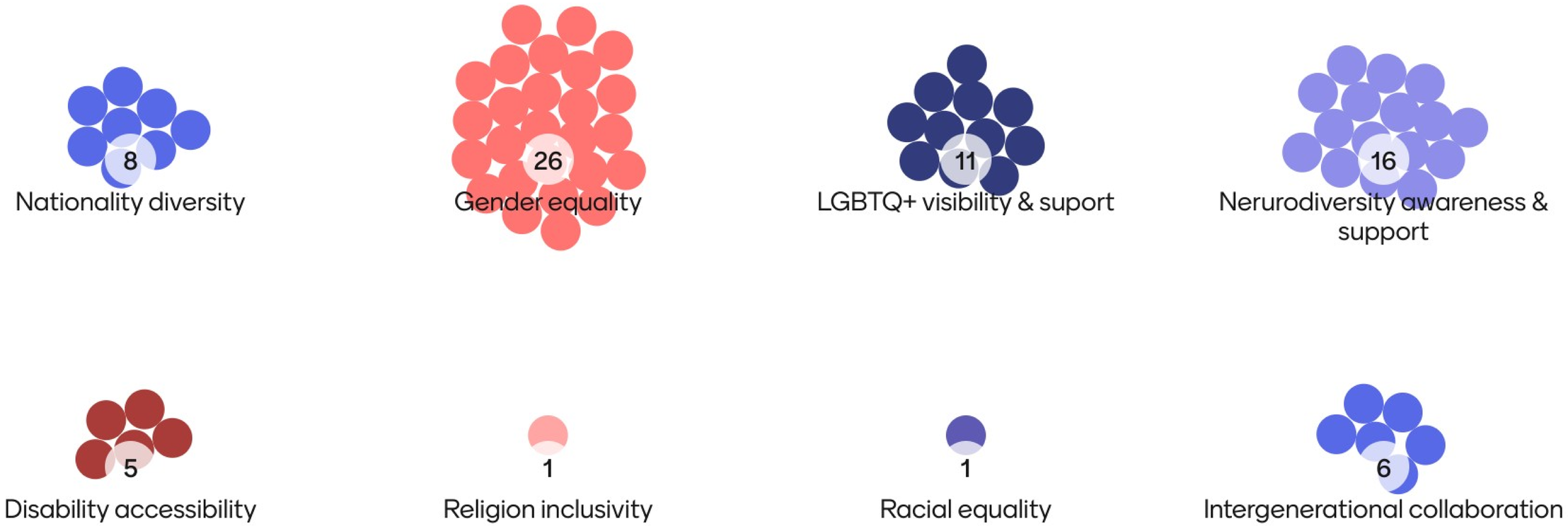
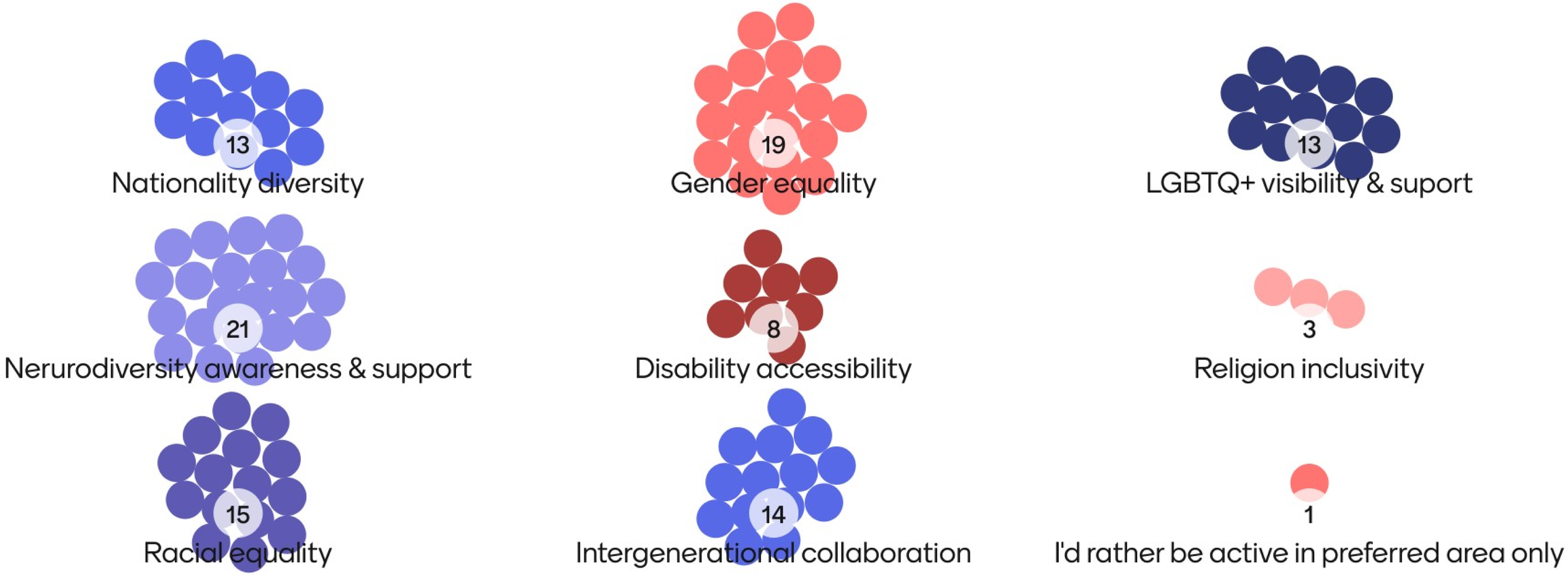
