

Invisible Diversity Dimensions

FOR: BE DEPARTMENT

08 mar 2024

LOUISE CARVALHO

Diversity & Inclusion Programme Leader



overview

programme

Part I: Diversity Nat / Gen:

CERN-wide + BE

Slides 3 to 8

Part II: Beyond Nat / Gen:

Invisible Dimensions + Mentimeter

Slides 9 to 12

Part III: Inclusion

(re)Defining Excellence

Slides 13 to 15

TAKEAWAY

Slide 16

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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: 01 Dec 2023

2020

- Strategy Paper submitted to Director-General

2021

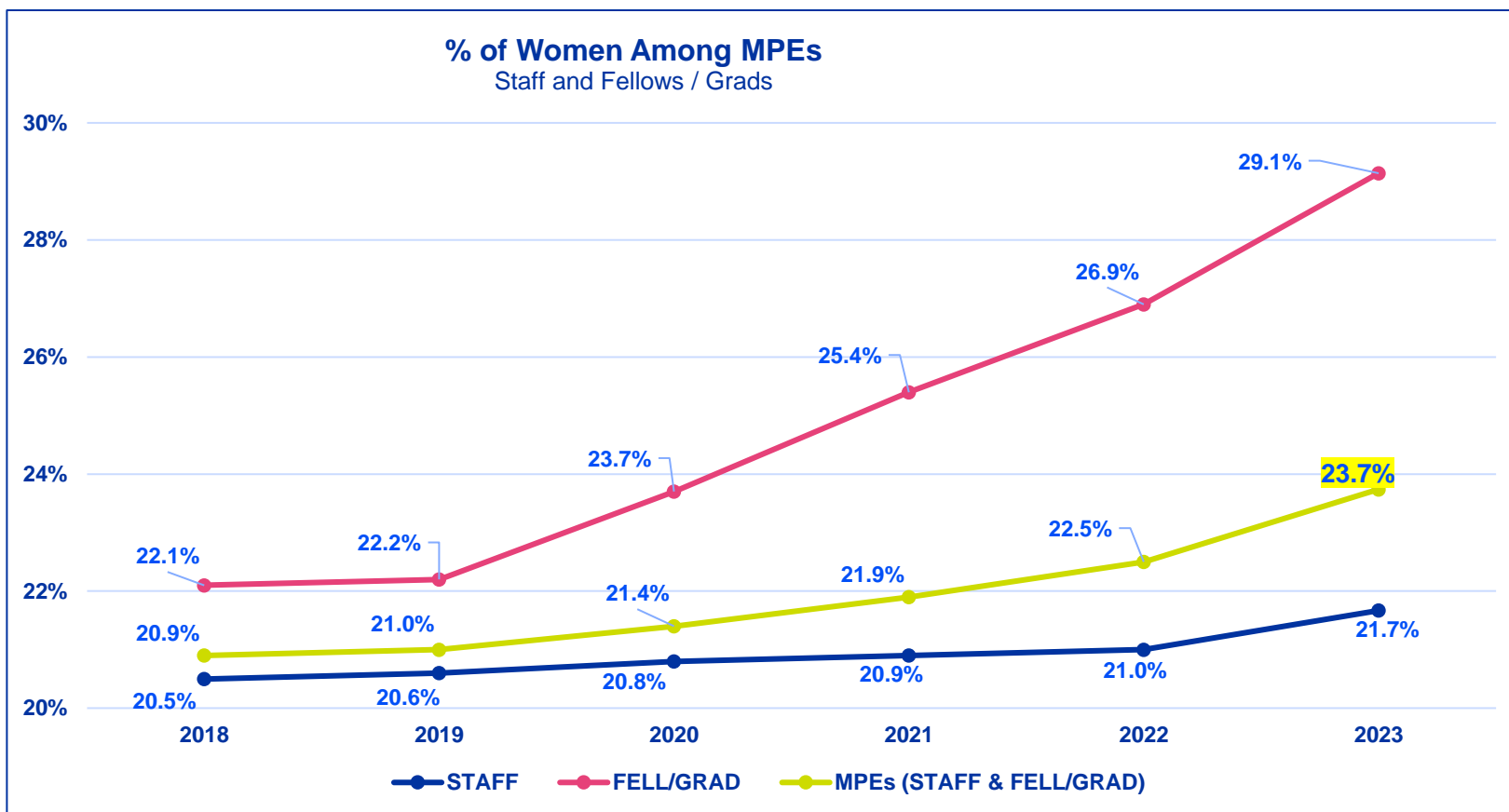
- Enlarged Directorate endorses Strategy
- Department Heads appoint 33 Focal Points
- Focal Points create & consult Focus Groups
- HR implements Nat / Gen Population Dashboards

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



Women MPEs = **23.7%**
only 1.3% away from our 25% target!

GENDER target
(aspirational)

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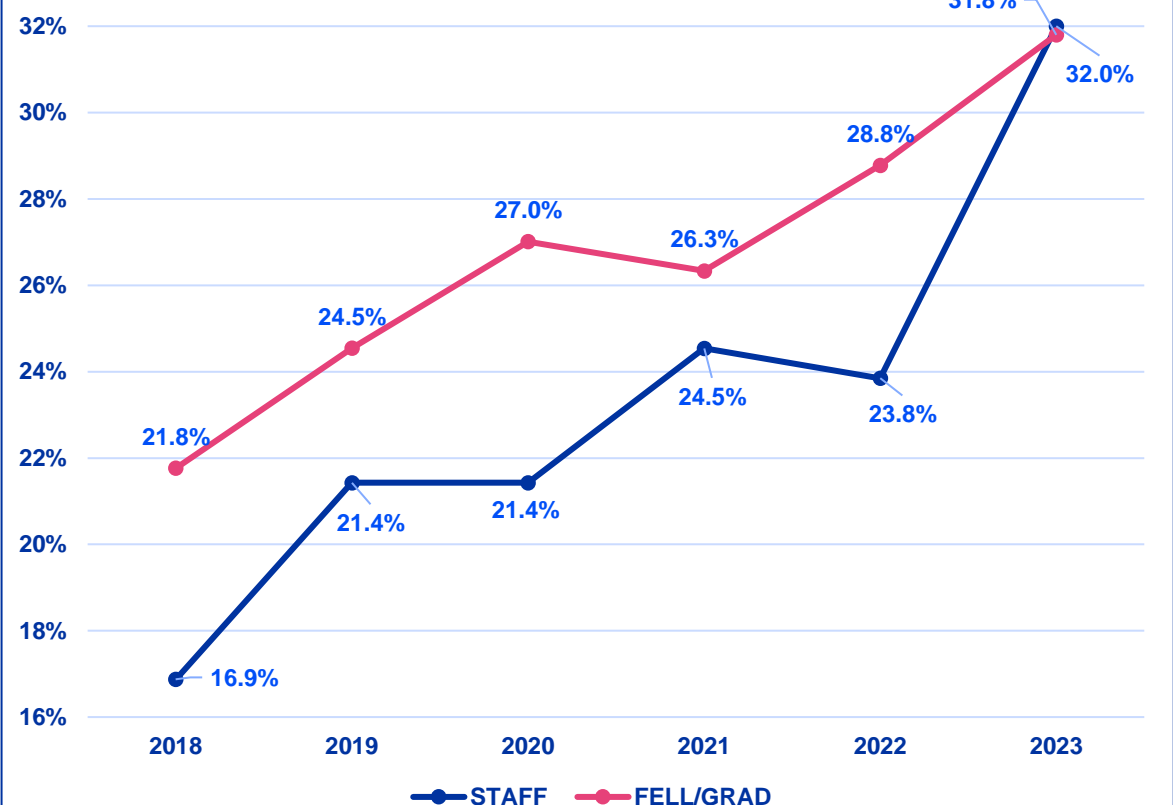
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New Arrivals

