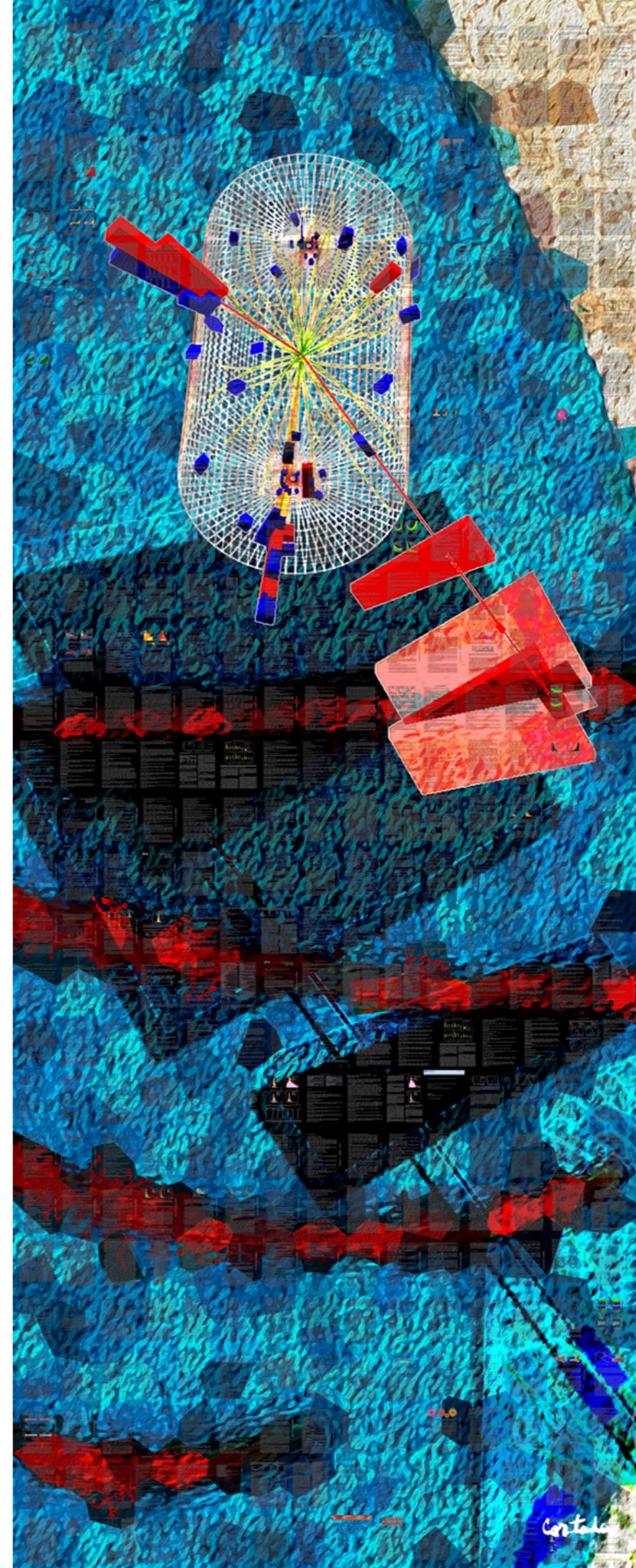


DIVERSITY OFFICE @ CMS

.....
Clemencia Mora Herrera



OUTLINE



- CERN D.O.
 - CERN code of conduct
- Experiments's diversity actions
 - CMS D.O.
 - International Women's day 2018
 - LGBTQ+ in STEM day
- Resources
- References