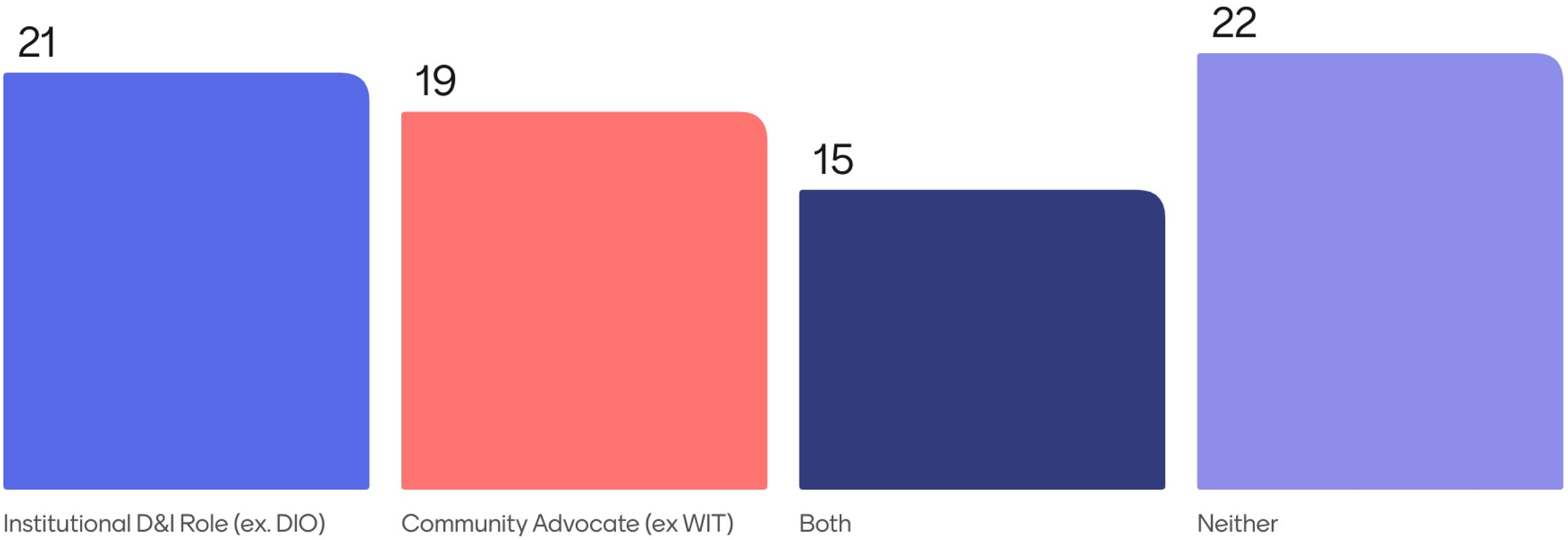
At CERN, I strongly support // am actively engaged in:



