



WOMEN IN TECHNOLOGY

13 February 2025

WHY WIT?

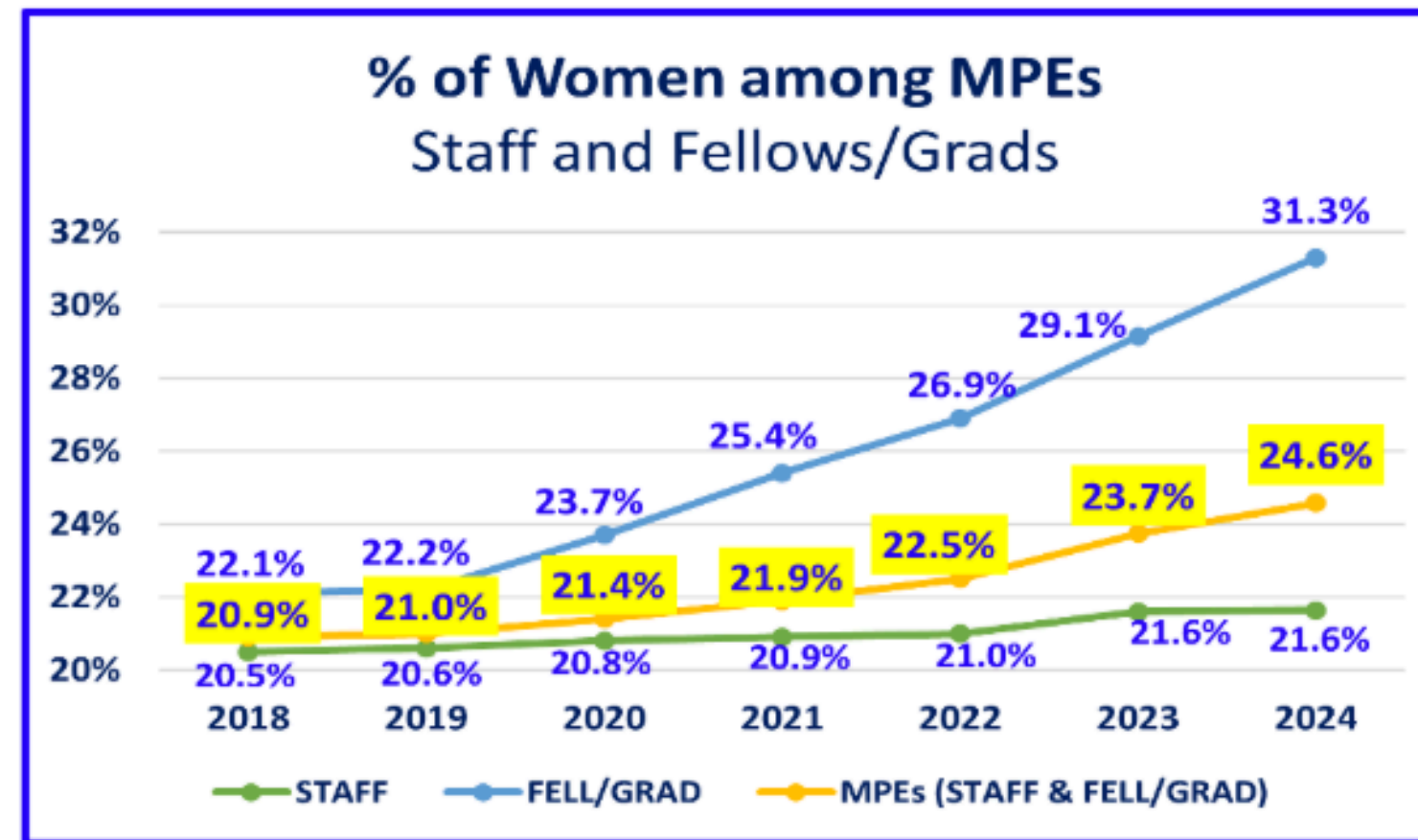
An informal grass-roots community born in 2016 to create a network among women at CERN



