

INVISIBLE DIVERSITY DIMENSIONS

for: ISOLDE Workshop and Users Meeting

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Diversity & Inclusion Programme Leader, CERN

27 Nov 2024



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:



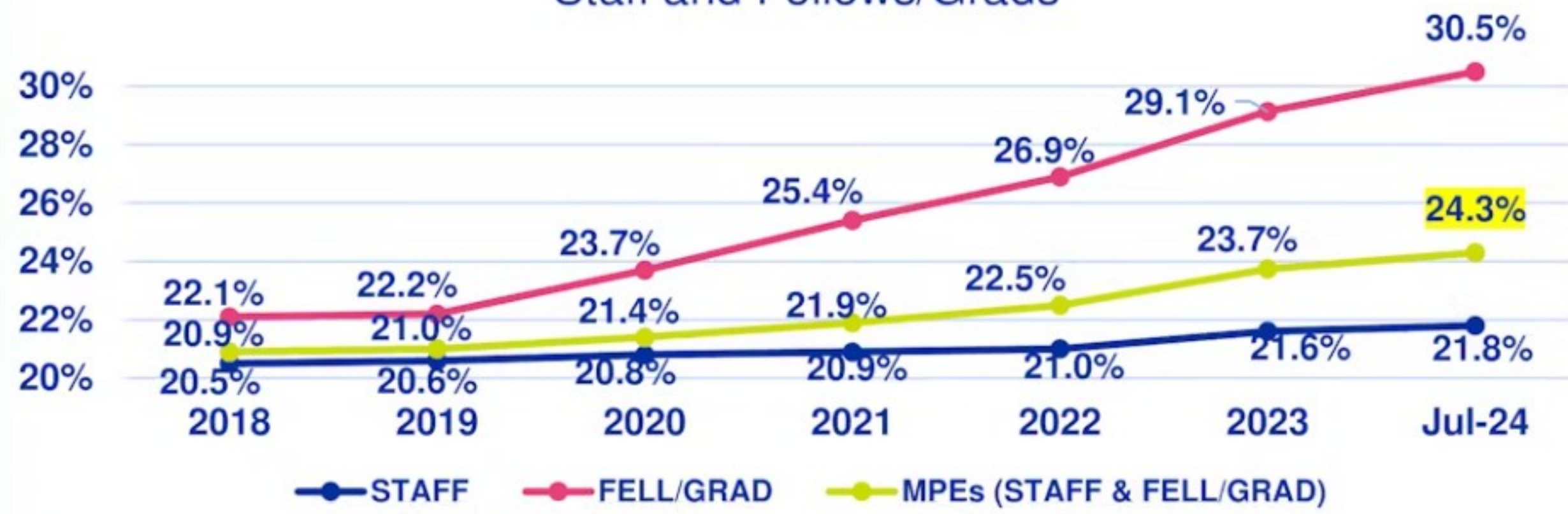
25 by '25

Accelerating diversity at CERN



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

% of Women among MPEs
Staff and Fellows/Grads



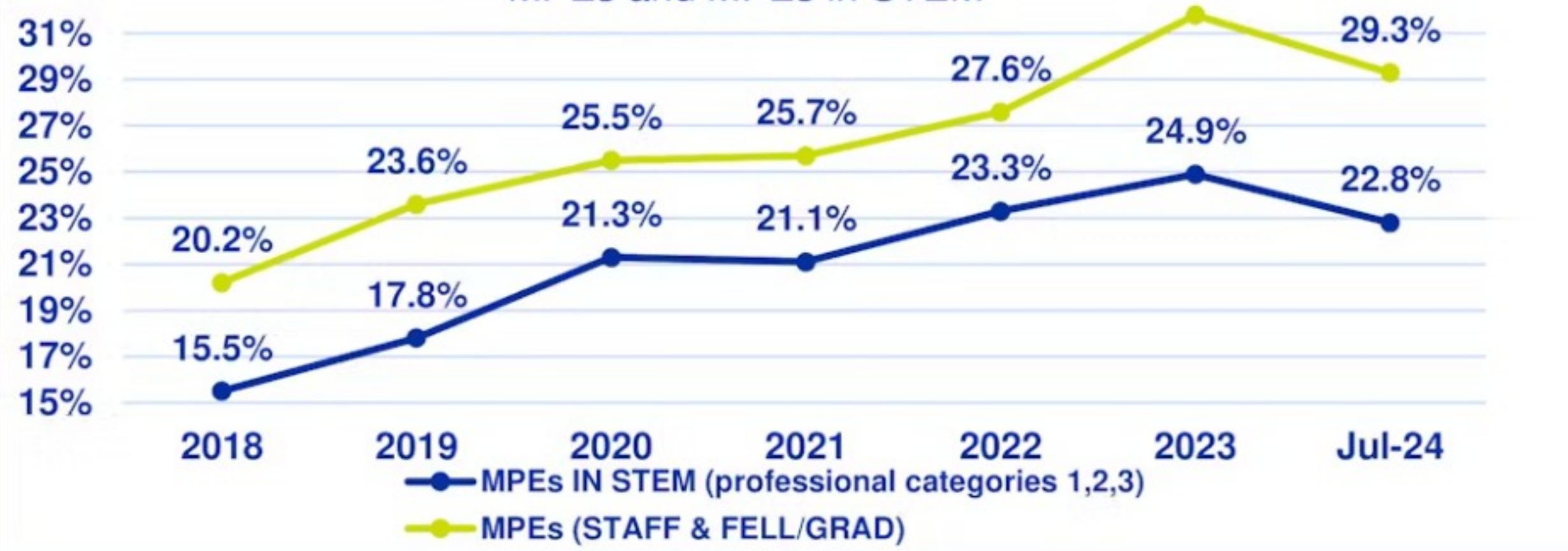
% of Women Among New Arrivals
Staff and Fellows/Grads



