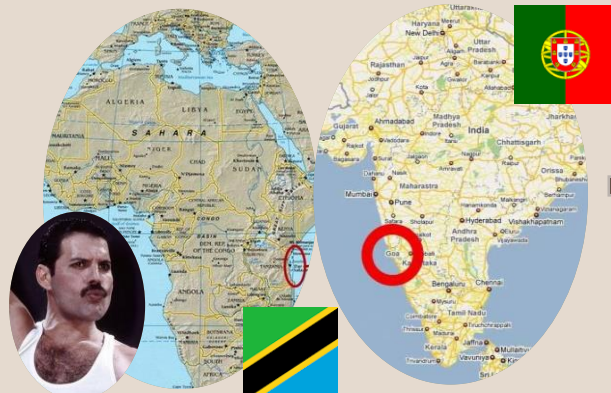
Photo licensed under [CC BY-NC-ND](#)

# Introducing...



MOI, NÉE

Liverpool, 197X



PÈRE, NÉ: ZANZIBAR, TANZANIE

grand-parents paternels: Goa, India



MÈRE, NÉE: ANGLETERRE

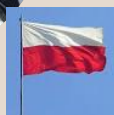
grand-parents maternels: Irlande



Angleterre, 1970



VANCOUVER ISLAND



MISC



# Mentimeter: Invisible Dimensions Poll

GO TO: [WWW.MENTI.COM](https://www.menti.com)

ENTER CODE: **4515 9791**

- 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>

# Extras

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

*- Deputy Gp Leader*

**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

“We commit to placing the principles of equality, diversity & inclusion at the heart of all the physics community’s activities.”  
- ESPP 2020 update

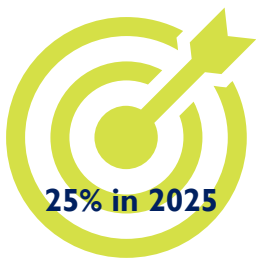
The STRATEGY

**GENDER target**  
(aspirational)

**GOAL**

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

from 21% in 2020



- ✓ **Leadership-led**
- ✓ **Leverage existing progress:** gender balance increased in Senior Management
- ✓ **25% as an average** across MPE population (not per Department)
- ✓ **Diversity & inclusion** in recruitment (and talent pipelines), promotion, training, communications
- ✓ **Sustainable actions** toward long-term gender parity

**NATIONALITY indicator**  
(not a cap, not a quota)

**GOAL**

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



address nationality clusters > 25%

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

**GENDER target**  
(aspirational)

**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 quota)

**GOAL**

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



address nationality clusters > 25%

and increase our conscious efforts toward

**GOAL**

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



# 25 by '25 Periodic Update: Gender

2020

- Strategy Paper submitted to Director-General

2021

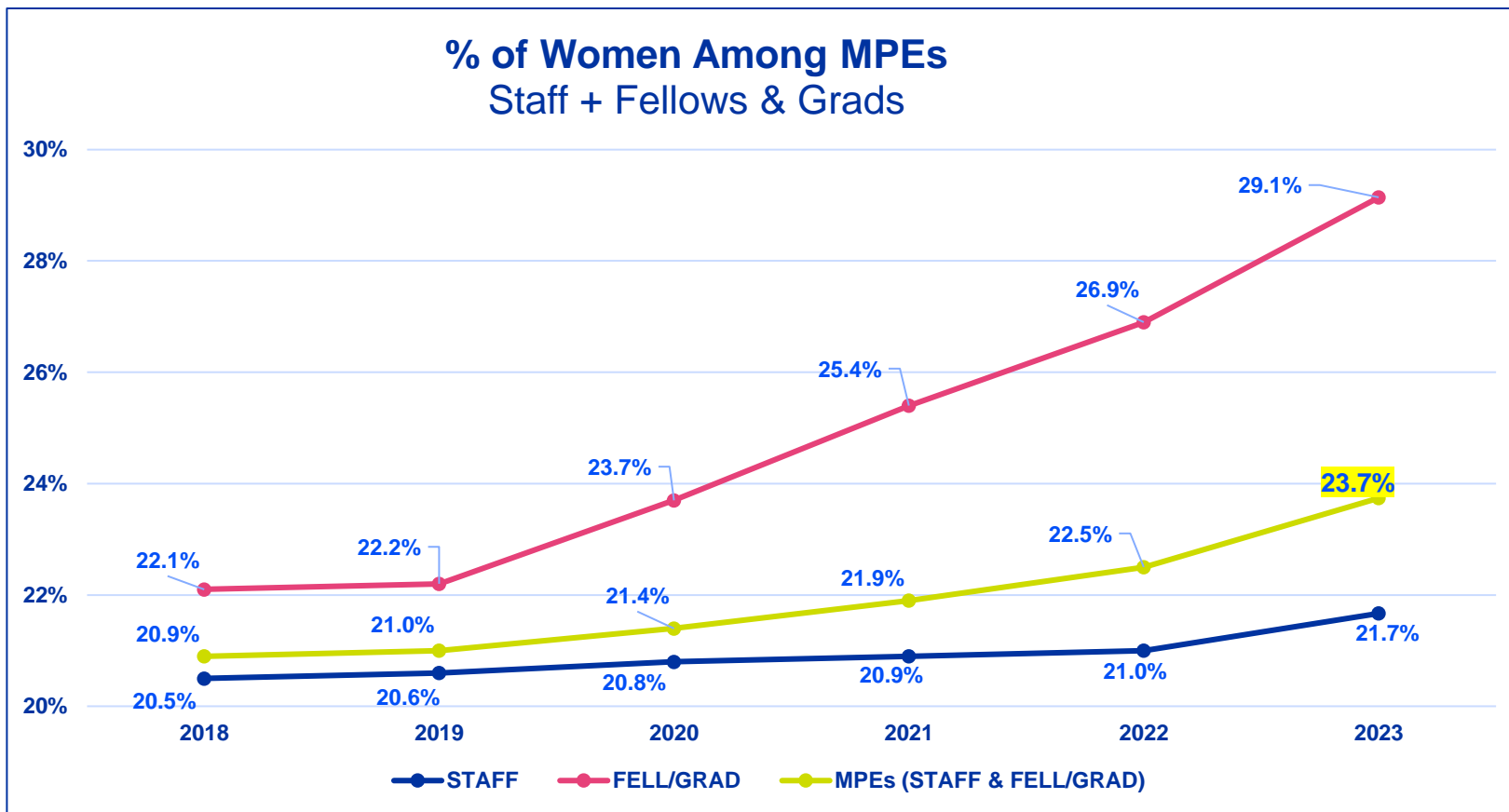
- Enlarged Directorate endorses Strategy
- Department Heads appoint 33 Focal Points
- Focal Points create & consult Focus Groups
- HR implements Nat / Gen Population Dashboards