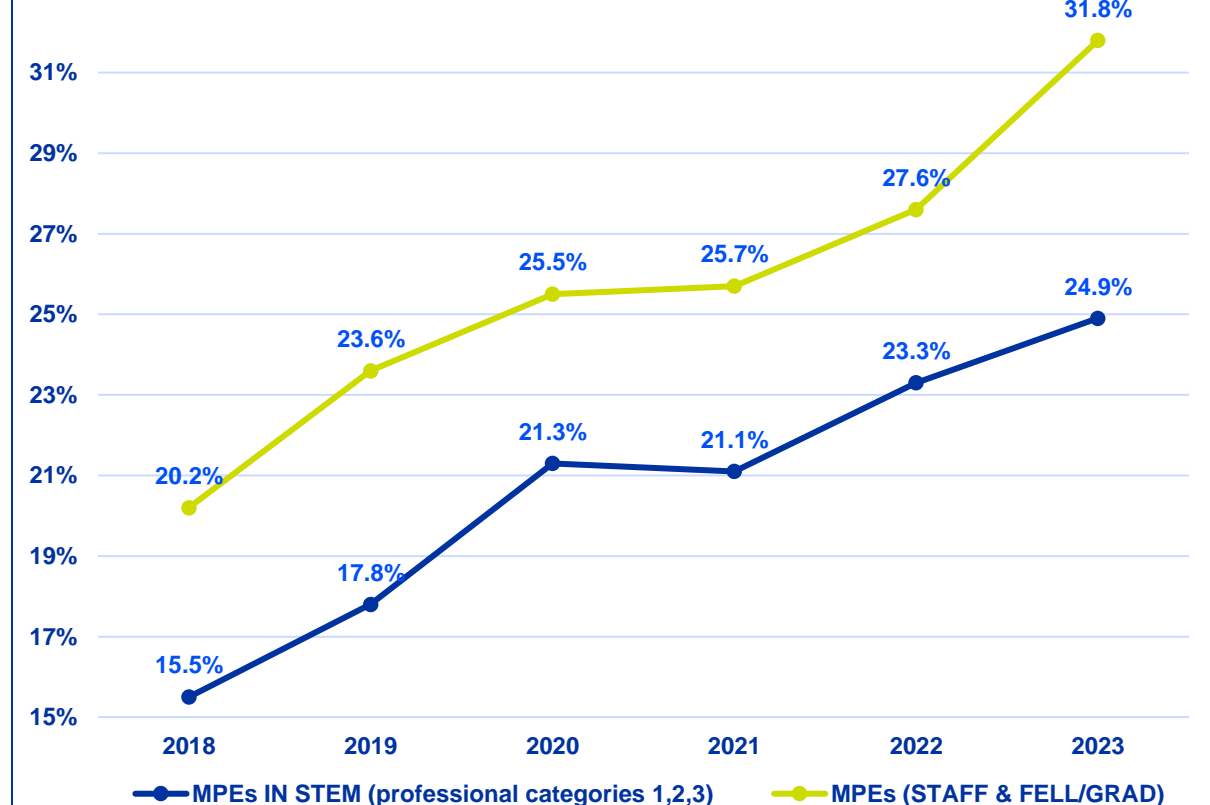
% of Women Among New Arrivals

Staff and Fellows / Grads



% of Women Among New Arrivals

MPEs and MPEs in STEM

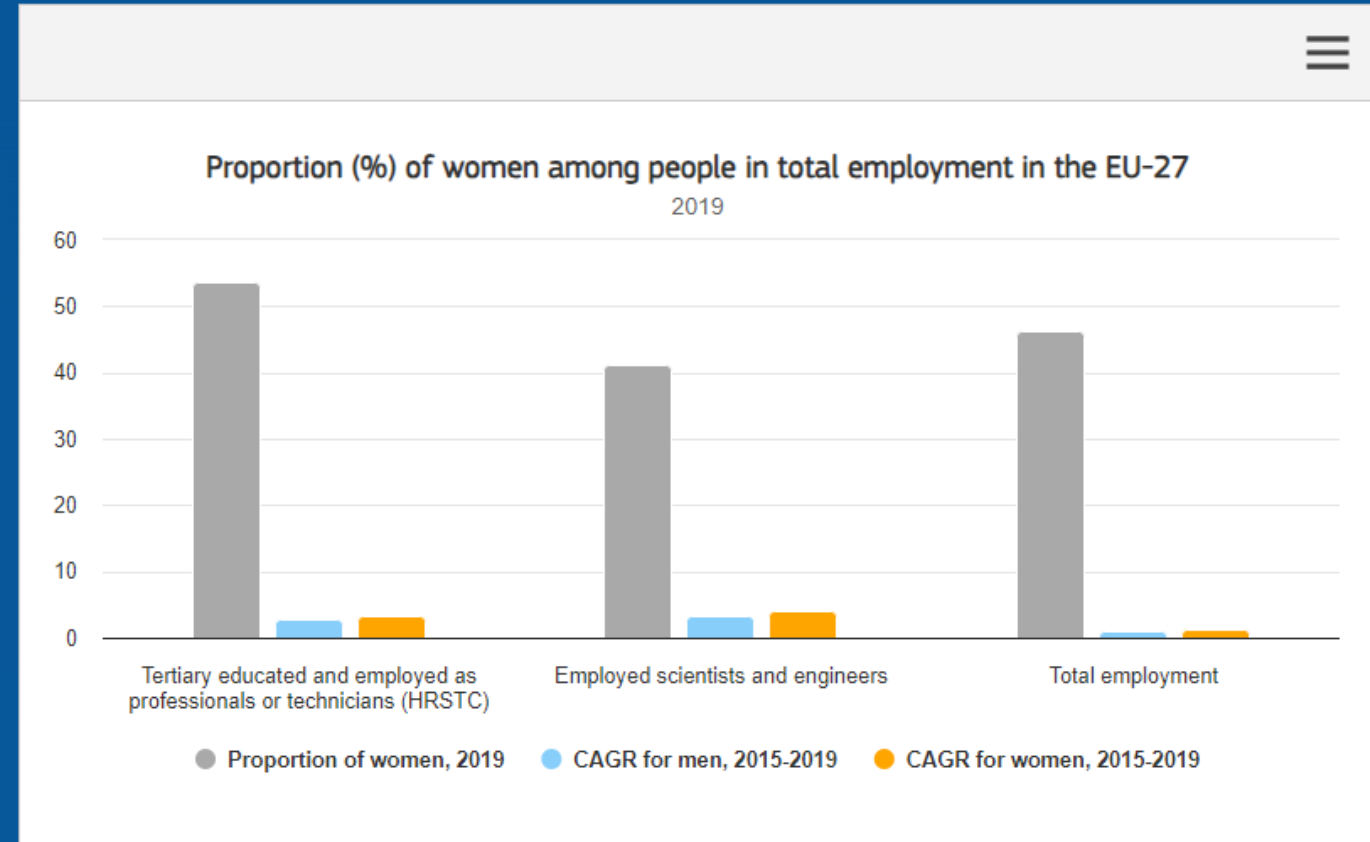


European Commission «She Figures» in Science & Tech

CHAPTER 3

Participation in science and technology (S&T) occupations

In 2019, women represented the majority of the population that is tertiary-educated and employed as professionals or technicians in the fields of science and technology (HRSTC) at European level (53.7%). However, women were less represented among the population of employed scientists and engineers at the European level (41.3%). Given the strategic importance of technology (tech) industry to the EU economy, these data indicate that greater effort is needed to increase women's participation in this field. A new indicator shows that women represent less than a quarter among self-employed professionals in Science and Engineering (S&E) and Information & Communication Technologies (ICT).



Source: Eurostat – Labour Force Survey (online data code: Ifsa_egan) & Human Resources in science and technology (online data code: hrst_st_ncat).