% of Women in STEM (PC 1,2,3) among MPEs
Staff and Fellows/Grads



% of Women Among New Arrivals
MPEs and MPEs in STEM



MENTIMETER: INVISIBLE DIMENSIONS POLL

Go to: www.menti.com

enter code: 2563 9633

- 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>

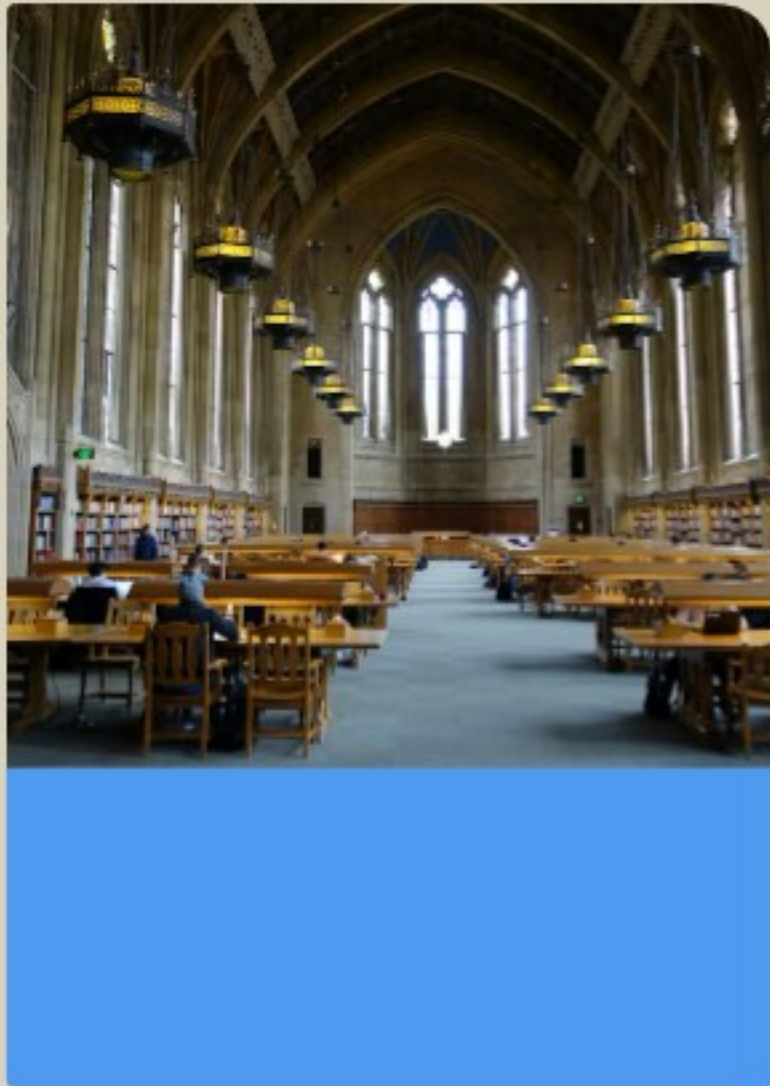
My native language(s) is / are:

106 responses



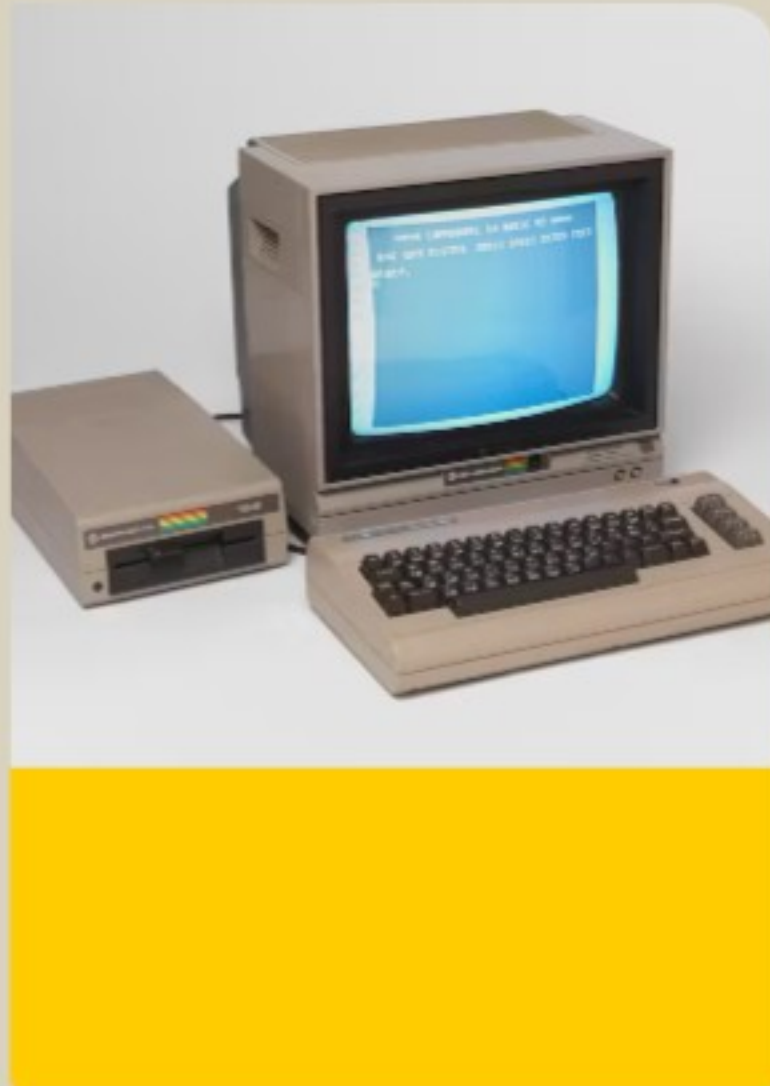
I am the first generation in my family with an advanced (university) education