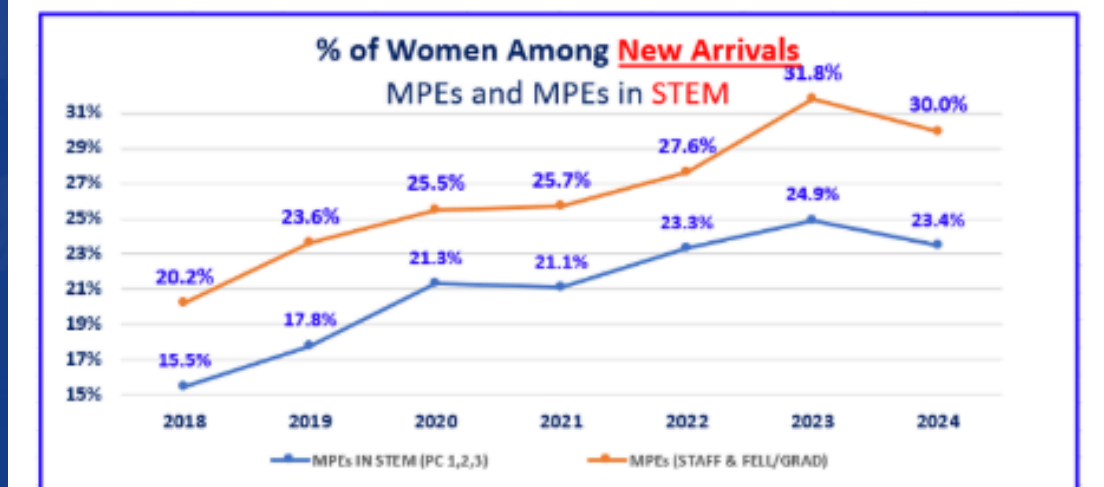
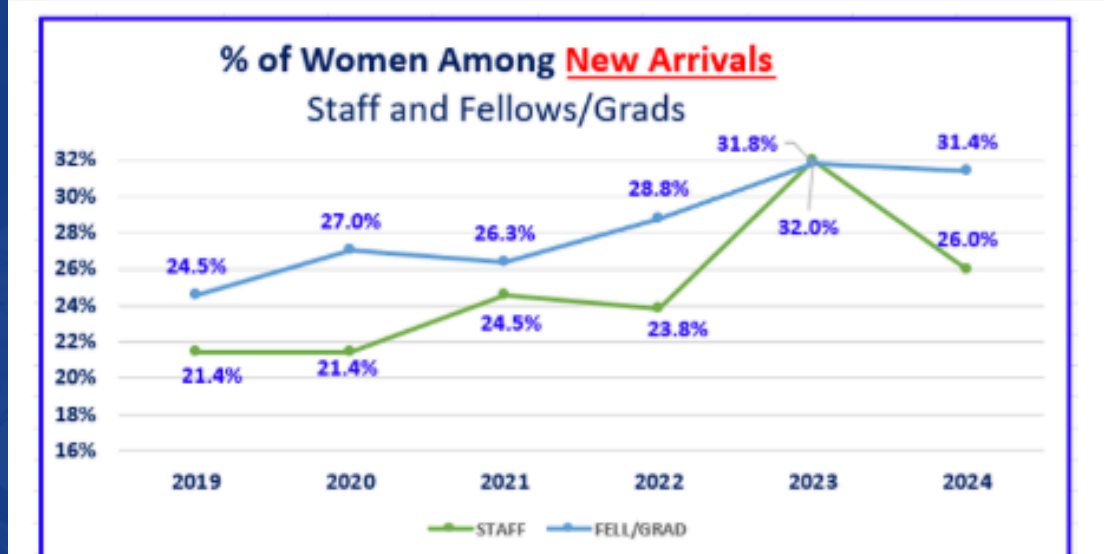
WOMEN REPRESENTATION

- Female Members of the Personnel (2023)
 - 23.7% (MPE)
 - 21.1% (MPA)

Periodic Update (Gender): 01 Dec 2024



= 0.4% from target!



WHY WIT?

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SOON



WOMEN REPRESENTATION

- Female Members of the Personnel (2023)
 - 23.7% (MPE)
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- Low representation of women in STEM jobs

SUPPORT

- Mentoring program
- Collaborate with CERN D&I program
- News & info sharing
- Reach female job applicants with social media
- Skills workshops

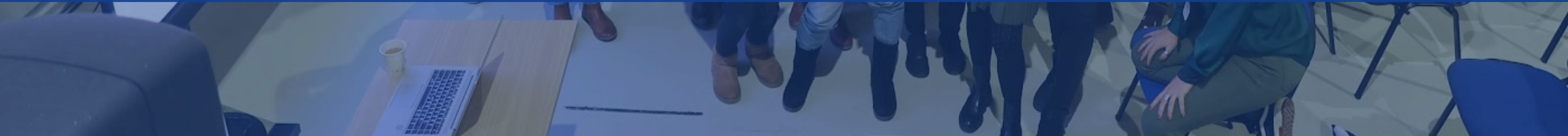
NETWORKING

- Getting to know new people
- Visiting CERN labs
- Exchanging points of view
- Community outreach