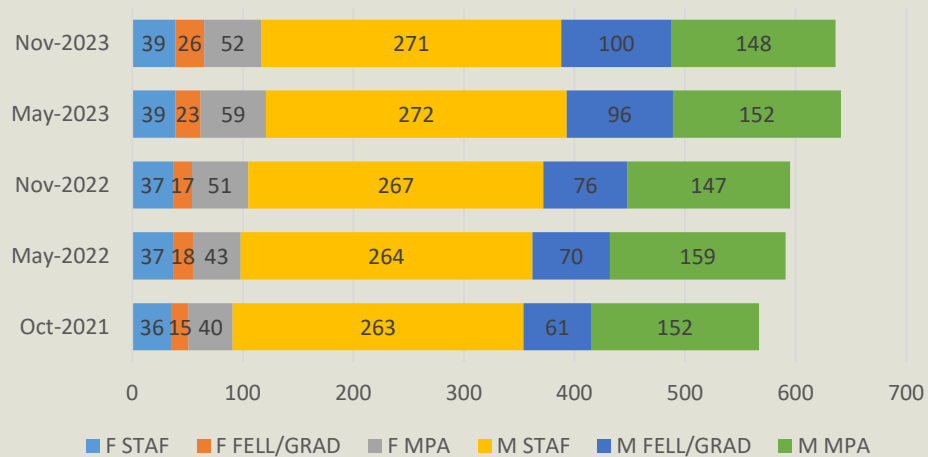
Source: European Commission 2021 She Figures «Research and Innovation»

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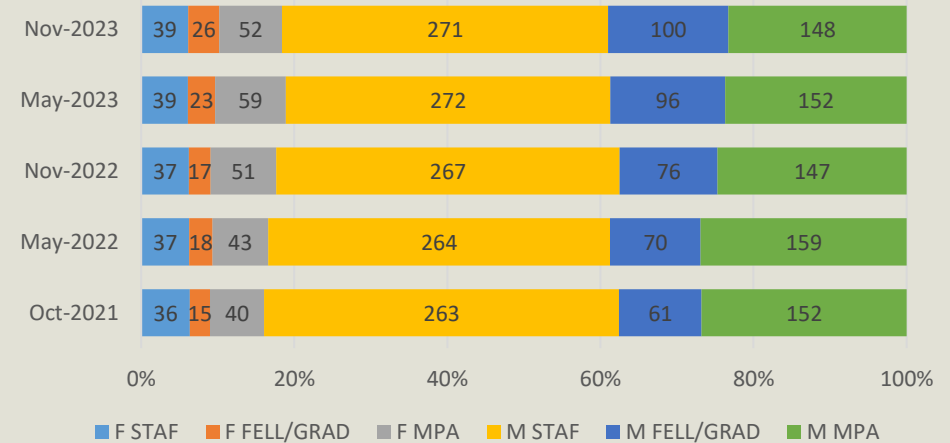