40



Yes

40



No

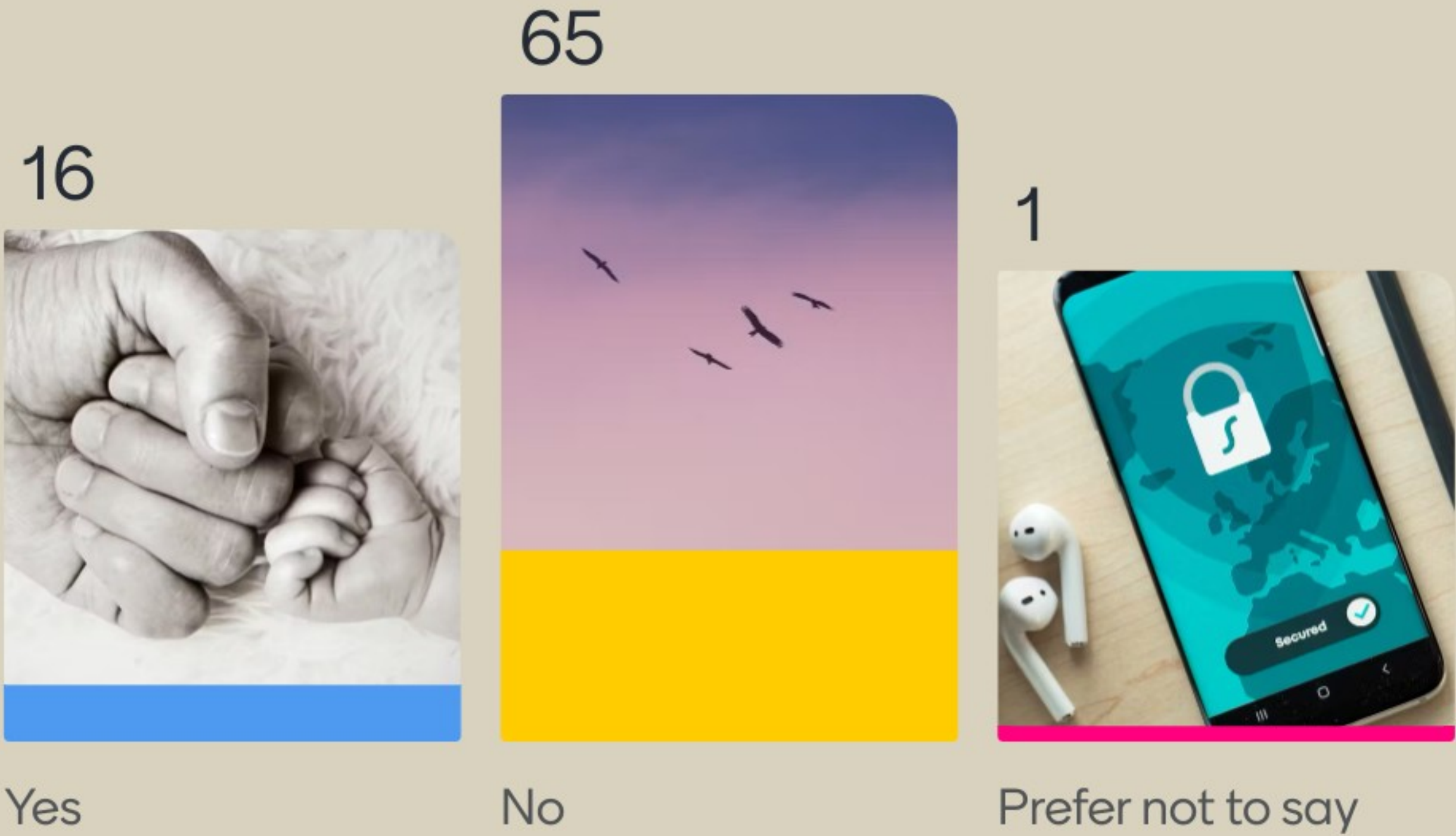
0



Prefer not to say



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