DIVERSITY @ CERN

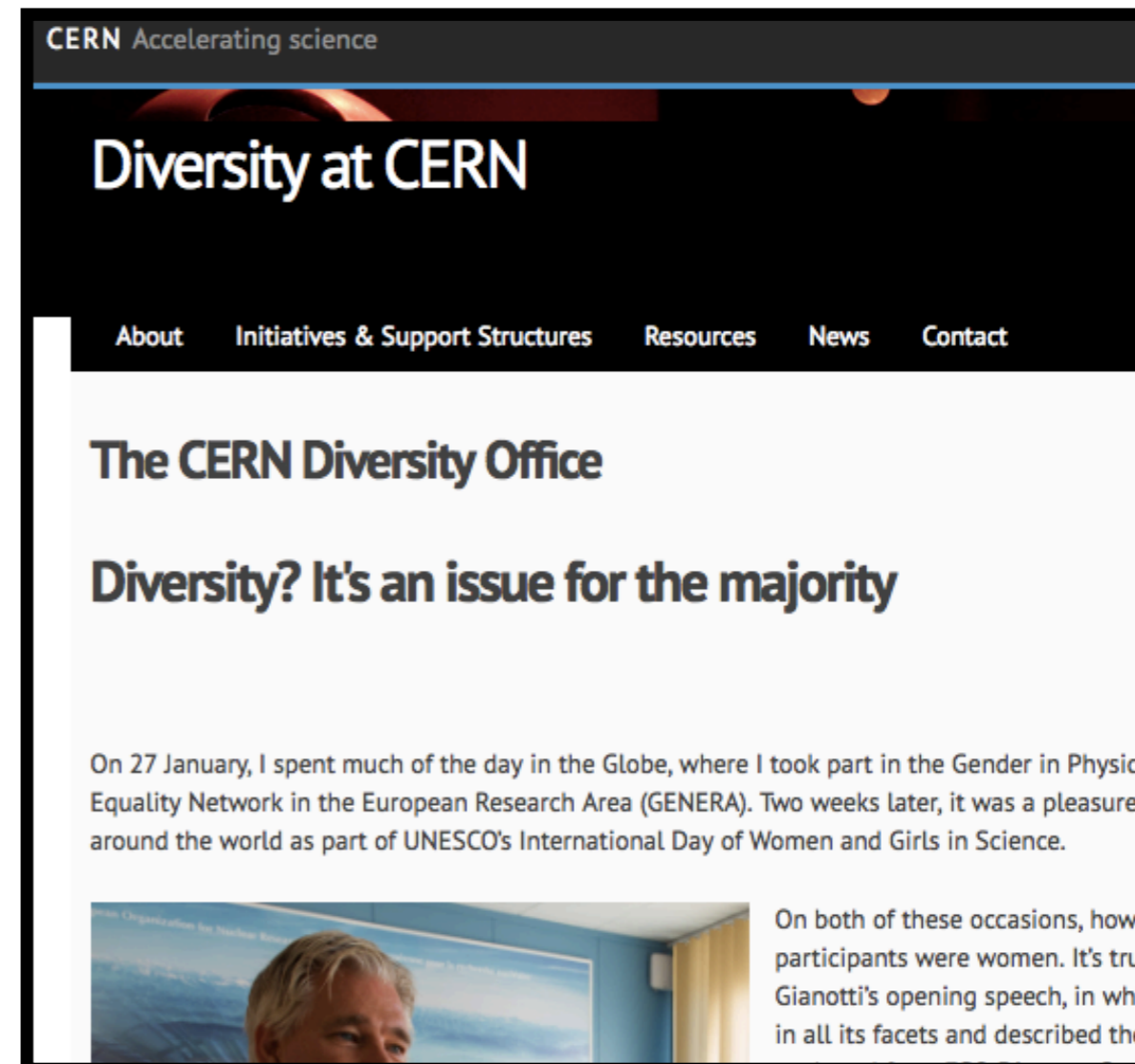


- Diversity Programme launched in 2011 : <http://diversity.web.cern.ch/>
- CERN's Diversity Policy (HR) is based on the 3 principles, drawn from CERN's Diversity value:
 - “appreciating *differences*,
 - fostering **equality** and
 - promoting *collaboration*”

Diversity in:

- Nationality/culture
- Profession
- Age/generation
- Gender
- Individual differences such as ethnic origin, sexual orientation, belief, disability, or opinions*