BE Statistics - Trends Gender

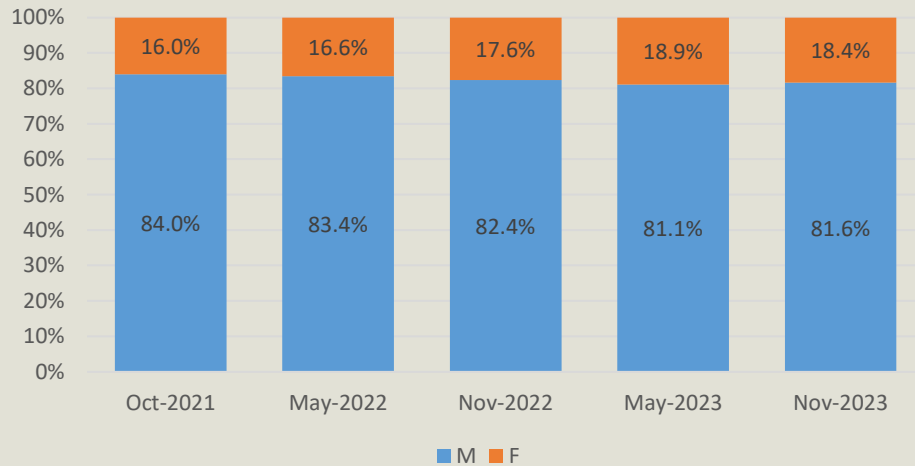
BE Gender Numbers Trend



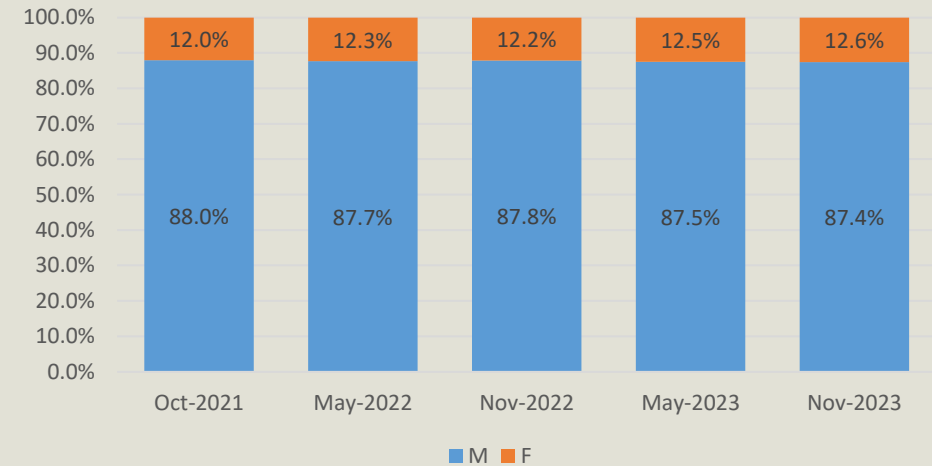
BE Gender Percentages Trend



BE Gender Percentages Trend

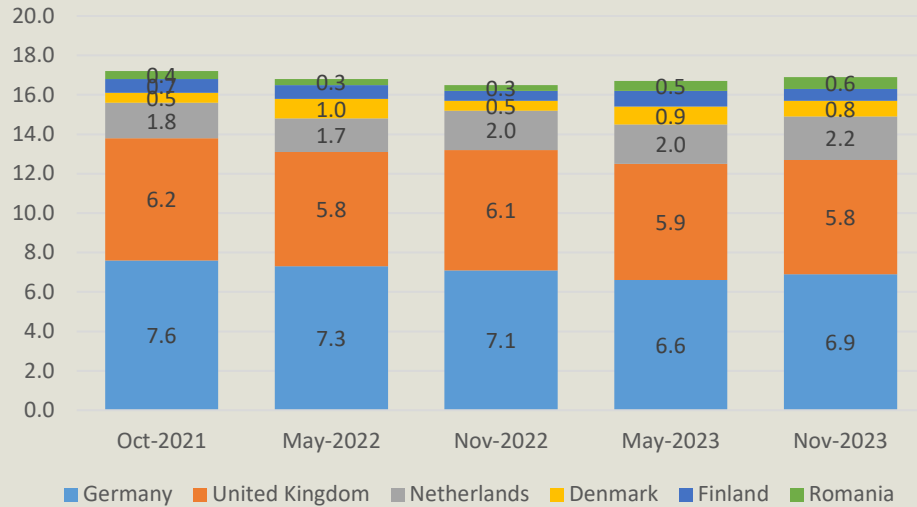


BE STAF Gender Percentages Trend

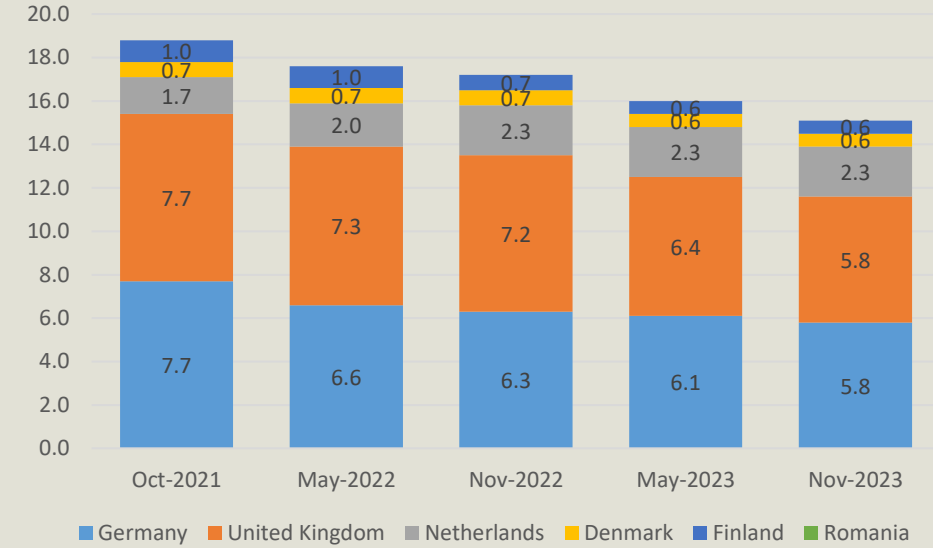


BE Statistics – Trends: Poorly Balanced Nationalities

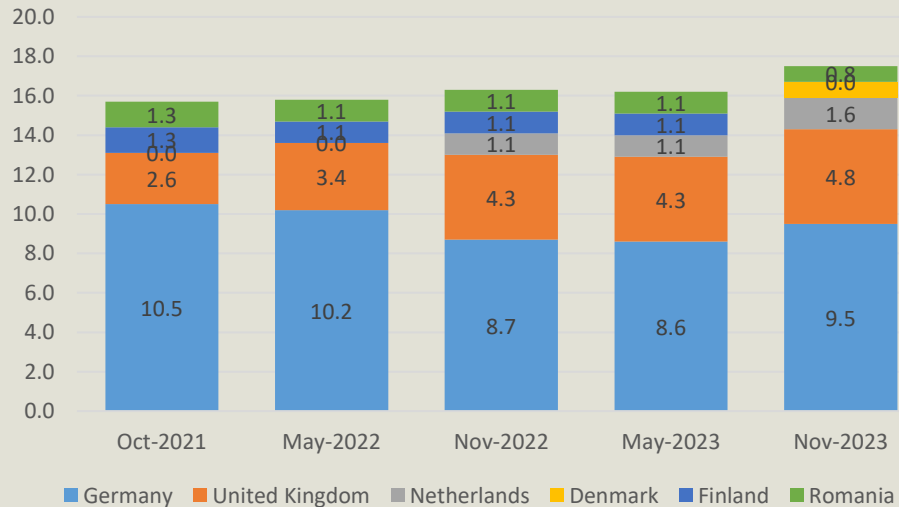
BE Personnel - Poorly Balanced Countries



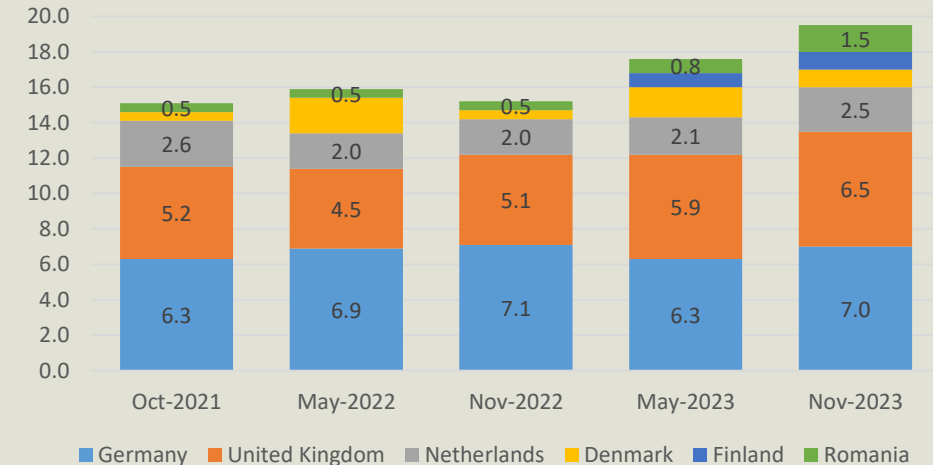
BE STAF - Poorly Balanced Countries



BE FELL/GRAD - Poorly Balanced Countries



BE MPA - Poorly Balanced Countries



Personnel return and contribution by primary nationality

Country	Staff members		Fellows		Doc. students		Technical students		Admin. students		GRADs		Normalized contribution
	hc	%	hc	%	hc	%	hc	%	hc	%	hc	%	
AT	59	2.20	6	1.13	19	7.31	3	1.84			6	1.16	2.18
BE	100	3.73	6	1.13	5	1.92			1	2.70	6	1.16	2.71
BG	13	0.48	3	0.56	1	0.38	1	0.61			2	0.39	0.36
CH	200	7.46	15	2.82	4	1.54			2	5.41	14	2.70	3.65
CY	3	0.11											0.09
CZ	11	0.41	10	1.88	6	2.31	3	1.84			6	1.16	1.15
DE	162	6.04	52	9.77	40	15.38	20	12.27	1	2.70	35	6.76	20.57
DK	17	0.63	3	0.56	2	0.77	1	0.61			4	0.77	1.81
EE			1	0.19			2	1.23			4	0.77	0.12
ES	184	6.86	72	13.53	15	5.77	10	6.13	2	5.41	57	11.00	6.83
FI	26	0.97	4	0.75	1	0.38	2	1.23			5	0.97	1.32
FR	959	35.76	59	11.09	11	4.23	6	3.68	3	8.11	61	11.78	13.08
GB	186	6.94	25	4.70	7	2.69	5	3.07	3	8.11	38	7.34	14.69
GR	66	2.46	37	6.95	13	5.00	14	8.59	2	5.41	30	5.79	0.97
HR	2	0.07	1	0.19	1	0.38	1	0.61	1	2.70	2	0.39	0.08
HU	14	0.52	3	0.56	3	1.15	3	1.84			3	0.58	0.73
IL	1	0.04									1	0.19	2.17
IN	11	0.41	19	3.57	4	1.54	16	9.82	1	2.70	26	5.02	1.41
IT	327	12.19	77	14.47	69	26.54	27	16.56	4	10.81	82	15.83	9.61

Source: FAP-BC
04.03.2024

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Beyond Gender & Nationality

Invisible Diversity Dimensions



- What's on your unofficial resumé ?

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Mentimeter: Invisible Dimensions Poll

GO TO: WWW.MENTI.COM

enter code: 5168 0946

- 11 questions
- ~ 1-2 min per question
- Résumé des réponses à suivre

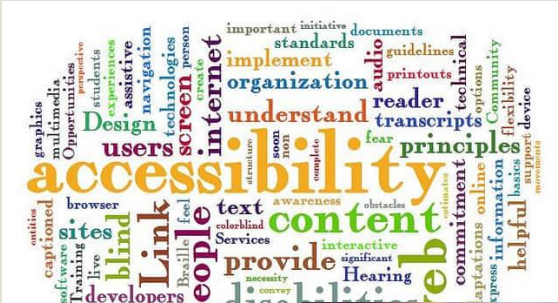
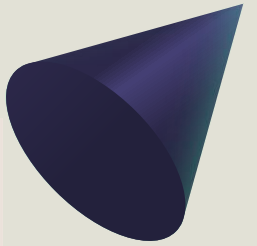


Menti QR Code



CONFIDENTIEL

Invisible Diversity Dimensions Covered



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“SNAC”: SUPPORTING NEURODIVERSITY AT CERN

CERN's newest informal network, SNAC : <https://diversity-and-inclusion.web.cern.ch/networks>

Strengths:

- Memory,
- Innovative thinking,
- Attention to detail,
- Specialist skills
- Entrepreneurialism;
- Creativity;
- Visual Reasoning;
- 3D thinking;
- Seeing the big picture

Encourage openness

- Encourage neurodivergent colleagues to express their needs
- When people speak up, listen and respond appropriately

- 15-20% of the global population is neurodivergent

Focus on growth

- Make it clear that you value learning and growth over perfection
- Avoid shaming people for mistakes
- Focus on strengths