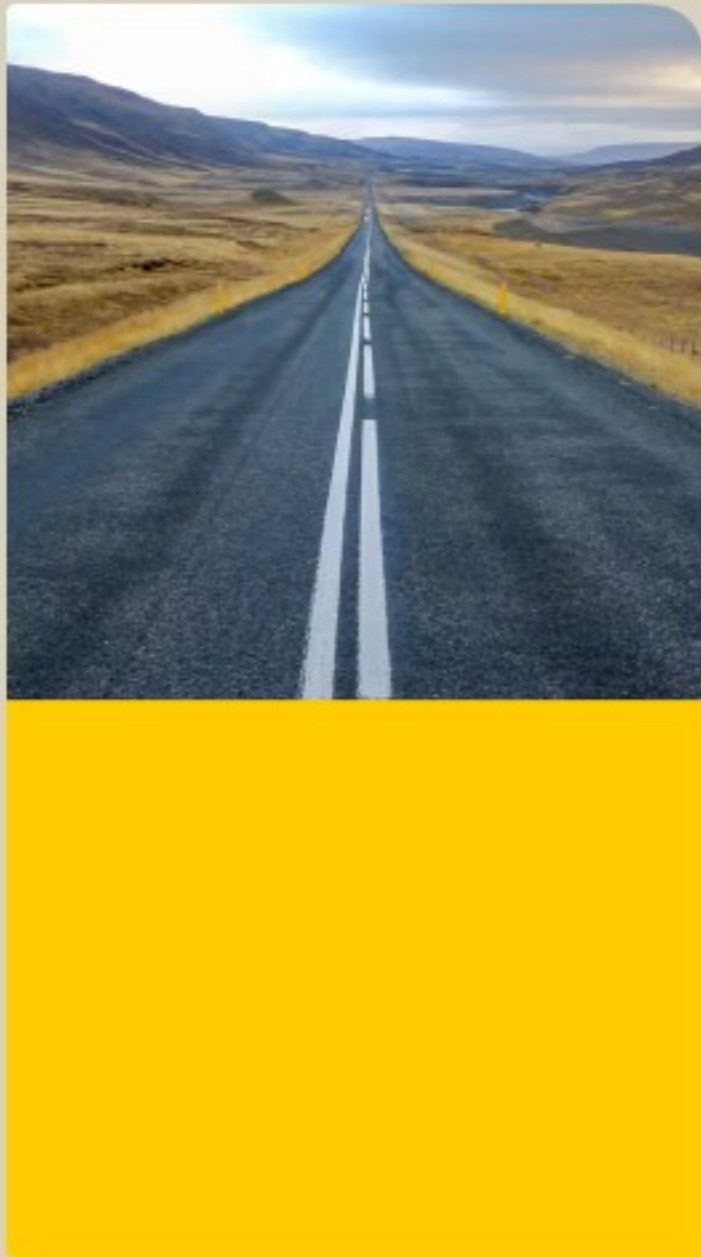
I identify as LGBTQ+

7



Yes

66



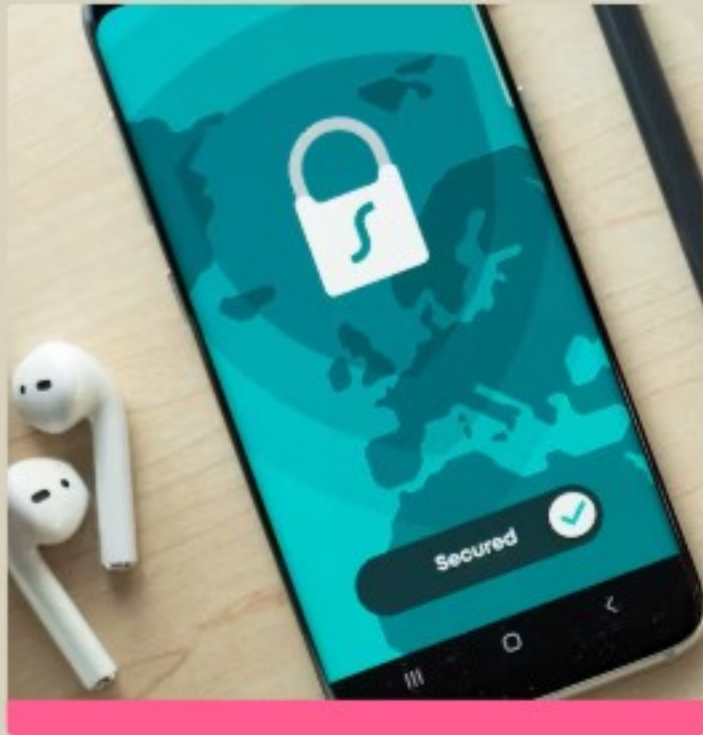
No

5



Occasionally...