*provided that they are consistent with the Organization's values



DIVERSITY @ CERN

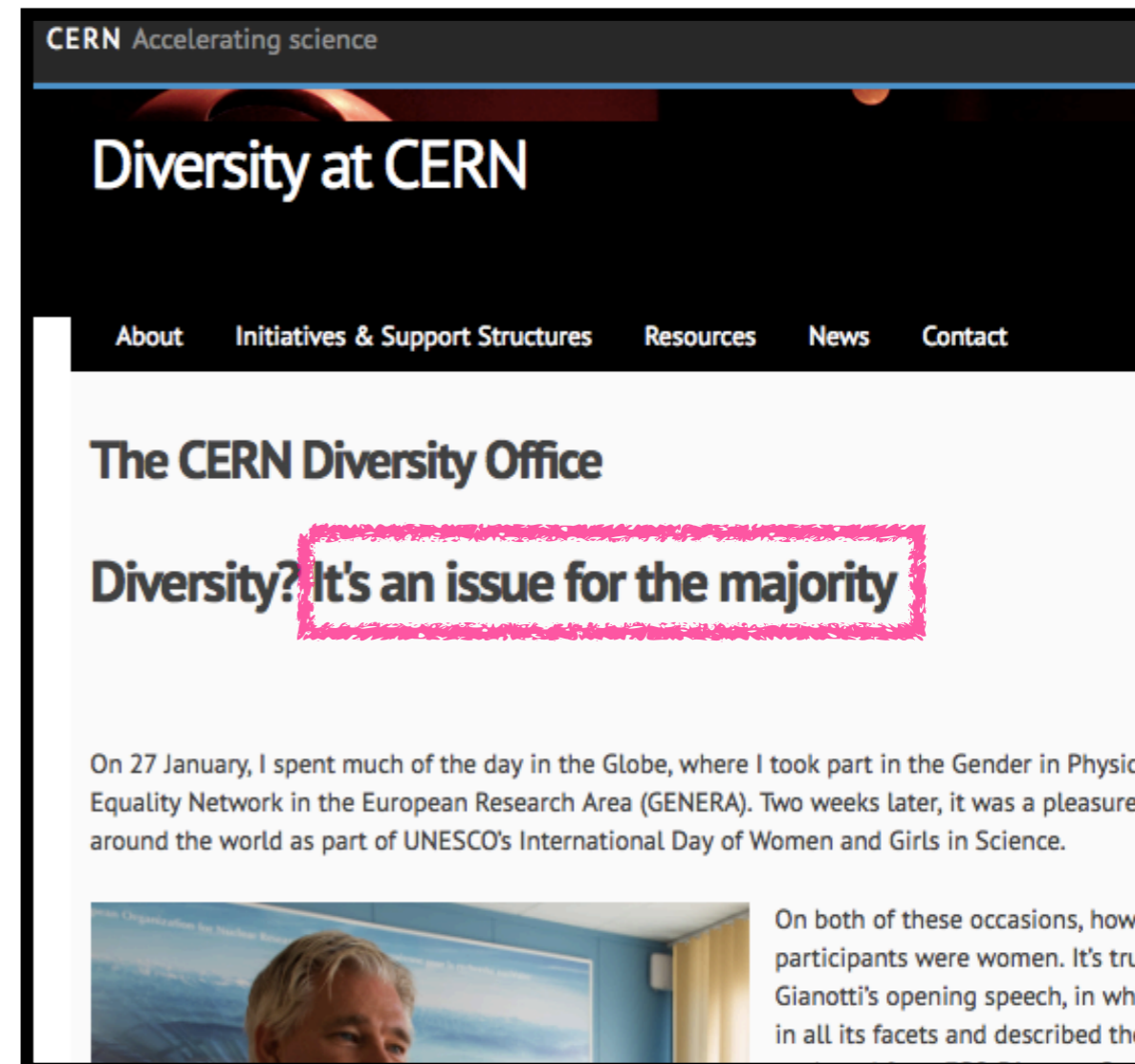


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CERN D.O. GENDER EQUALITY



An emphasis on gender equality

The three *Es*

Encouraging young girls and women to take up careers in science...

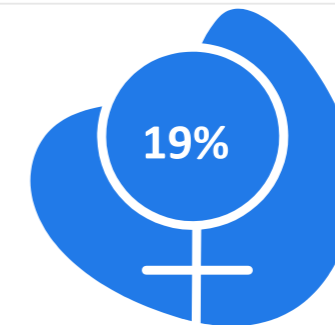
Fabiola Gianotti

Director-General | European Organization for Nuclear Research

I, Fabiola Gianotti, support the GGC Panel Parity Pledge.

As the Director-General for the European Organization for Nuclear Research (CERN), we also commit to undertake the following:

- The Organization will undertake actions to encourage school girls to take science and technology subjects.
- The VIP Visit Service will ensure to reach out to competent women as potential CERN representatives each time a VIP visit is organised.



Members of personnel
2016 Annual personnel statistics

... **E**nabling them i.e. creating an inclusive work environment



... **E**mploying them...

