

Gender Equality Working Group

Conveners:

Frank Zimmermann

Geneviève Guinot

Tuesday 24th March, 5.30 p.m. - 7 p.m. Room A



Magda Kowalska, CERN Experimental Physicist, with Geneva school girls at the 2013 *Expand your Horizons* event at the University of Geneva.
Photo: Guillaume Mégevand

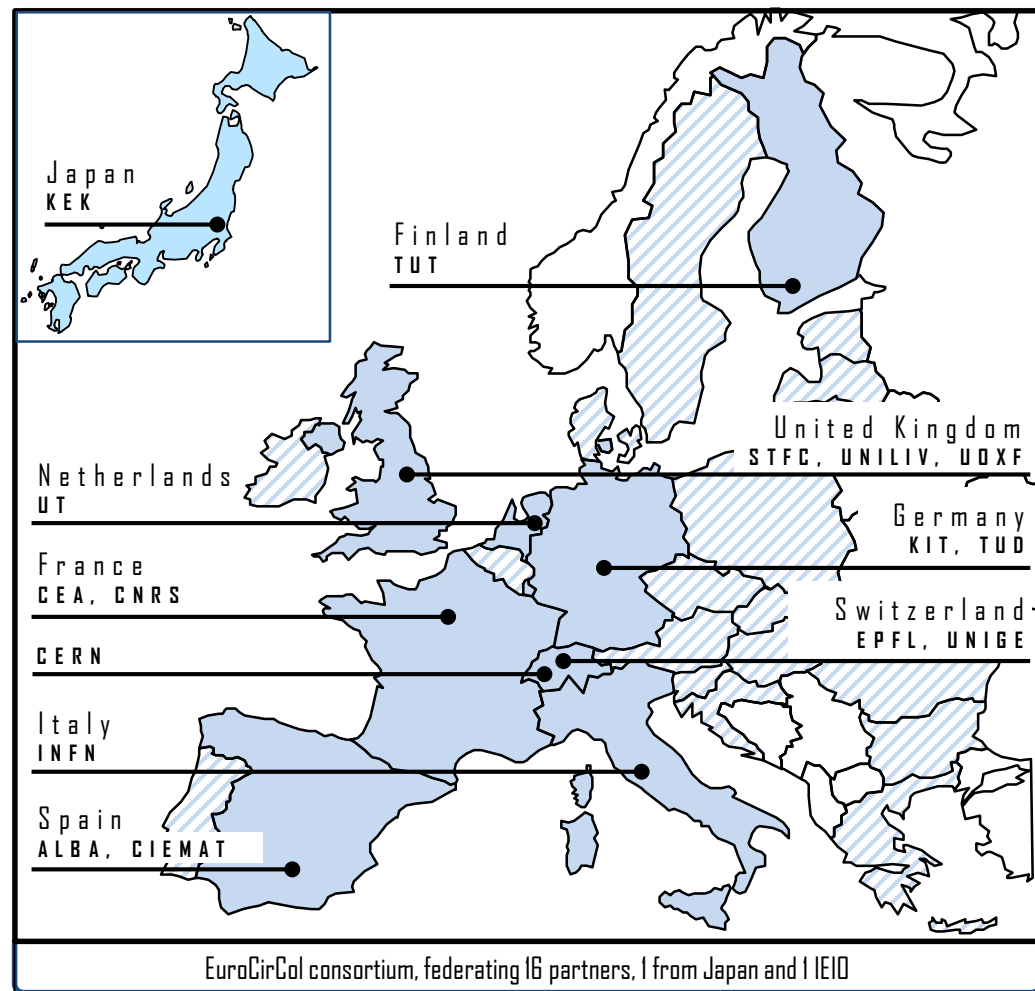
An international open collaboration

- 51 institutes
- European Commission
- 19 countries



EuroCirCol

Selected for funding
by EC with highest
achievable points
(15/15) on January
28, 2015



EuroCirCol

Selected for funding
by EC with highest
achievable points
(15/15) on January
28, 2015