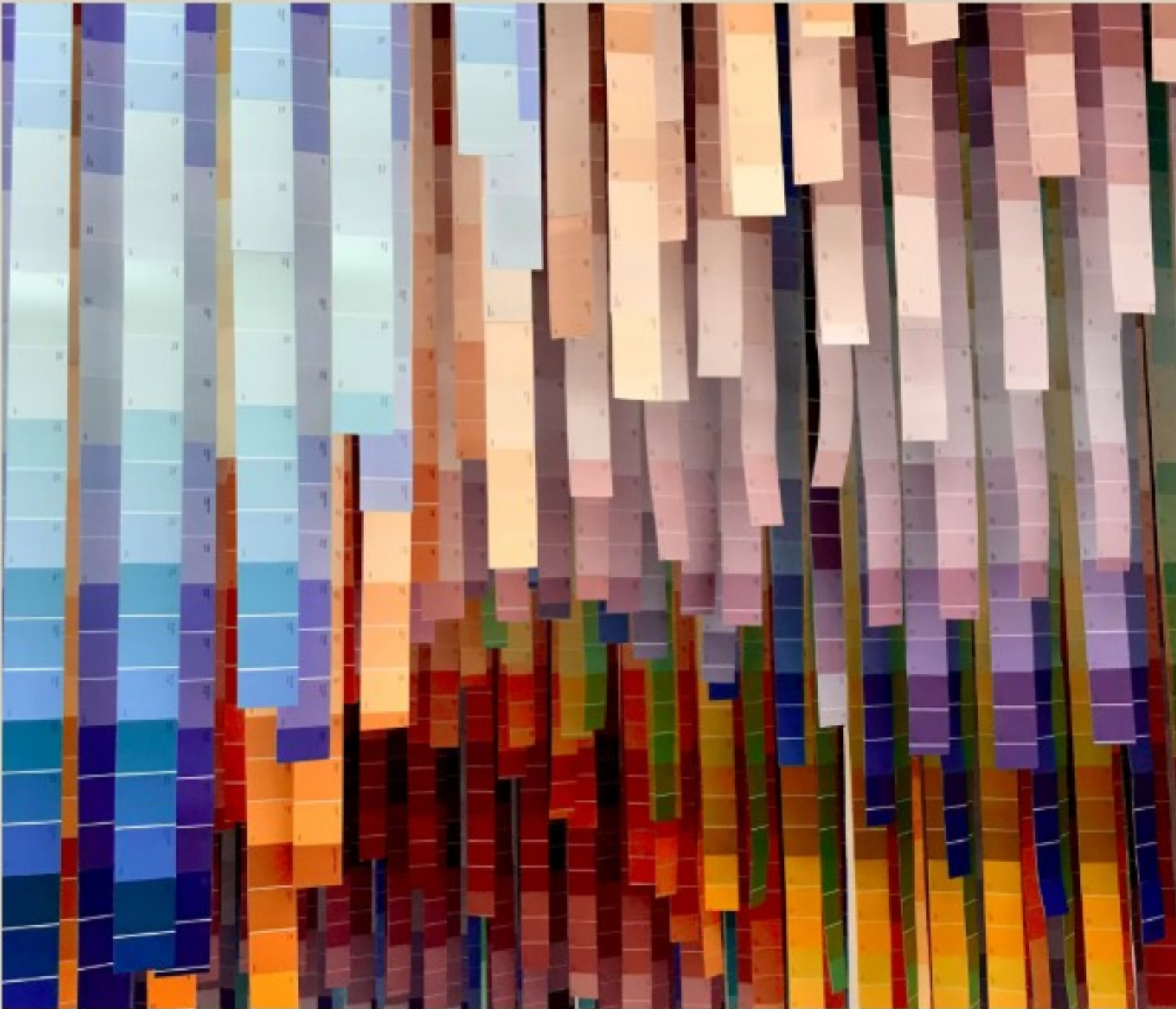
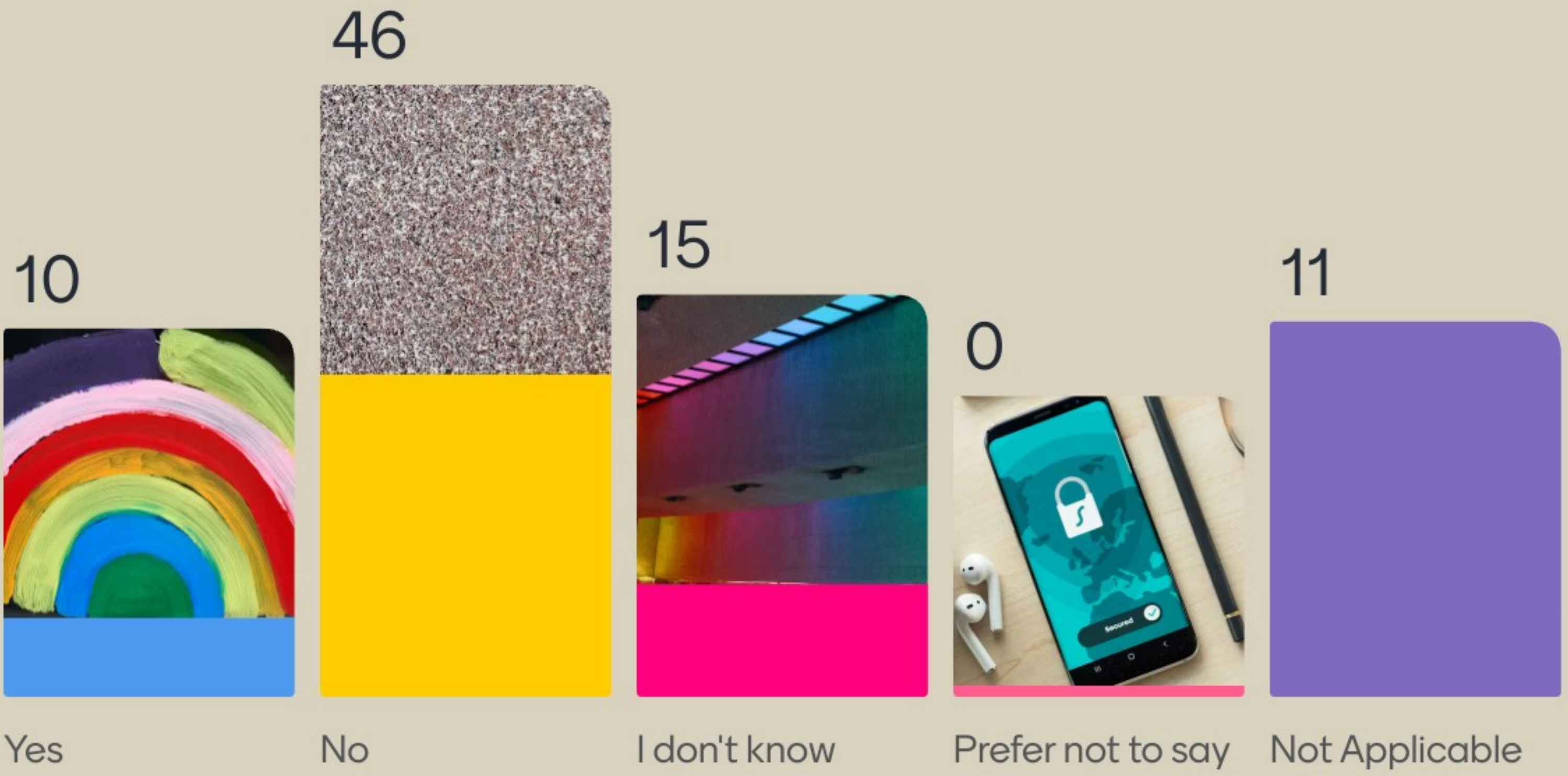
2