WIT COMMUNITY ACTIVITIES



3 VISITS

- ATLAS
- CRYOLAB
- LMF

- ~ 20 participants
- Re/discover CERN



5 WORKSHOPS

- **IMPOSTER SYNDROME**

Raising awareness and mitigation techniques

- **MATERNITY LEAVE ROUNDTABLE**

Clarifying schemes and sharing experiences

- **CV TIPS**

Practical tips to look at your CV differently

- **CLIMATE FRESK**

Raising scientific awareness about climate change through a collaborative game

- **GENDER & AI**

Exploring how human rights are playing out in our newest technology



LUNCH & COFFEE

- Regular meetups
- In both Meyrin & Preveessin campus
- Small team get-togethers



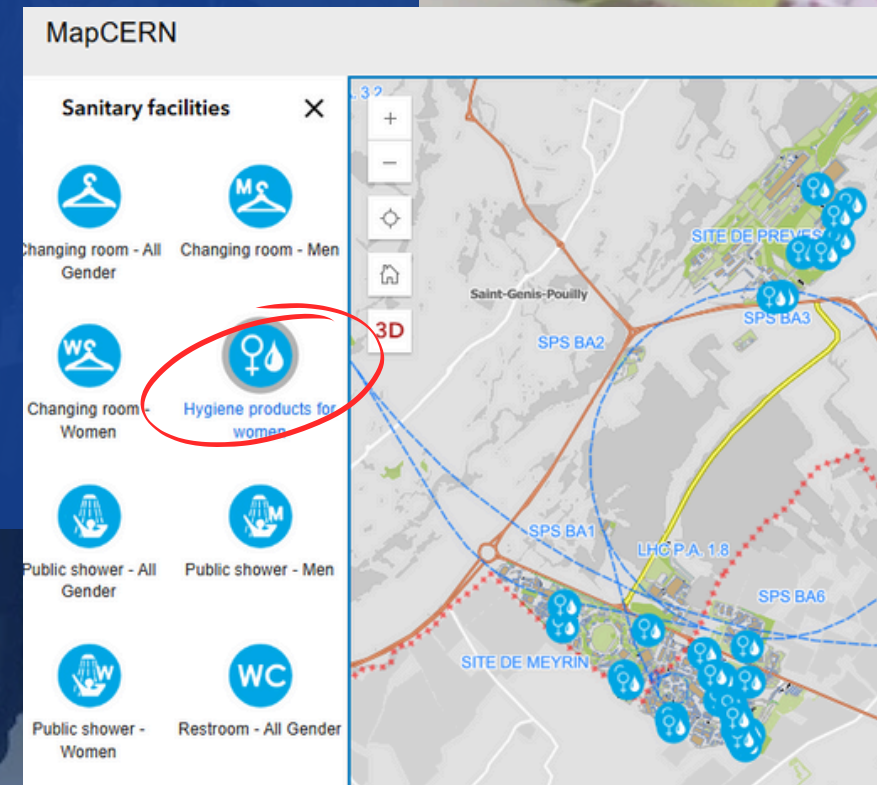
WE'VE GOT YOU COVERED

- **WIT initiative Jun 2023: Hygiene products distribution**
- **Pilot (with support from CERN D&I team)**
 - In 30 restrooms, priority to control rooms, remote areas
 - Locations traceable through CERN Maps
 - Very positive feedback
- **Engaged SCE Jun 2024**
 - *Like hand soap or toilet paper, period products are essential workplace staples*
 - Currently SCE is the pilot maintainer!
 - Plan to expand to cover the whole campus
 - Now officially supported by Staff Association

During my night shift at the [@atlasexperiment CR](#), I was pleasantly surprised to find a thoughtful addition in the female bathroom: a variety of pads, tampons, and panty liners. 😊

It's truly considerate, and I'm grateful to [@wit.cern](#) for ensuring that ladies are well taken care of, especially during the night. Countless times, I've faced situations in the early hours where I couldn't head home due to the lack of public transportation.

01:15



2025 TEASERS

■ Talks

- Current and New DG
- Amalia Ballarino and more

■ Workshops

- Physics Masterclass (with IPPOG)
- Harassment (with all relevant bodies)

■ Visits

- ATLAS follow-up

■ More get-togethers :)

- Send us your ideas!

■ **EVERYONE** is welcome!



WIT
WOMEN IN TECHNOLOGY

Thanks!

WEBSITE:

<http://cern.ch/wit>

SUBSCRIBE TO:

wit-matters@cern.ch

CONTACT:

contact-wit@cern.ch

LINKEDIN:

[https://www.linkedin.com/
company/wit-cern/](https://www.linkedin.com/company/wit-cern/)