Other than my preferred area, I'd like to actively support:



Which best describes your involvement in D&I at CERN?

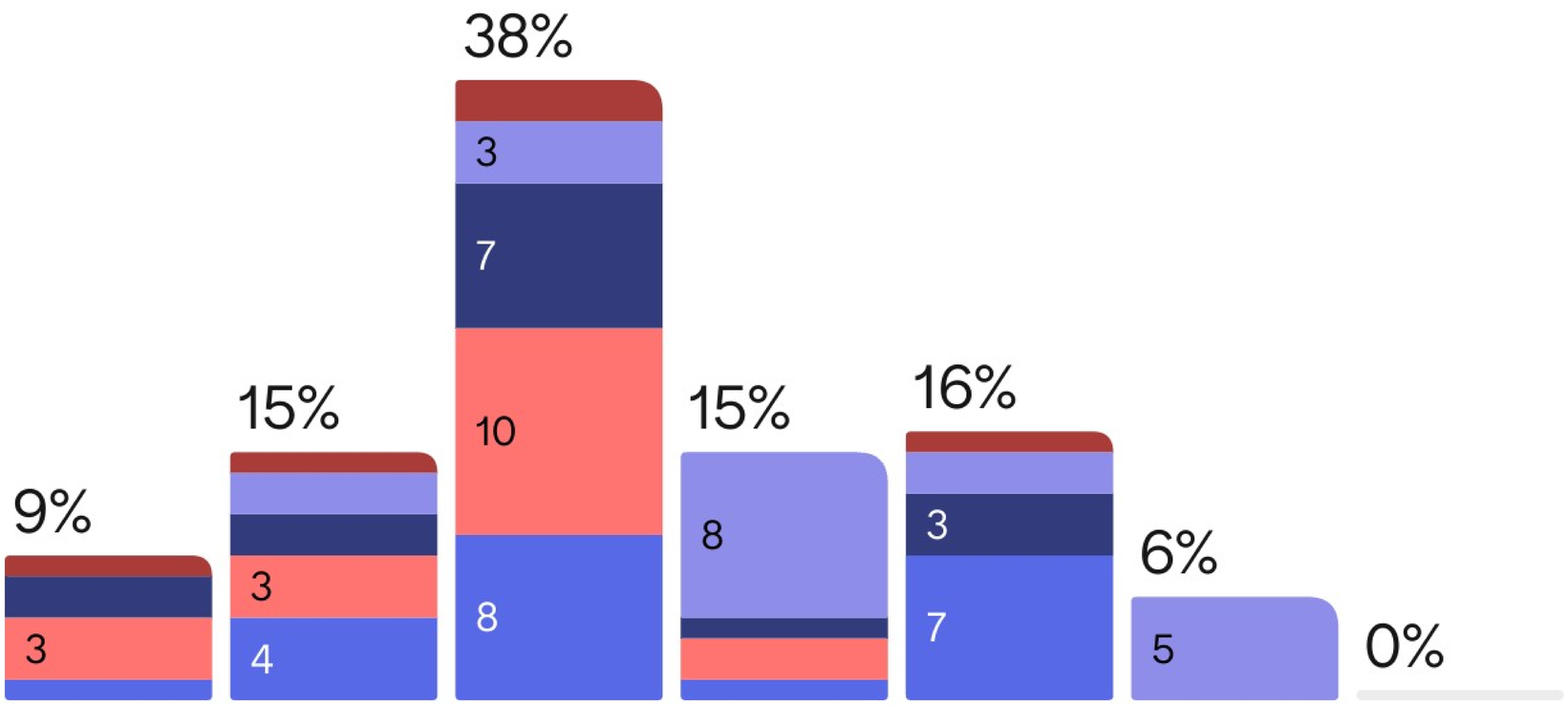


D&I ACTIVIST & INSTITUTIONAL ROLES

Mentimeter

	Activist	Institutional
Strategy:	Systemic change from **outside**: protests, petition, campaigns, call-out injustices, challenge Management	Works **within** an Organization, with Management implements internal policies, training, D&I intiatives
Goals:	Broad **societal-level** change, addresses systemic discrimination	Influences **hiring** practices, **workplace culture,** employee **retention**
Autonomy:	More **independence**; may face **resistance** from instiutions & policymakers	Works **within structure** & its limitations. Navigates internal **politics & managerial resistance**
Account-Ability:	To the **community** or cause. Measures success through cultural awareness, **impact**	To the **Senior Management**, MS. Measure success by **D&I metrics** (recruitment, surveys)
Actions:	**Highlighting** problems, demanding **change**	Devising & advocating **actionable** solutions
	= **catalysts for change**	= **implementing change**

Where do you place yourself on the D&I engagement scale?



ACTIVIST: actively leads, drives systemic change

CHAMPION: strong advocate, influencer, takes consistent action

ADVOCATE: supports D&I efforts, speaks up, engages in initaitives

ALLY: generally supportive, participates when possible

PRAGMATIST: acknowledges D&I importance, focuses on practical

OBSERVER: aware of D&I efforts, but largely passive

SKEPTIC: questions effectiveness or need for D&I initiatives

Segment

Which best describes your involvement in D&I at CERN?