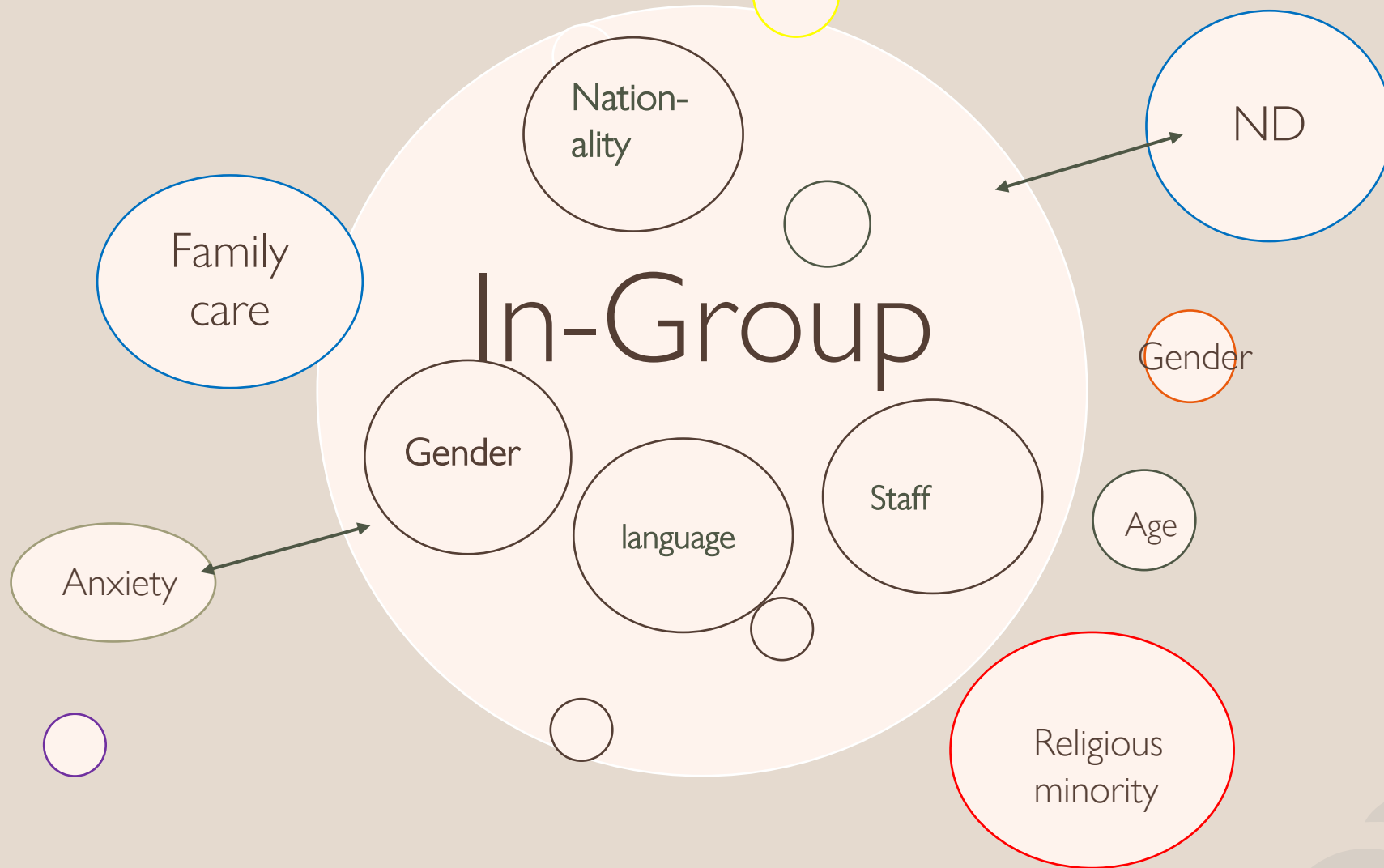
click & read: [What is Neurodivergent Masking & Why do Professionals do it?](#)

Source: Amanda Kirby, «Neurodiversity at Work»
& Pearn Kandola: Webinar delivered to CERN, Nov 2023

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In-Group // Out-Group



(re) Defining Excellence

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



Takeaway // à Retenir

IGO - Publicly Funded:

- Gender
- Nationality

Invisible Dimensions:

- Neurodiversity
- Socio-economic
- Language
- Introvert
- Sexual Orientation
- Mental Health

Inclusion & Retention:

- Curiosity
- Compassion
- Inclusion
- Belonging

Excellence at CERN



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thank you

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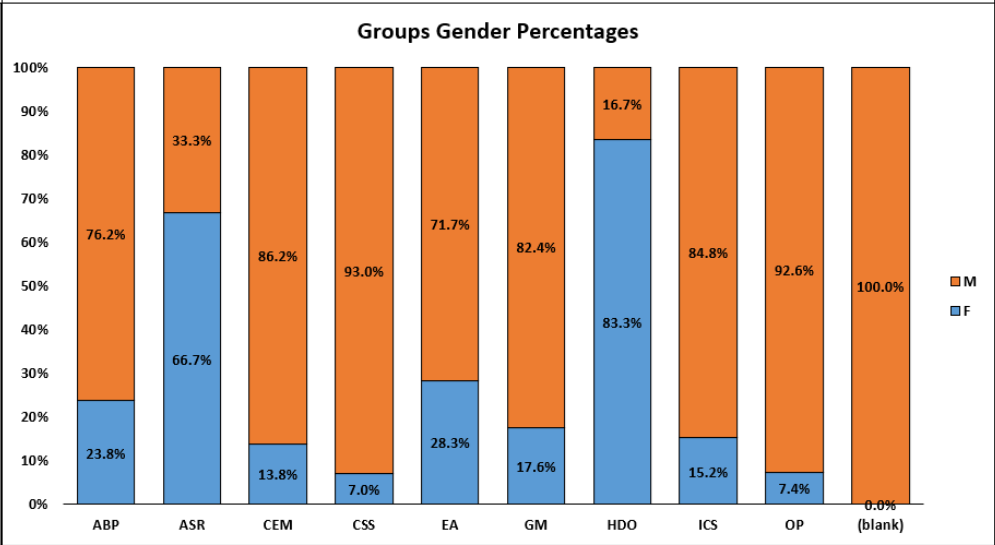
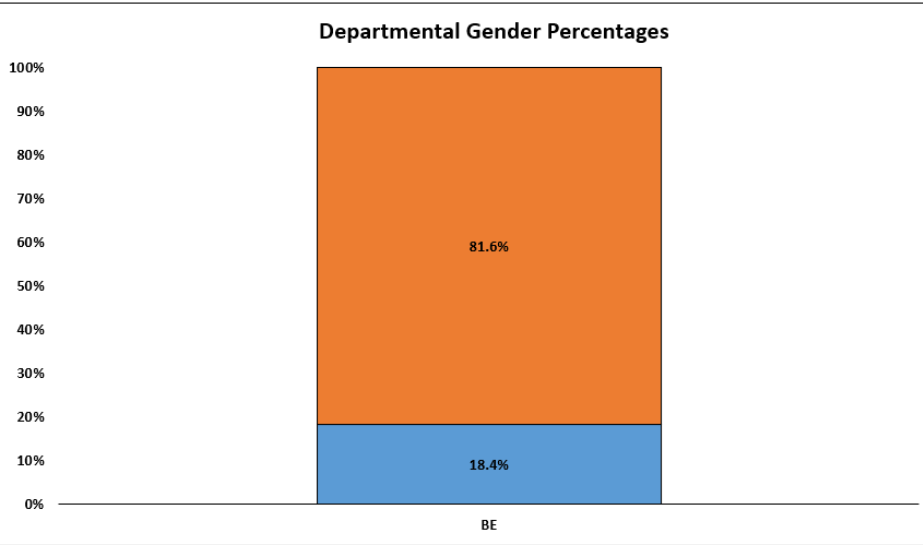
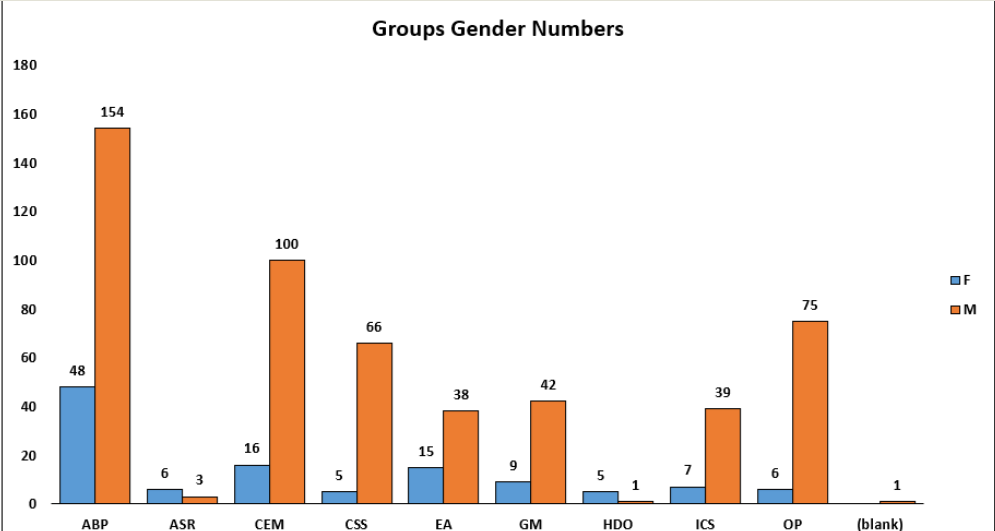
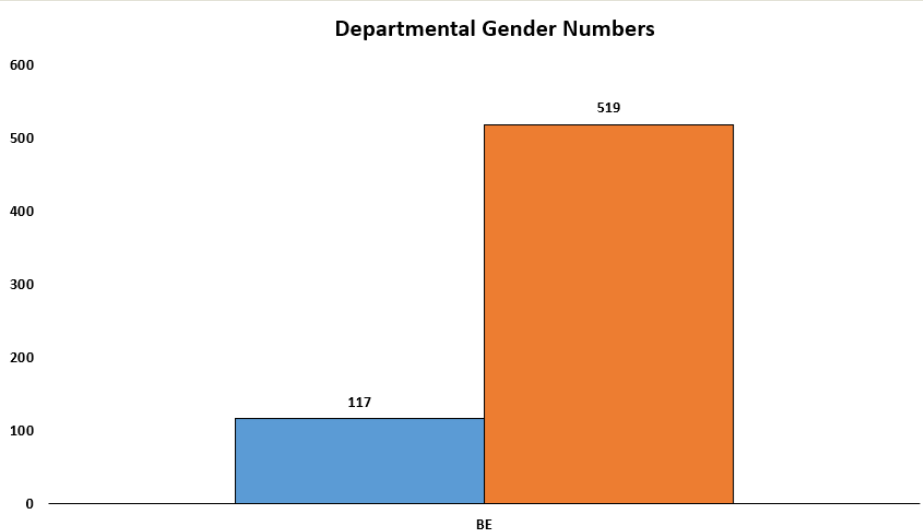
ADDITIONAL READING AVAILABLE IN THE CERN LIBRARY

