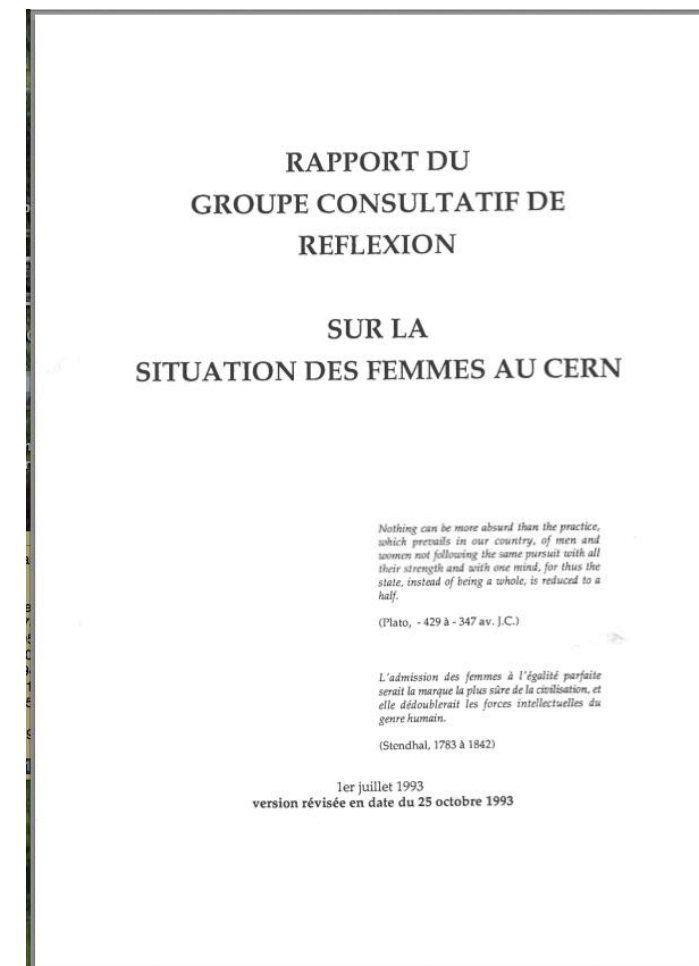


Eva
Groniger-
Voss

JE ME SOUVIENS...



- ❖ German
- ❖ CERN Legal Counsel
- ❖ Head of Legal Service

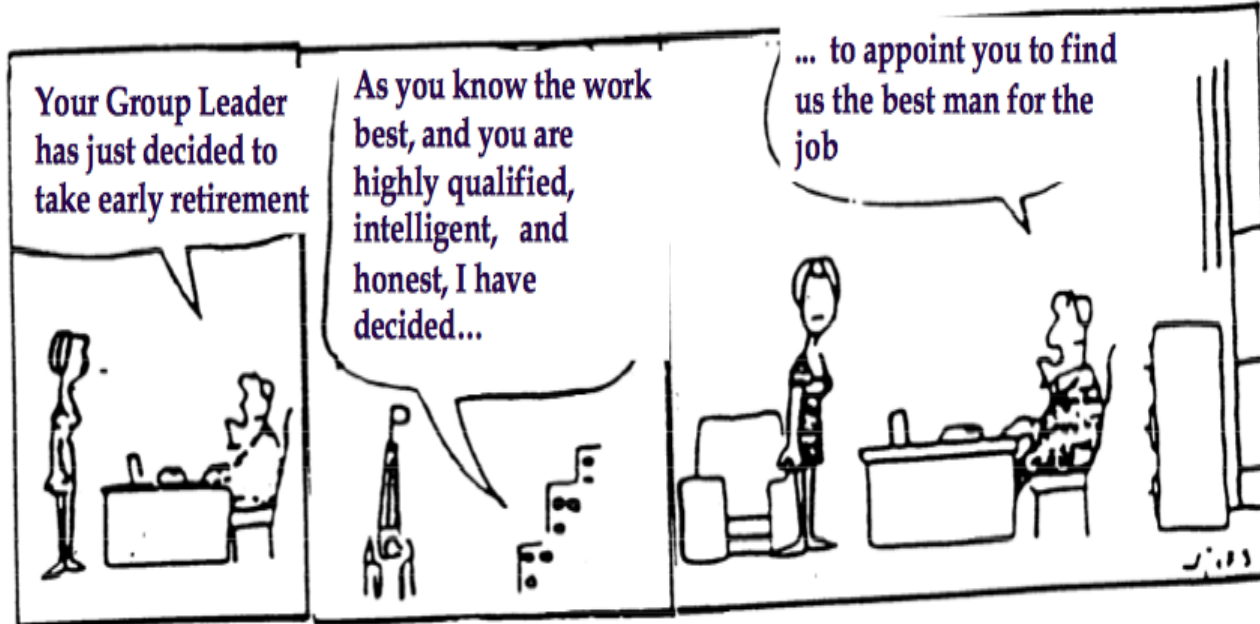
❖ Gender

- ❖ Story date:
- ❖ 1990-1996



Sudeshna Datta- Cockerill

JE ME SOUVIENS...