- Institutional D&I Role (ex. DIO)
- Community Advocate (ex WIT)
- Both
- Neither
- Unknown

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INCLUSION & AWARENESS FORUM

Mentimeter

D&I Roundtable

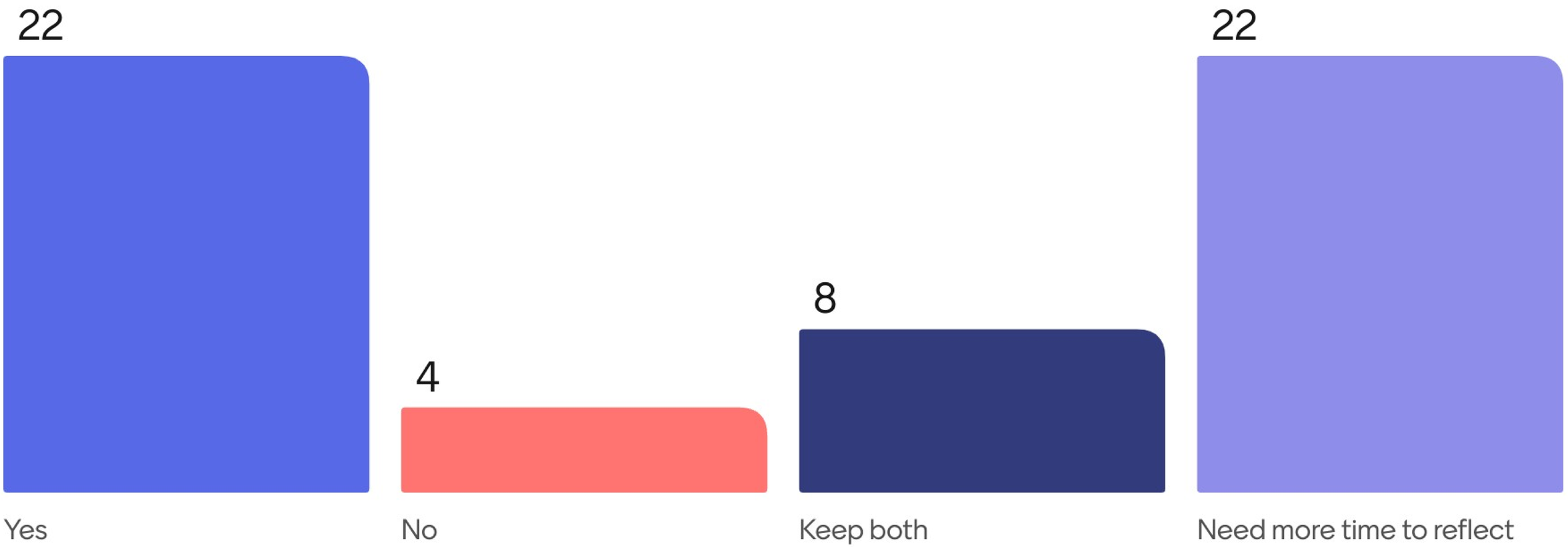
- Established by the D&I Programme
- Operating since: 2018. Meeting every 2 months
- Invitation only: Reps from all informal networks + Experiments Diversity Offices
- Number of members: 13
- Diversity.inclusion@cern.ch