- *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.

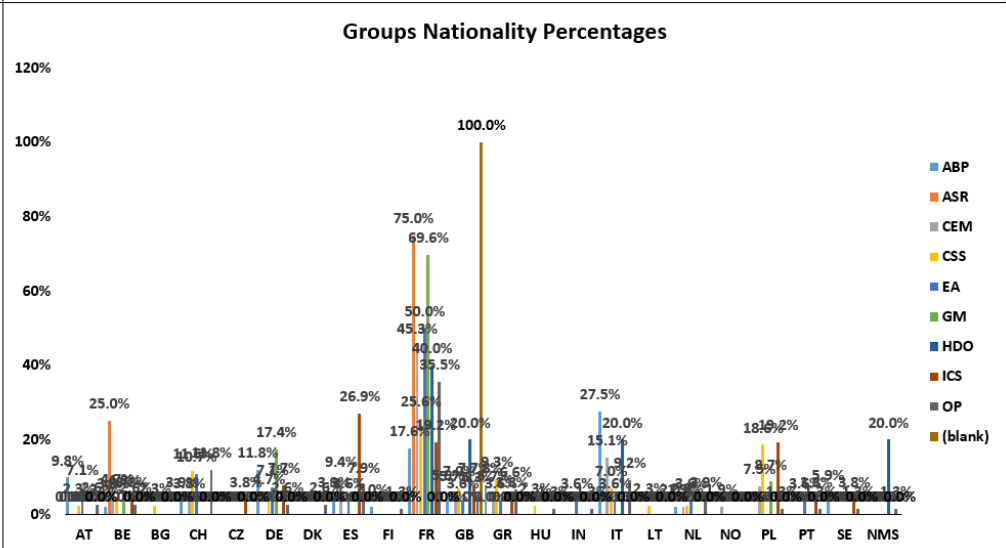
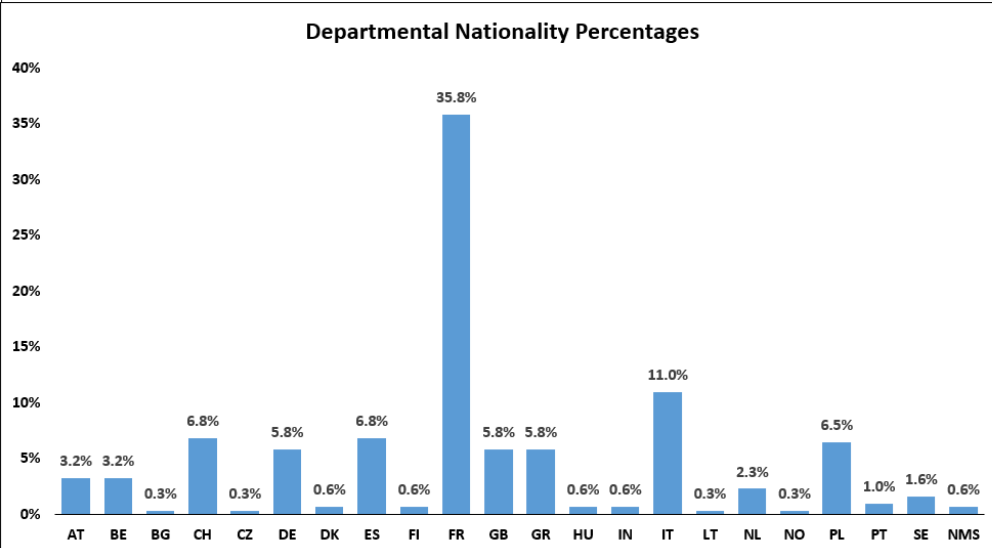
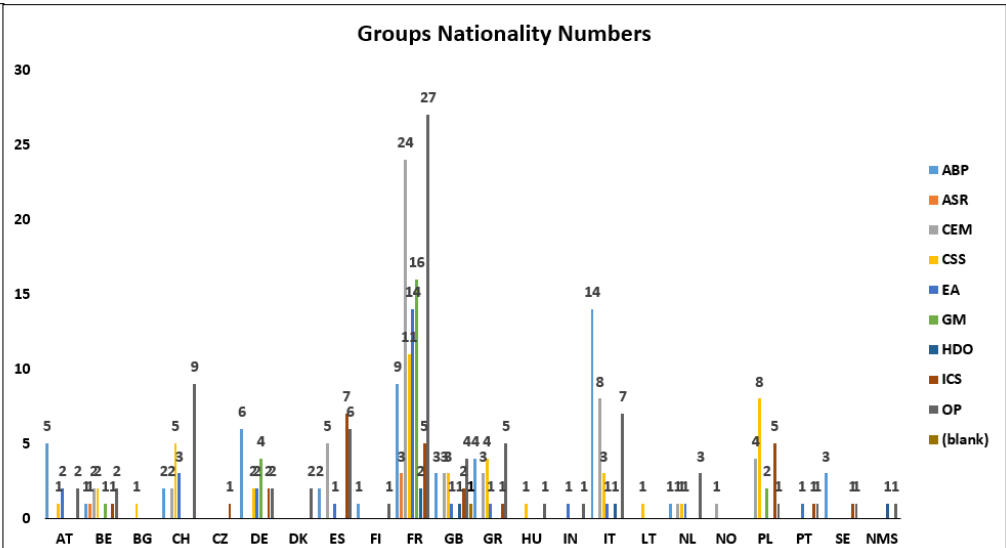
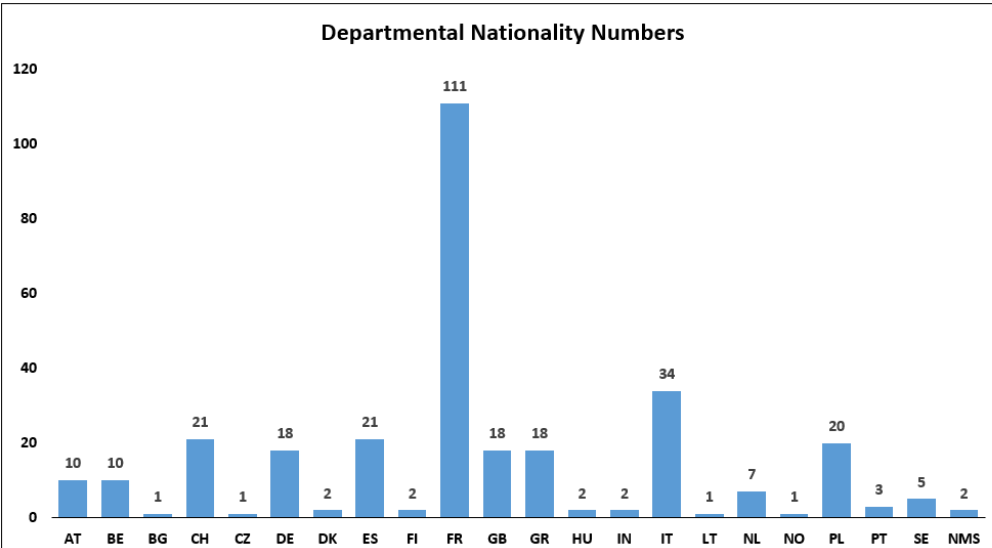
Additional Nat / Gen Stats