RTD-B7 "Science with and for Society"
26-02-2014¹

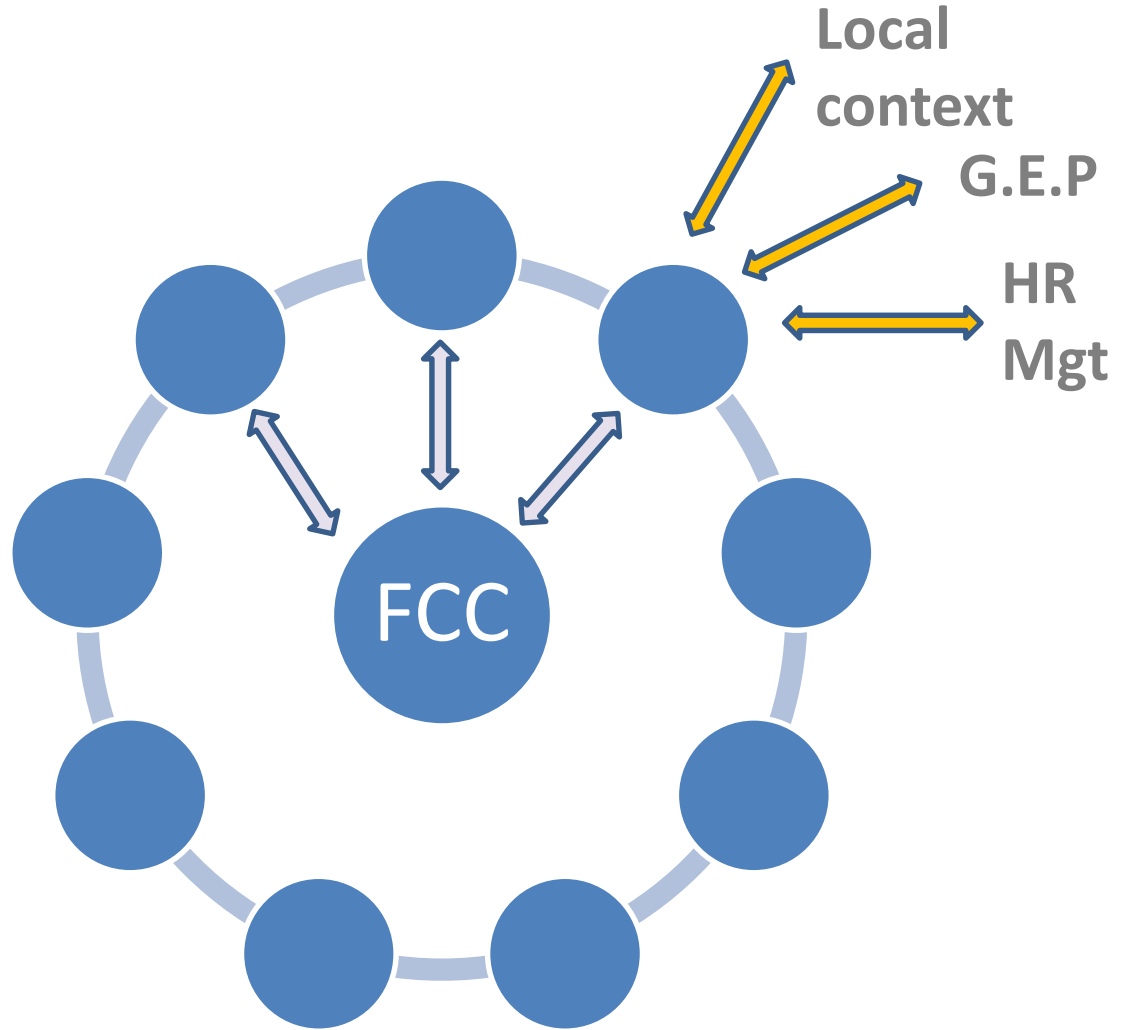
Vademecum on Gender Equality in Horizon 2020

Horizon 2020 framework

The consortium is committed to work towards equal representation of women and men in leadership positions.