Vision: sharing common D&I challenges and seeking common solutions

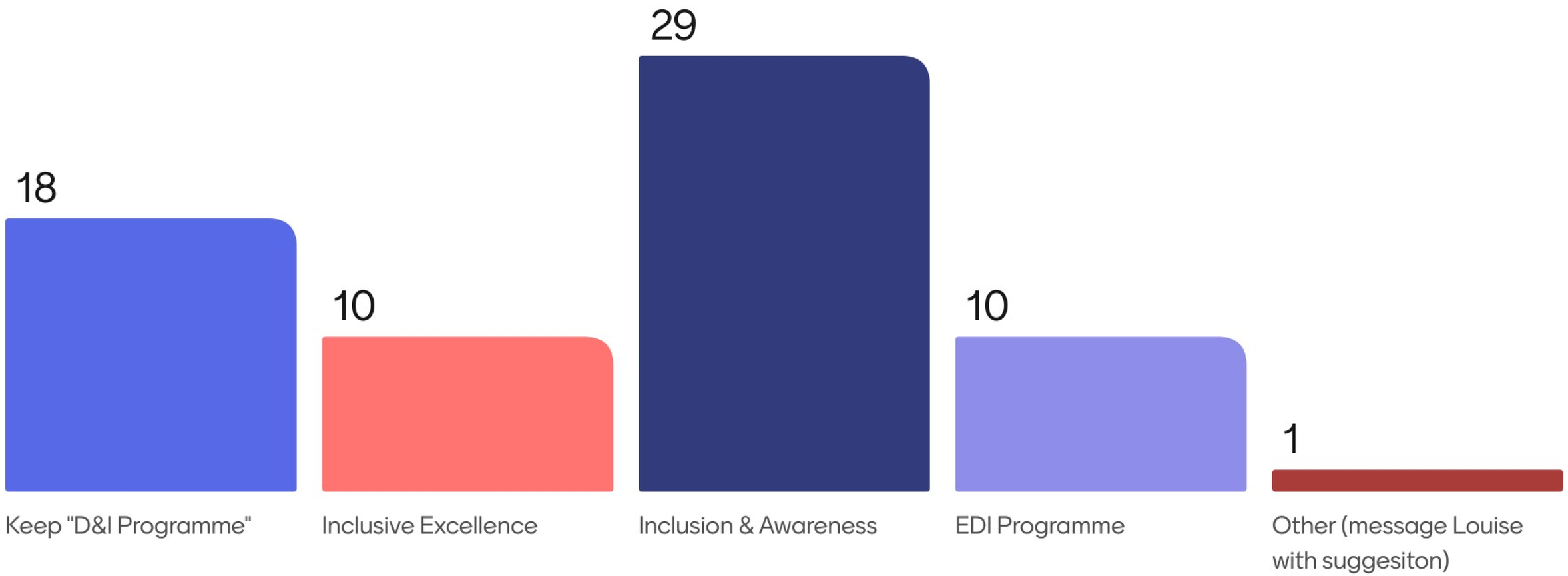
To date: 3 D&I-related policy recommendations approved by the Director-General and implemented:

i) Inclusive Language in Staff Rules & Regs
ii) Extension Contract following maternity leave (Fellows)
iii) Ensuring accessibility at Science Gateway

Establish a quarterly "Inclusion & Awareness Forum" (open to all) to replace D&I Roundtable?



Whether to rename "D&I Programme" under next DG?



Help wanted!

Sample projects

- «Women in STEM» lead: DIO
  - Room C (*Maria & Edda*)
- Neuro inclusion:
  - Tips & Guidelines for working together
  - Inclusion Needs doc: (*Insa*)
  - Loop earplugs: (*Insa*)
  - SNAC Info poster
- Accessibility:
  - Infrastructure lead: DIO
  - IT software lead DIO
  - Conferences
- Spouse Support & Integration
- Awareness raising presentation on trans / non-binary persons for Bat.33 personnel

Unique Skills

- D&I website content & updates
- Graphic design: logos & posters
- Graphic design:
  - Posters
  - LinkedIn tiles
- Excel design
- Data extraction / visualisation
- Project Management
- Storytelling

Committees & events

- Connecting the Dots
- Public Events Committee
- CoARA network
- EIROForum D&I WG
- Event promotion
- Bulletin article

Mentimeter

Add FIRST name + last name initial

Yes, sign me up! to share my knowledge, skill(s), or time:

trans/nb issues

Nikos Tsipinakis

Johan S Bonilla Castro (They/Them): happy to discuss LGBTQIA+ issues, Latinx (immigrant) experience, and first-generation higher education challenges. I'm happy to offer my writing/communication ski

Matthias Van de veire - share experience of ADHD (diagnose, how it helped, coping mechanisms, aiding systems,...) - time to act as agent - assist Clarissa if needed (Depending on time + GL approval)

Anaïs Gerard: I would be happy to help where I could, and I have communication skills (writing, content creation) that I hope could be useful.

Lucy L

Stella O. Interested in "neuro inclusion" tips and guidelines for working together Skills: project management

Gabriella P

13

Mentimeter

Add FIRST name + last name initial

Yes, sign me up! to share my knowledge, skill(s), or time:

Facilitation skills, particularly to leverage collective intelligence using Liberating structures Female Empowerment Coaching & Leadership Development approach (pull not push) - benefits all

As time permits (already involved in other projects): nonbinary representation & awareness. Happy to share my voice as I'm nonbinary myself. Insa M

Zornitsa Z

Sasha I. Need some more time to reflect on how I might do this and will email.

Mariana M.

13

Mentimeter

Add FIRST name + last name initial

Yes, sign me up! to share my knowledge, skill(s), or time:

Matheus M

Irene Zoi, limited time and US based, let's see what is possible to do

Later

null

GT

Zornitsa Z

Veysi O.

Mariana M.

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Mentimeter

Add FIRST name + last name initial

Yes, sign me up! to share my knowledge, skill(s), or time:

A. B.

Sasha I. Will take some time to reflect on this and will email.

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