BE data compiled by DIOs:
Edda & Odd

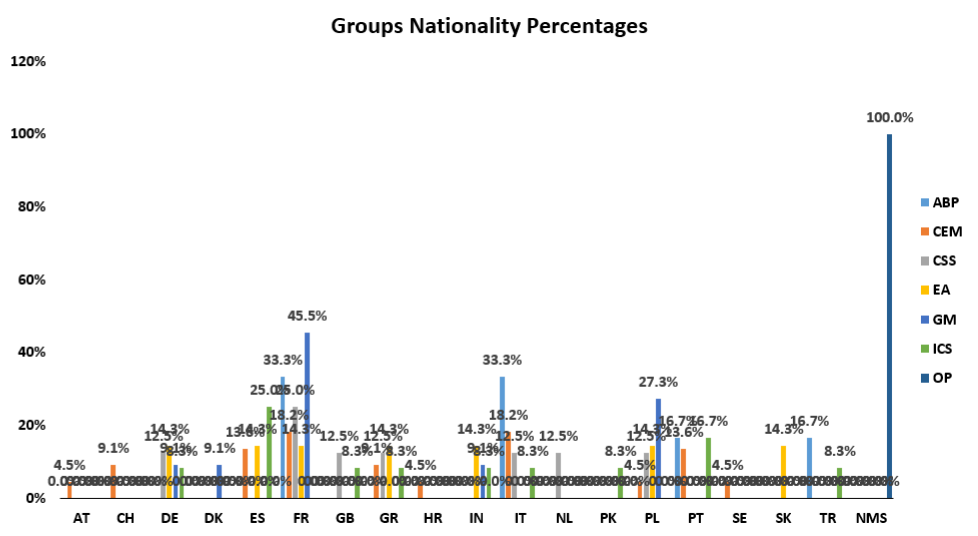
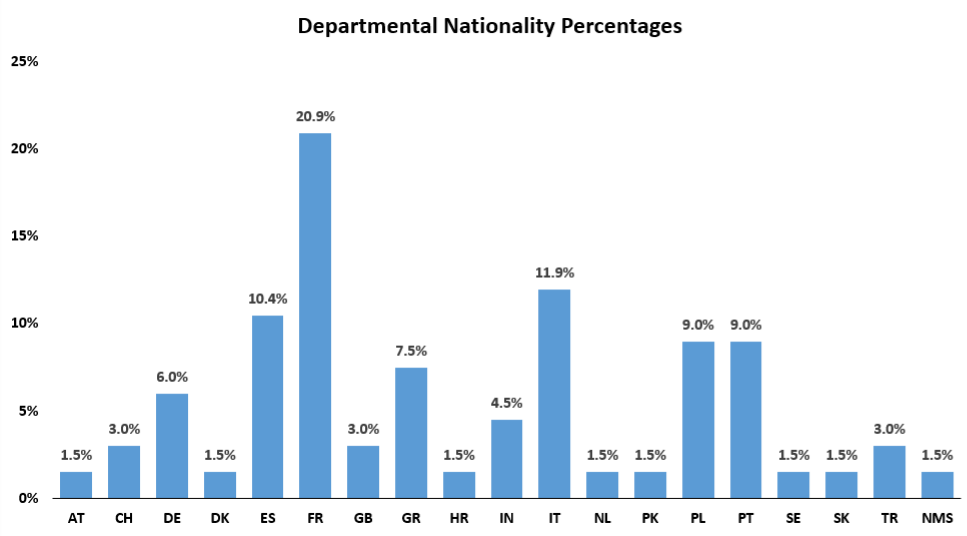
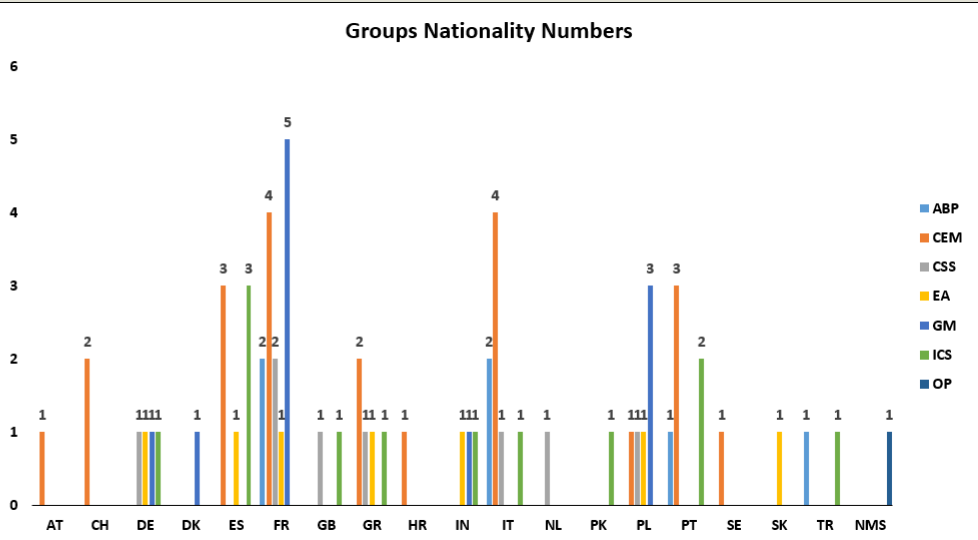
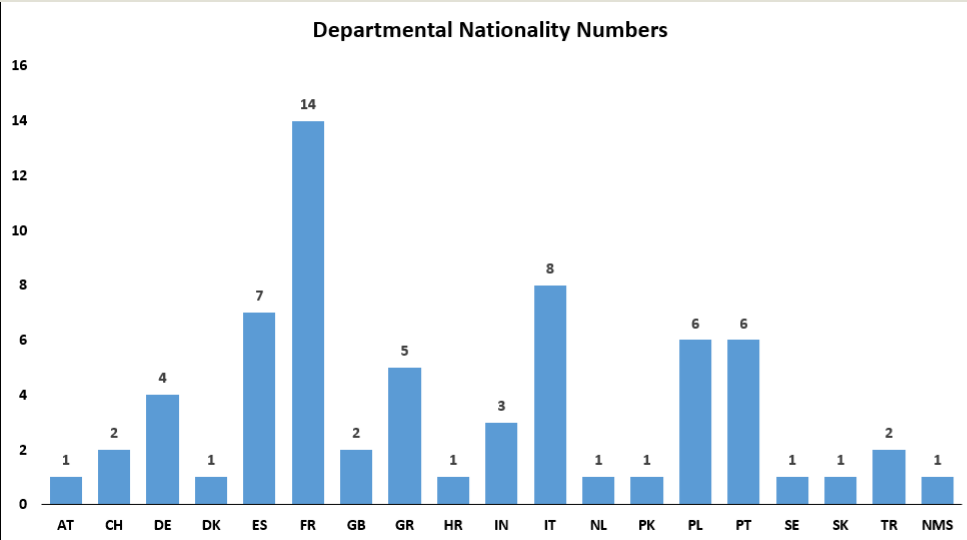
Statistics - All