- ❖ Indian / Swiss
- ❖ HR
- ❖ Equal Opportunities Officer
- ❖ Diversity Program Leader
- ❖ CERN Ombudsperson

❖ Gender.

- ❖ Story date:
- ❖ 1993-1999

- ❖ 1993
- ❖ 426 women:
- ❖ 2 Group Leaders (98 total)
- ❖ 4 Section Leaders (110 total)
- ❖ Never Division Leader, Deputy Division Leader, Director.....
- ❖ Or Director General

Research physicists:
4 women / 3.8%

Applied physicists / Engineers:
30 women / 3.8%

Administrators:
16 women / 14.6%

Grade 8: 17%
Grade 9: 6%
Grade 10: 7%
Grade 11: 2%
Grade 12: <1%

JE ME SOUVIENS...

James Purvis

- ❖ British
- ❖ HR Department Head
- ❖ Inclusion
- ❖ Story date: 1989



My boss in 1989
(photo taken in what is today Louise's office!)

1989

CERN startup of the "LEP" accelerator

Invention of the WWW (html/http protocol)

... my first day at CERN 😊

JE ME SOUVIENS...

Geneviève Guinot

- ❖ French
- ❖ HR professional
- ❖ Stereotypes in STEM
- ❖ Story date: 2014



“Inside CERN” by Andri Pol - 2015

Diverse community

People at work

“Draw me a physicist

JE ME SOUVIENS...



Few women in tech @CERN in late

(Some) snapshots

Maria Elena Angoletta

- ❖ Italian
- ❖ Electronics engineer, project leader & DIO
- ❖ Women in STEM
- ❖ Story date: 1998 – 2007 (+ bonus)

1 Staff in PS Division [1998]

10 women [STEM] = **4%**

247 total staff [STEM]

2 25/11/99 16:34
inst. ports ejected at 100 MeV/c
HORIZONTAL
Heap: 6.0 MB
Sum: 02054
Max: 067.0194

3 MTF Application - Microsoft Internet Explorer provided by
Please, identify yourself:
Login: sm18op Password: *****

sm18op

"samfox" if some people Have forgot

- ❑ Men explain things to me (even if I am the expert)
- ❑ Technical secretary in committees = secretary
- ❑ Responsibility not for women (for their own good!)
- ❑ "You don't look like an engineer!"

From: CAS female student To: ME Angoletta
Date: 27 June 2007

"Sometimes I've found it hard being a woman in a men dominated environment [...] because it may be difficult to "find your role" as a woman.

I think you're an excellent role model for other females, being successful in your profession but still managing to be good looking [...]

**Feminism vs. femininity vs. being taken seriously:
the happy ending?**



JE ME SOUVIENS...



Clara Nellist

- ❖ British
- ❖ ATLAS physicist
- ❖ LGBTQ+
- ❖ Story date: 2016



2016

Posters being torn down and defaced.

2023

Raising the LGBTQ Progress flag at CERN for the first time.

JE ME SOUVIENS...

Jens Vigen

- ❖ Norwegian
- ❖ Librarian
- ❖ Language barriers
- ❖ Story date: 1994–



Finally the barrier has been overcome (photo year 2000).

No ambition to leave Norway, so why bother with learning languages? Ended though up with one year of French at school.

French was my fourth language—of course without counting Danish and Swedish.

Three months are perceived as an eternity for a young man. Then started the French courses, which I followed for two years.

All professional meetings were run in French—also the clubs of the Staff Association.

Considered to take inspiration from an idea in Quebec.

JE ME SOUVIENS...