Setting up a WG

a complex set-up



Expected outcome:

Frame the conditions and process towards the establishment of a gender balance roadmap for the Collaboration

ATLAS – Sharing personal experience

- Dr Fabiola Gianotti

APS

- Dr Ted Hodapp

IEEE- Retention of Women in Technical Disciplines

- Dr Kate Duncan

DoE – Engaging women in energy careers

- Ms AnneMarie Horowitz

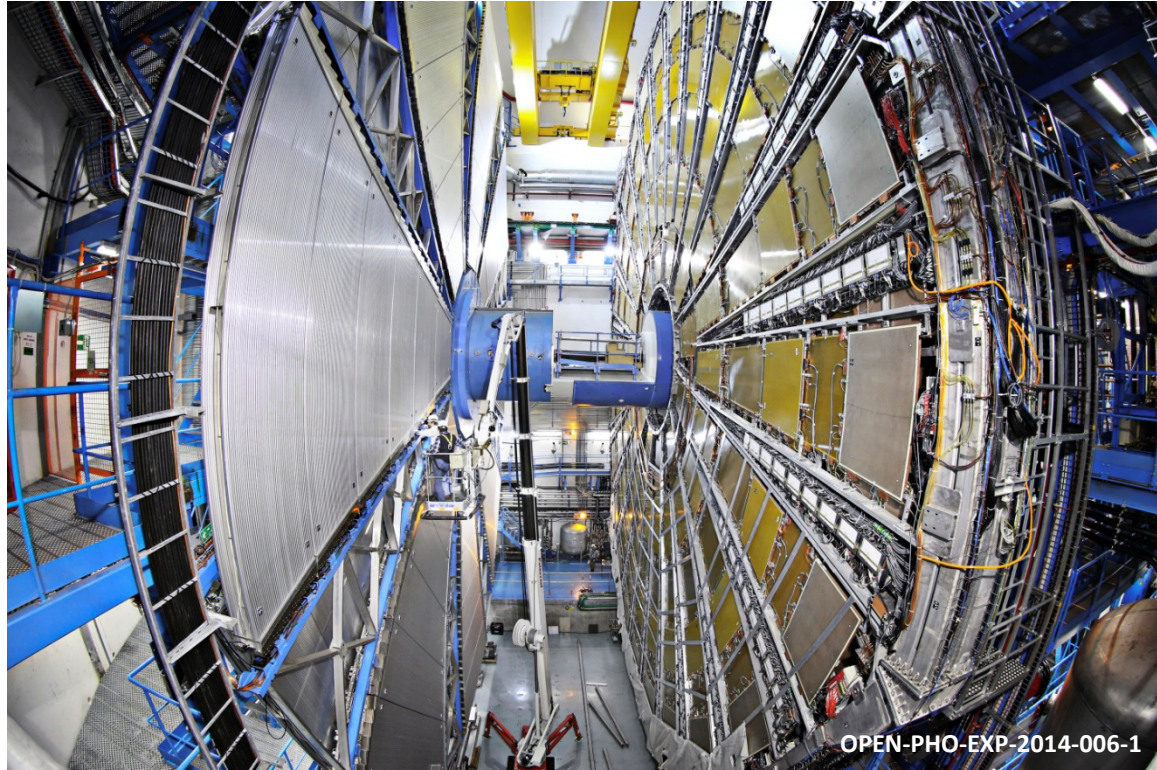
NSF - ADVANCE programme

- Dr Jessie DeAro

First recommendations

- Examples - Video

Short introductive Q&A session with Dr Fabiola Gianotti



OPEN-PHO-EXP-2014-006-1

ATLASExperiment©CERN

Theodore Hodapp – APS

Theodore Hodapp is the Director of Education and Diversity for the American Physical Society (APS). The Department runs programs that advocate issues relevant to minorities and women, in areas of education and careers. He is the Principal Investigator on several grants that support the Conferences for Undergraduate Women in Physics, which bring together nearly every undergraduate woman studying physics in the United States, and is currently developing a national effort to provide local mentors for underrepresented minority students studying physics, the APS National Mentoring Community. Prior to his functions at APS, Dr Hodapp, among other experiences, served as Program Director in the National Science Foundation's Division of Undergraduate Education, and was professor and chair of the Hamline University Physics Department in St. Paul, Minnesota.