2022

- 1<sup>st</sup> 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
- 1<sup>st</sup> Departmental Fitness Plan checkpoint



→ 1.3% from our 25% target!



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

10,000 «likes» in first 3 hours



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**



**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 quota)

**GOAL**

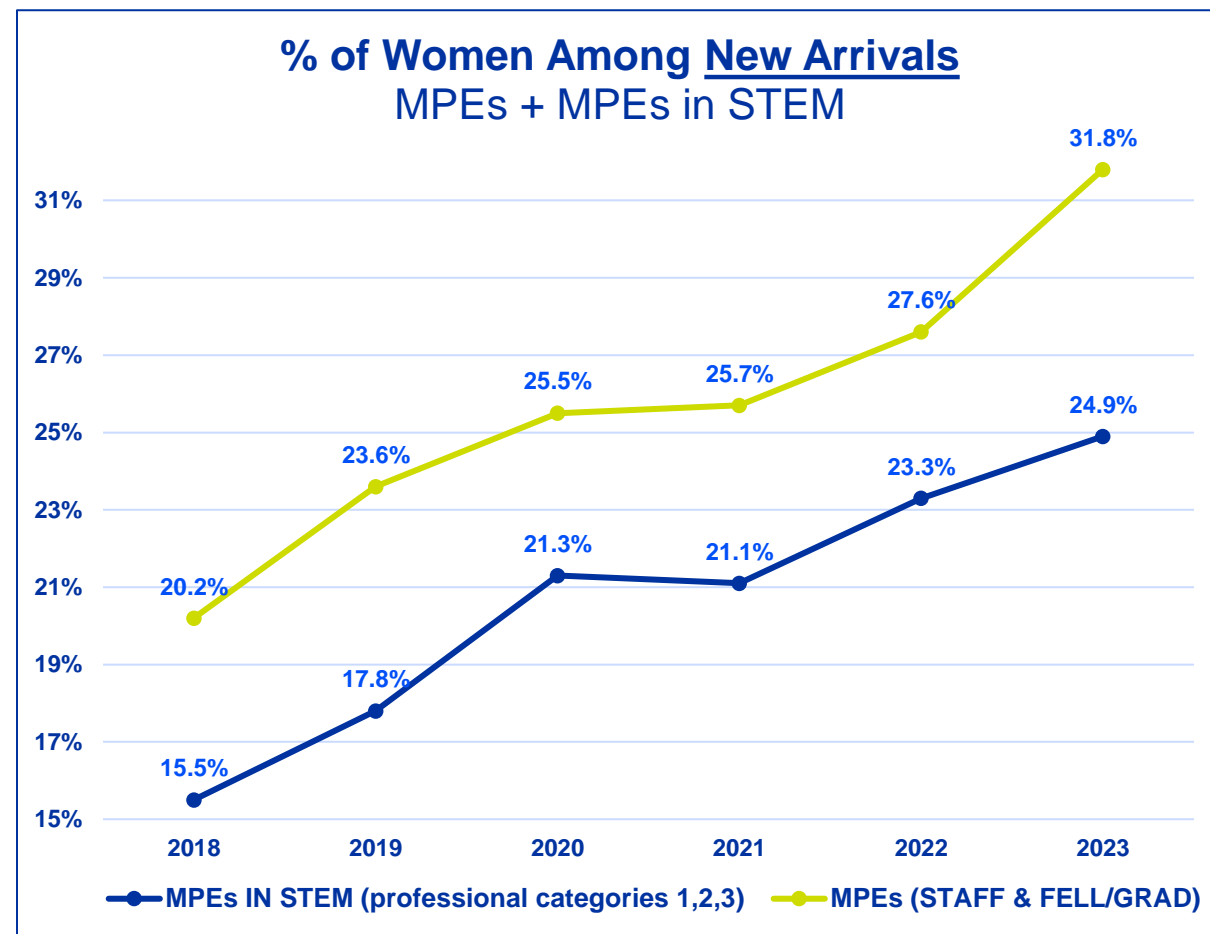
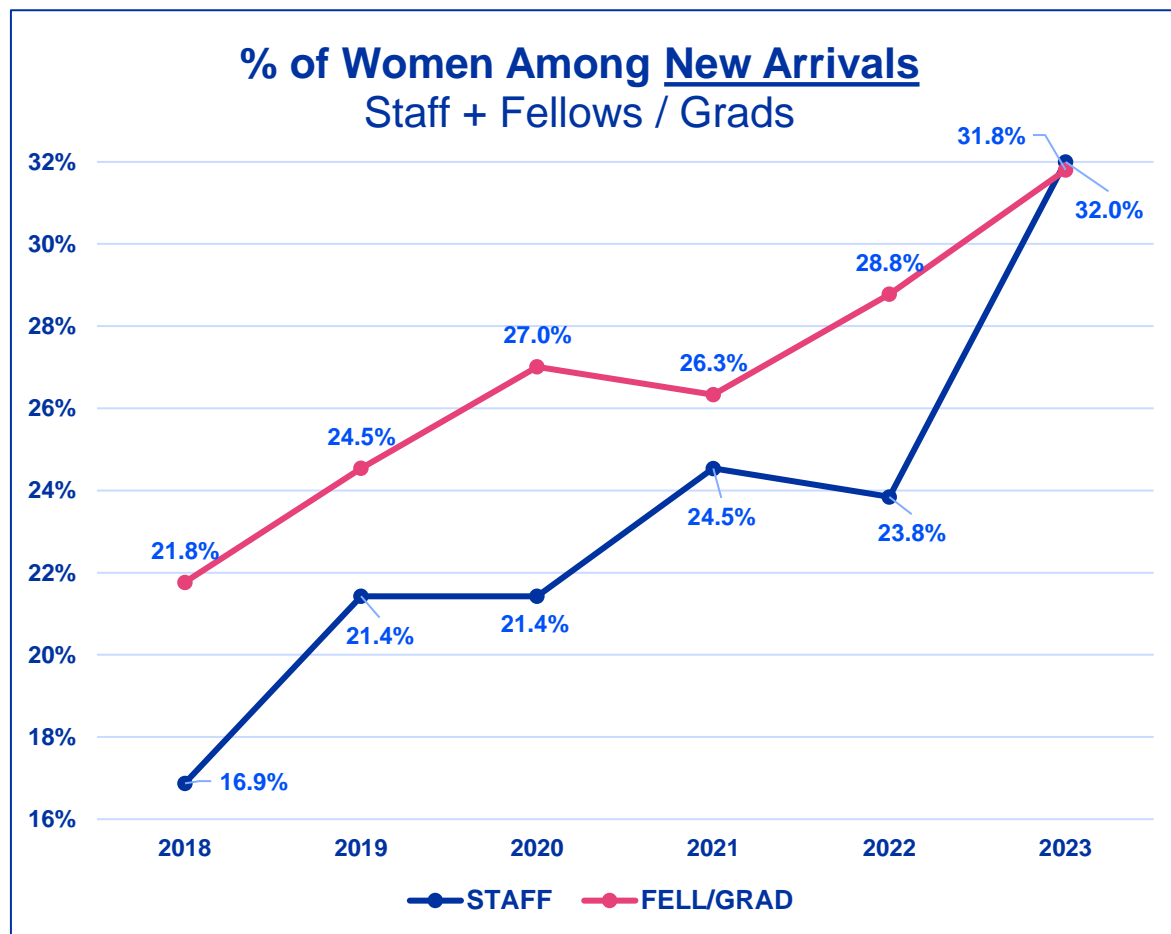
With a particular focus on under-represented MS and a **more balanced return** by 2025:



address nationality clusters

and increase our conscious efforts toward

## Gender: New Arrivals



# Resistance & Myth Busting

« Positive  
discrimination »

**Response:**

Eliminating  
systemic barriers

« Target =  
quota »

**Response:**

Target is  
aspirational

« Women  
hired on  
gender »

**Response:**

Transforming  
long-standing  
bias against  
women in STEM

« Diversity  
compromises  
excellence »

**Response:**

Diversity  
stimulates  
excellence



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

Inaugurated: 7 October 2023  
Number of visitors to date: >170 000

Thank you,  
any questions?



[diversity.inclusion@cern.ch](mailto:diversity.inclusion@cern.ch)



[D&I homepage](#)