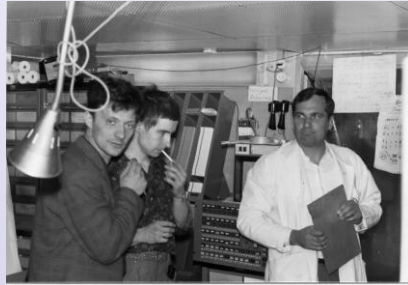
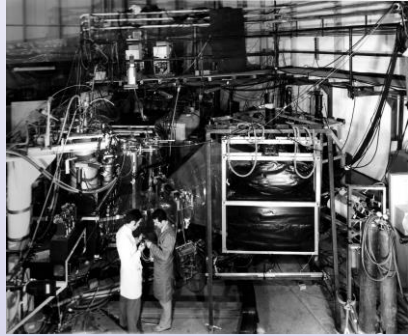
Maria Novella

Focacci-Kienzle

❖ Italian

❖ Physicist
❖ UNIGE
Professor

❖ Story date:
1964-2006



1964 When CERN was small and quarks didn't exist. At the PS, we were hunting particles. We did find a full zoo! There were « scanning girls », secretaries to write our papers in good english and drawing our results.

≈1970 CERN was building SPS and we went to Serpukhov with our full experiment

Back to CERN SPS we were looking for the manifestation of quarks.

1990 LEP was the end of my research life, yearning to see the Higgs.



JE ME SOUVIENS...



Sofia Intoudi

- ❖ Greek
- ❖ Legal Adviser
- ❖ Diversity and Inclusion
- ❖ Story date: 2010 & 2024



2010 adoption of CERN Code of Conduct

Was it needed?

2024: What does it mean? Common standard? Guide?



JE ME SOUVIENS...

JY Le Meur

- ❖ French
- ❖ Project leader
- ❖ Easy Access
- ❖ Story date: 1991



Summer studentship

The “barracks”

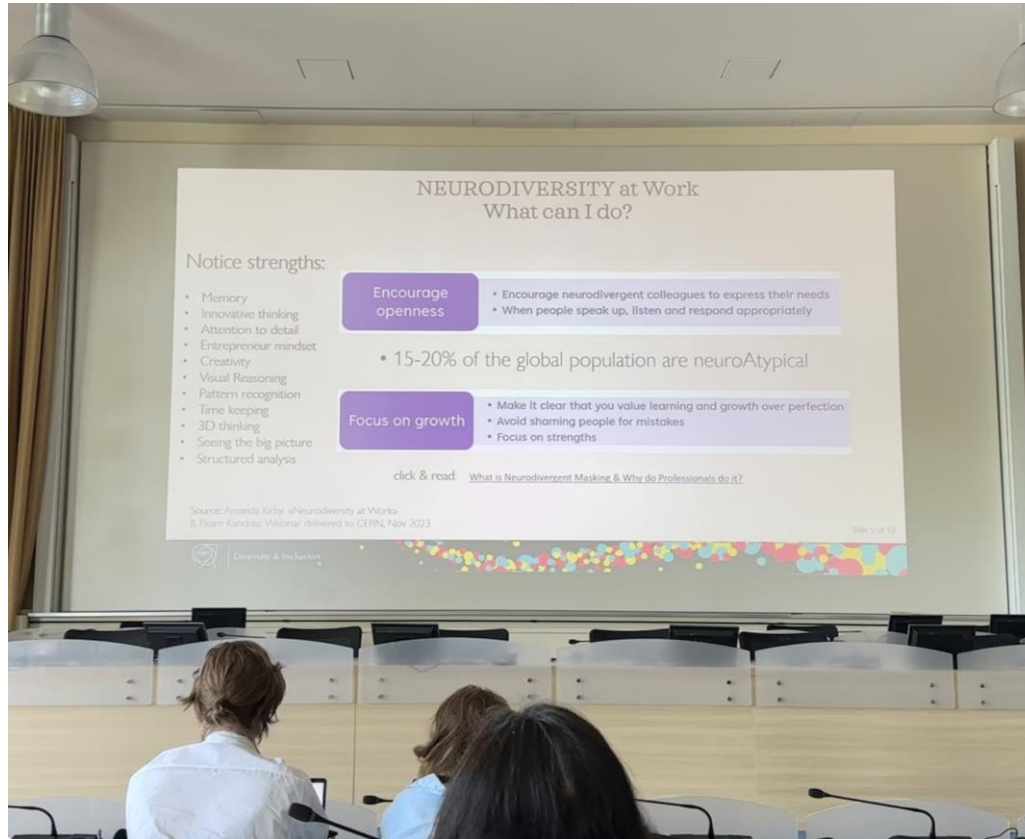
An interesting experience

Students accommodation evolution

JE ME SOUVIENS...

Clarissa Stolfi

- ❖ Italian
- ❖ Partnership & Fundraising officer
- ❖ Neurodiversity
- ❖ Story date: May 2024



“Feel the fear and do it anyway”