IEEE Women in Engineering (WIE): Retention of women in technical disciplines

Katherine J. Duncan PhD, IEEE Women in Engineering (WIE)
Region 2 Coordinator

1st Annual Meeting of the Future Circular Collider Study, Tuesday March 24, 2015
Washington DC



Kate Duncan – IEEE

Dr. Duncan received a B.E. in Computer Engineering and M.E. in Electrical Engineering from Stevens Institute of Technology and a Ph.D. in Applied Physics from New Jersey Institute of Technology. She has been involved with volunteer activities in the IEEE for more than 10 years with ever increasing responsibility.

Since 2009, she has been engaged in the development of novel nanomaterials for the next-generation communication systems. Synthesis, deposition, material, and electrical characterization have been her research focus. She developed a direct-write laboratory enhancing her employers in-house prototyping capabilities. She is also a Research Adjunct Professor of Electrical and Computer Engineering at the University of Delaware, Newark, DE, USA. Her research focuses on printed energy scavenging devices. This work enables her to engage with the next generation of engineers where she mentors students in different stages of their academic program (bachelor, master and Ph.D.).



AnneMarie Horowitz - DoE

AnneMarie Horowitz is a Special Assistant in the Office of the Under Secretary for Management and Performance, working for Deputy Under Secretary David M. Klaus.

She has been with the Energy Department since 2009, and previously served as the Operations and Communications Officer for the Office of Economic Impact and Diversity, where she oversaw outreach, partnership development, communications, and public engagement on the Department's programs to reach traditionally underserved communities. She created the robust Women @ Energy series, an online feature of women in STEM. She manages the Energy Chapter of the White House Council on Women and Girls, and is a Departmental designee to the White House Council on Women and Girls. Ms. Horowitz co-organized the First Annual White House Women in Climate and Energy conference in 2013, and the launch events for the Department of Energy's Minorities in Energy Initiative in 2013. She was also part of the U.S. official delegation to the APEC Women in the Economy Forum in May 2014

in Beijing, China.



Women in Energy – Program Highlights



Engaging women in energy careers

AnneMarie Horowitz

Office of the Under Secretary for Management and Performance
US Department of Energy

ADVANCE

**Increasing the Participation and
Advancement of Women in Academic
Science and Engineering Careers**

**A Cross-Foundation Program at
the National Science Foundation**



Jessie DeAro – NSF

Dr. Jessie DeAro's federal career started in 1999 as a Presidential Management Fellow (PMF) after earning her doctorate in physical chemistry from the University of California at Santa Barbara. She has fifteen years of experience managing several capacity building and education research programs for improving the participation and success of underrepresented minorities and women in STEM education and the workforce at the U.S. Department of Education and the National Science Foundation. She spent a year detailed to the White House Office of Science and Technology Policy in 2010 working on policy projects related to STEM education and diversity in STEM. She is currently serving as acting Deputy Division Director and is the program officer of the ADVANCE program which focuses on institutional change to increase the participation and advancement of women in STEM academic careers.



Conditions for a successful gender road map

Commitment from the Collaboration Management

Resources allocated for the corresponding activities

Monitoring, accountability, transparency

Support from a network of professional experts in generating effective management practices

Initial Recommendations - examples

To the FCC Collaboration

- Communication strategy to attract women
 - Outreach activities
 - Information on funding opportunities
 - Gender neutral language and images
- Balancing gender composition of committees
- Gender balanced leadership
- Make women in the Collaboration visible

Some measures are gender neutral

To the institutes

- Open the doors to unconventional careers
- Pay attention to dual career matters
- Support work-life balance in particular for new parents



CERN-PHOTO-6705233

© CERN