Prefer not to say

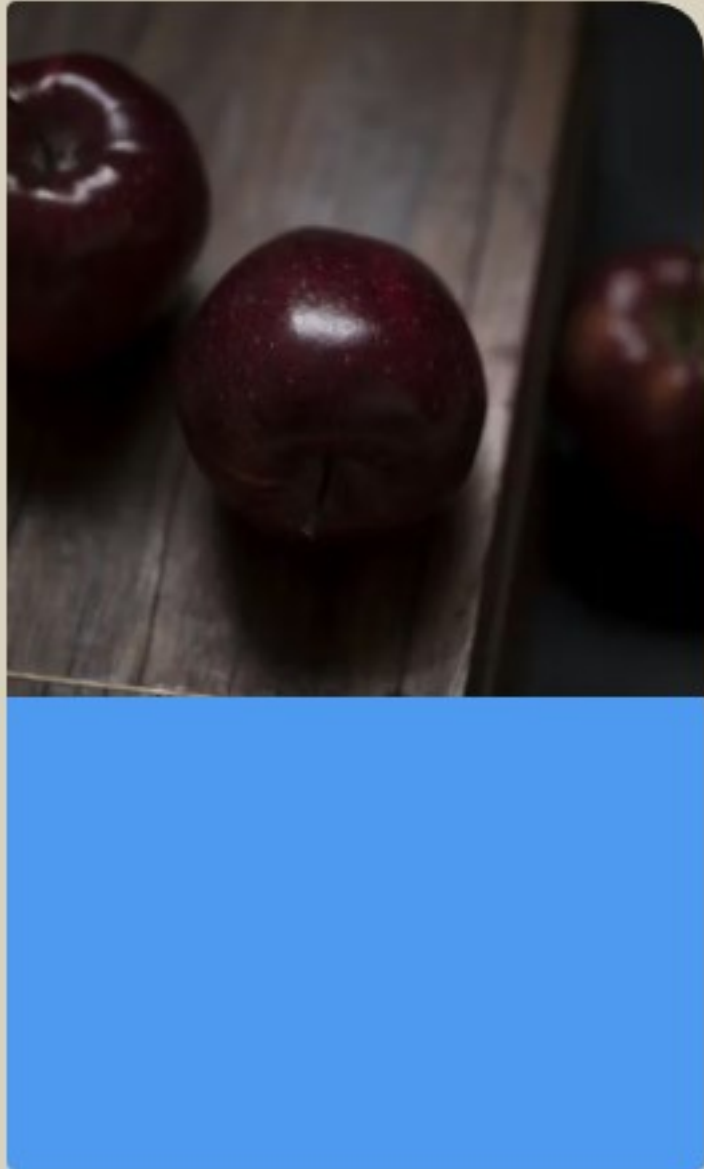


My child / sibling identifies as **LGBTQ+**



I see myself being a **parent** as:

33



Likely

33



Very likely // OR, I am already a parent

14



Unlikely

6



I prefer not to be a parent



Supporting Neurodiversity at CERN (SNAC)



NEW: library «cocoon chair»

Learning

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

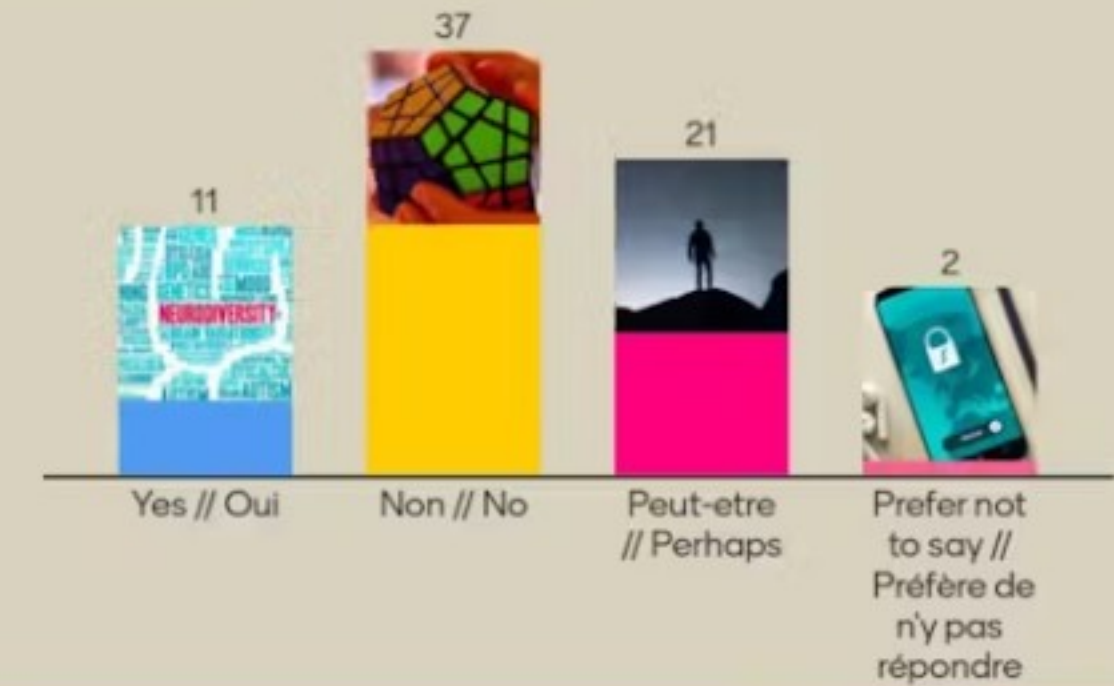
Networking

- 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](#)

I experience one or more of the following: Anxiety, Panic Attacks, Migraine, Depression, Hypersensitivity (HSP), difficult Menopause symptoms

20



Regularly

39



Occasionally

11



Never

8



Maybe / I don't know



Concerning my **professional future**, I have a sense of:

17



Certainty

33



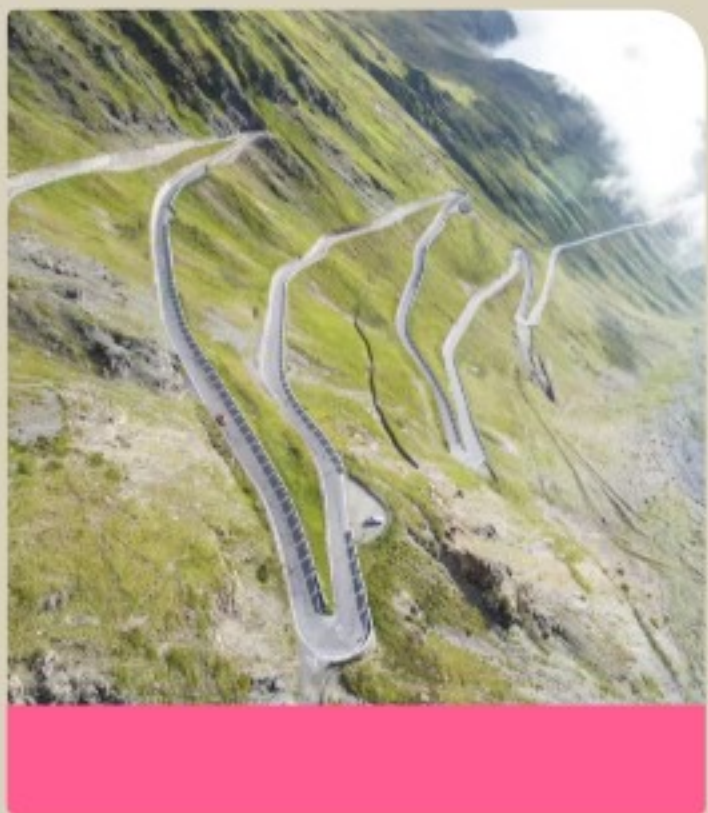
Uncertainty

23



Great uncertainty

8



Ambivalence



Note: visual impairment = 20/200 even with corrective lenses

I have a **disability or impairment**, for example: Physical (*visible, invisible*), Sensory (eg. *hearing, visual*), Eating Disorder

71

8



Yes



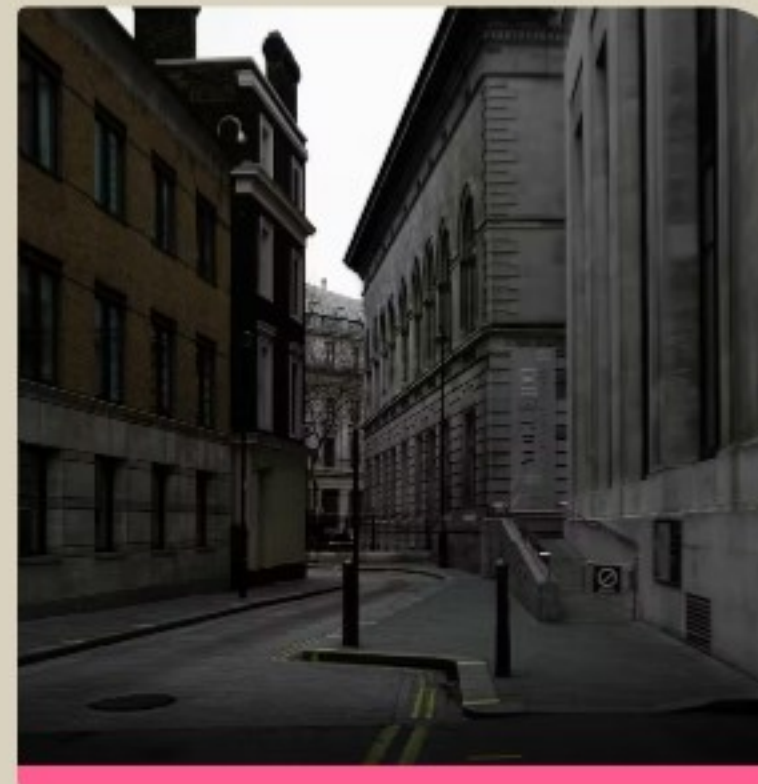
No

1



Temporary disability

1



Prefer not to say



My dietary practice is:

16



(mostly)
Vegetarian

5



Vegan

0



Kosher

1



Halal

5



No gluten and/or
no lactose

58



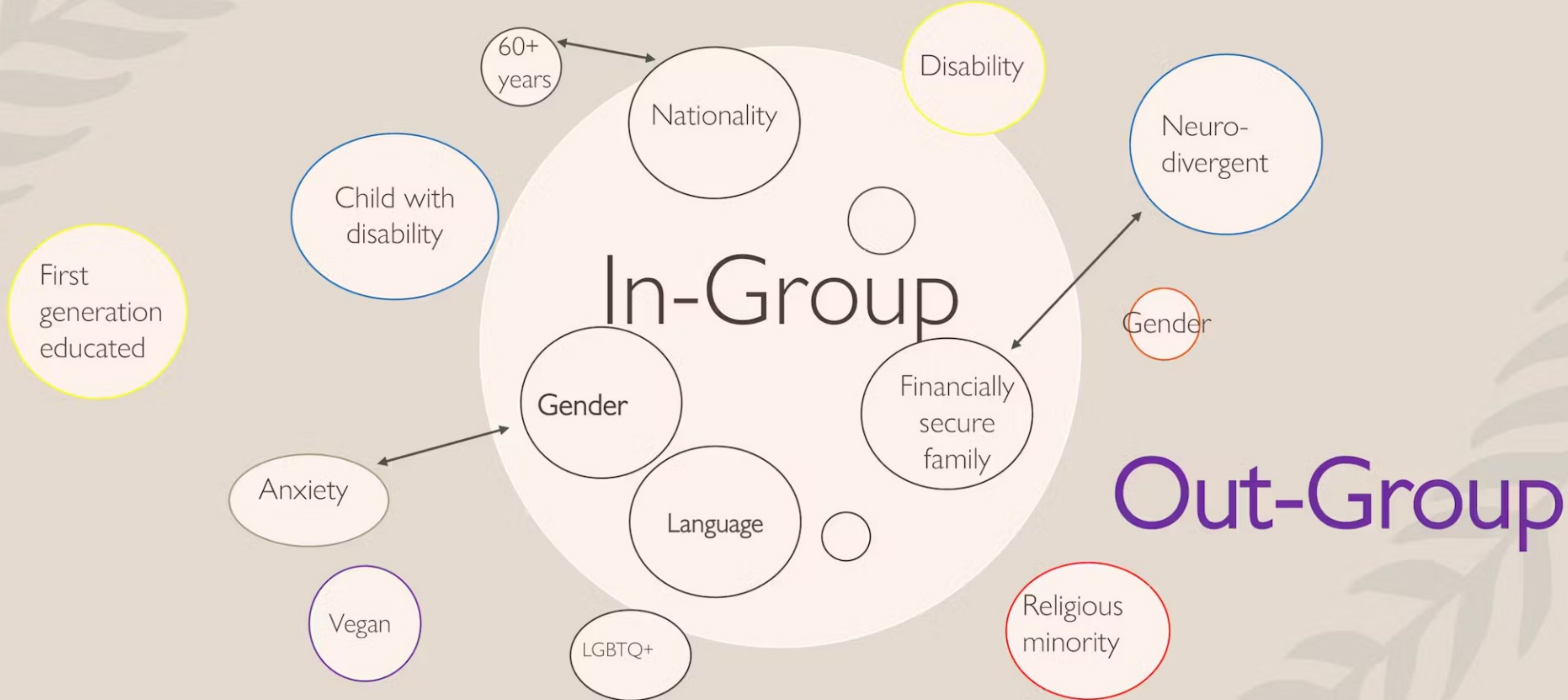
No restriction

4



Other

Inclusion & Belonging

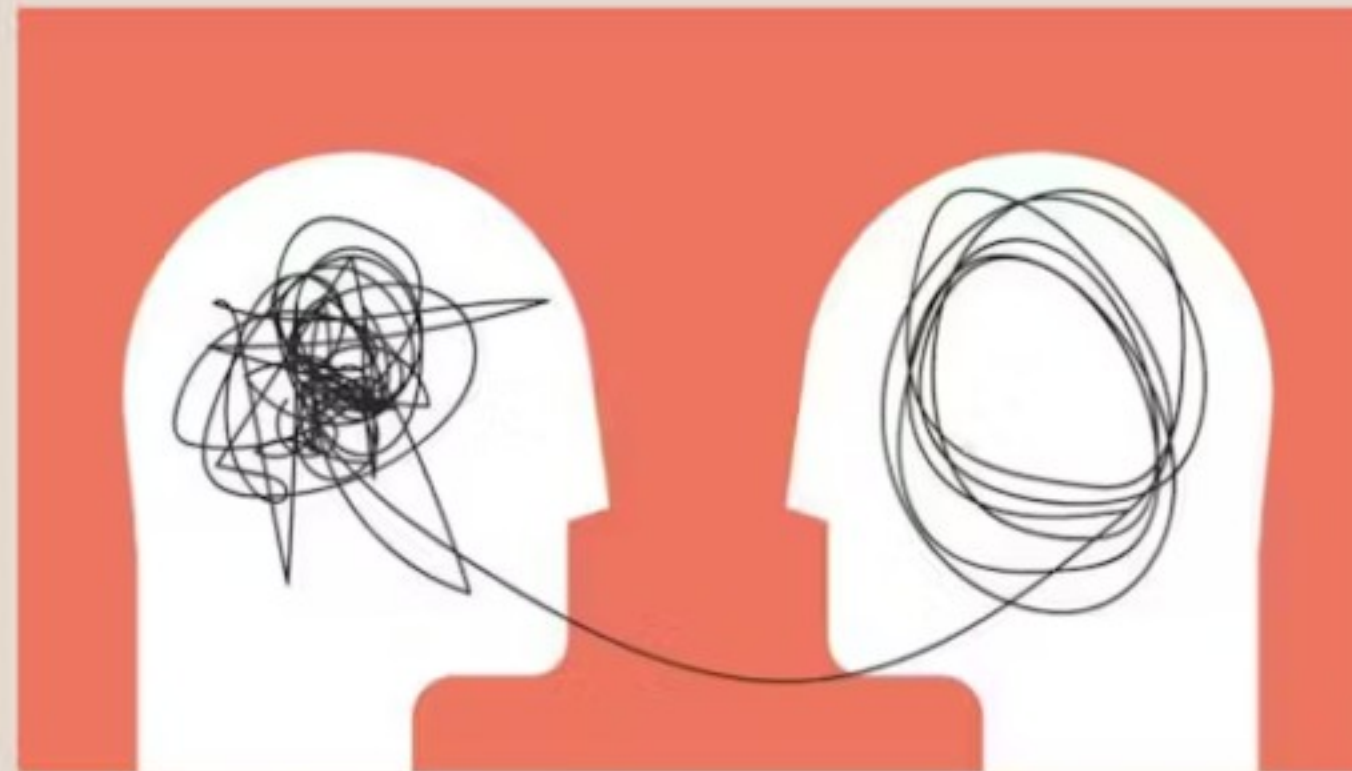


Inclusion & Belonging

“

Our most effective, readily available, and cost-efficient workplace accommodation: **Empathy**

- L. Carvalho



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thank you

Louise Carvalho

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Extras

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

- Deputy Gp Leader

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
		693,945	31,261	2,938	499,443

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**

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?](#)

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.