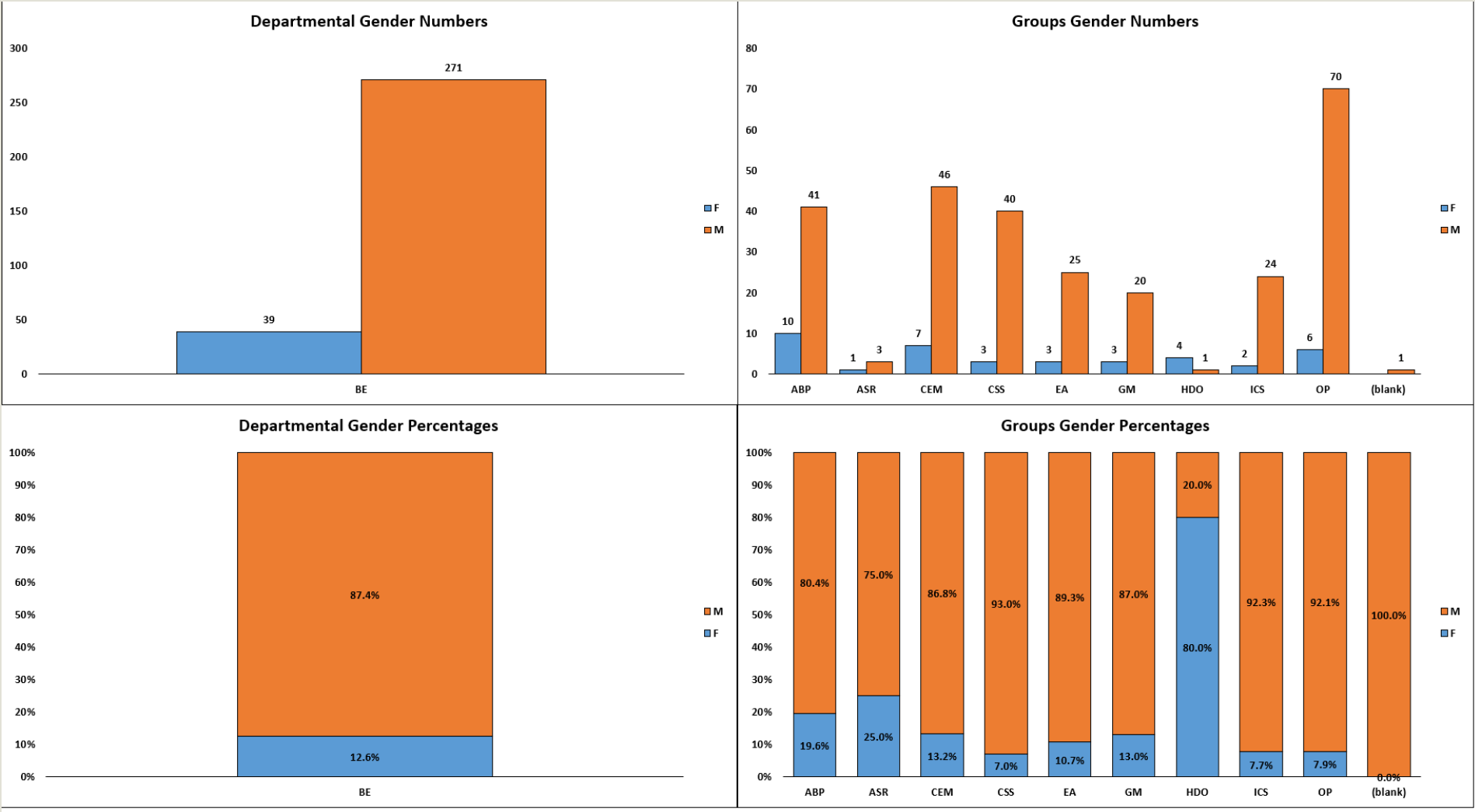
Statistics – Nationality – STAF



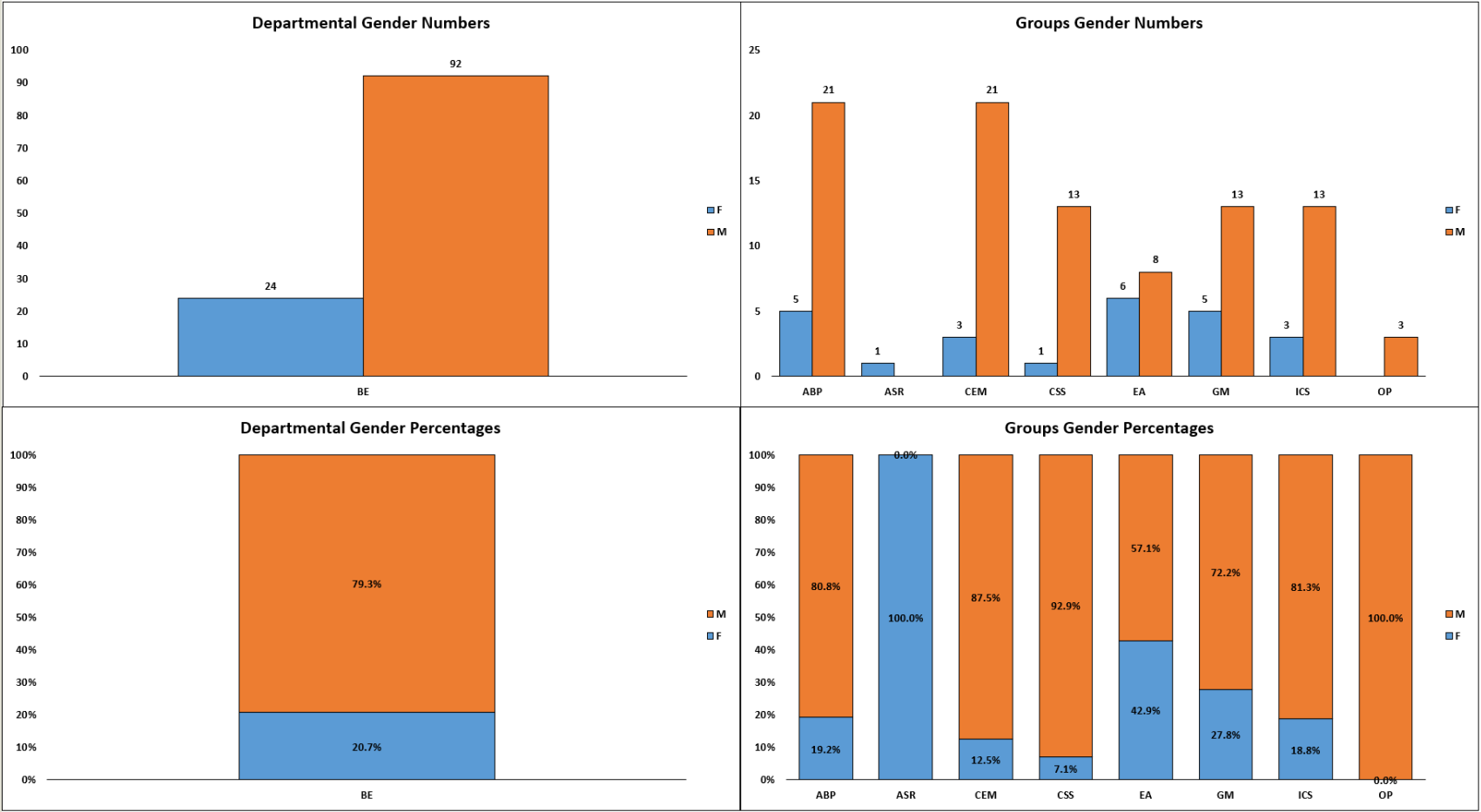
Statistics – Nationality – FELL/GRAE/GRAF



Statistics – STAF



Statistics – FELL/GRAE/GRAF



AFFINITY BIAS

An unconscious bias causing us to associate with others who have similar origin, language, interests, appearance etc.

Impact at work: in recruitment, promotion and collegial activities we may, *unconsciously*:

- favour people with whom we have an affinity, and
- discriminate against those with whom we have little or no affinity

BIAS D’AFFINITÉ

Un préjugé inconscient qui nous amène vers ceux qui ont des origines similaires, ainsi que la langue, activités, apparence, etc.

Impact au travail : dans le recrutement, promotion ou nos relations collégiales nous pouvons avoir une tendance, *inconsciemment*, à:

- favoriser les personnes avec qui nous avons une affinité, et
- discriminer ceux avec qui nous n’avons pas ou très peu d’affinité