SIX WOMEN SHARE THEIR EXPERIENCE WORKING AT CERN



Human Resources
Diversity Office

Presentation at QM2018

CERN D.O. INCLUSIVE WORK ENVIRONMENT



Your Life @ CERN

A FAMILY-FRIENDLY WORK ENVIRONMENT

- Child care facilities
- Support to dual careers
- Leave for new parents
- Family-related leave

AN INCLUSIVE AND RESPECTFUL WORKPLACE

- Networks : LGBTQ+, Disability, Nationalities
- Communities: WIT, Lunch Collider
- Social Affairs Service, Psychologist, Occupational doctors, Ombuds
- Accessibility
- A return-to-work policy
- Informal networks
- Language courses
- Support Services

A PROFESSIONAL - PERSONAL BALANCE

- Part-time work
- Telework
- Dynamic leave scheme
- Pre-retirement programmes
- A Campus with services and clubs

Human Resources
Diversity Office

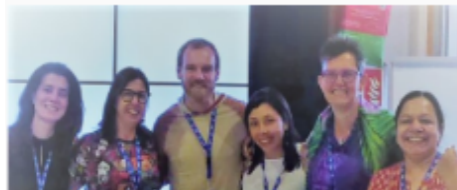
Initiatives and Programmes

Gender Inclusive Teaching

CERN's Diversity Office is joining efforts with science teachers

16 Aug 2017 -- Ioanna Koutava

For the third consecutive year, the CERN Diversity Office facilitated a work group with science teachers on the topic inclusive teaching in the framework of the CERN International Teacher Programme.



The CERN International Teacher Programme welcomes science teachers from around the world who would like to share their knowledge of particle physics, learn more about educational practices available, and collaborate with fellow science teachers of various nationalities. During the three weeks' programme, all teachers participate in work groups on various topics: "Gender Inclusive Teaching".



"It really made me realise some of my own unconscious behaviours, to which I will definitely pay more attention to in the future.

One of the things I will take home is, that an environment of collaboration and open discussion, rather than competition, can do wonders and can engage not only more girls, but also my more introverted male students."

(Itumeleng Molefi, Physics Teacher in South Africa)

Human Resources
Diversity Office

Inclusive Language

To ensure we use gender inclusive language, CERN established:

- A **2-hour workshop** on Gender Inclusive writing in French
- **Guidelines** for gender inclusive language in both English and French.

CERN D.O. POST CAREER BREAK FELLOWSHIP

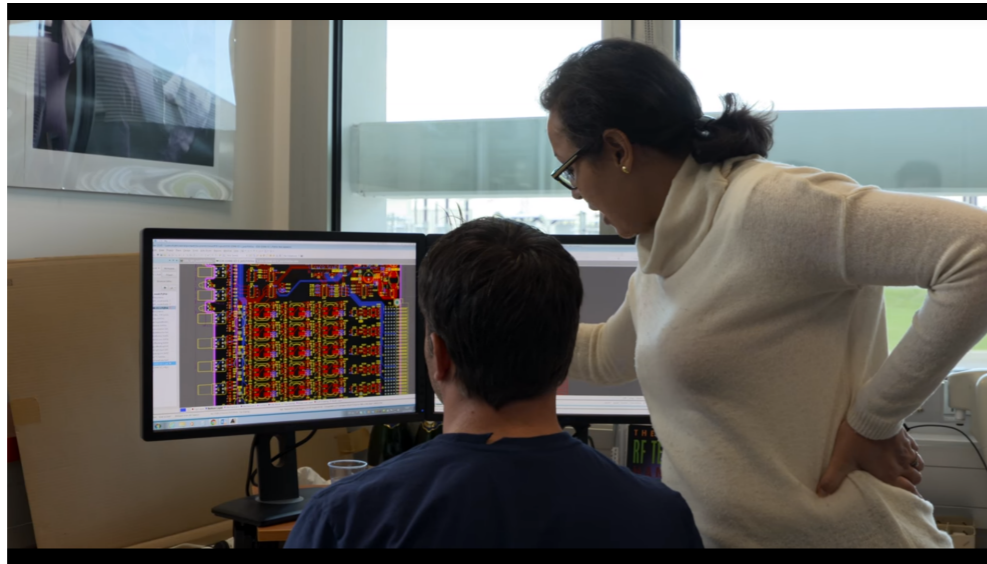


Initiatives and Programmes

The Post-Career Break Fellowship

An opportunity for scientists and engineers **returning to work after a career break.**

*“CERN gives you **an opportunity for a second chance!**”*



(Image: CERN)

- 2-year Fellowship at CERN for scientists or engineers
- For graduates who have been on a career break for at least 2 years
- The Fellows had career breaks due to personal reasons such as family or caring responsibilities
- Hiring 1-2 people per year

Human Resources
Diversity Office

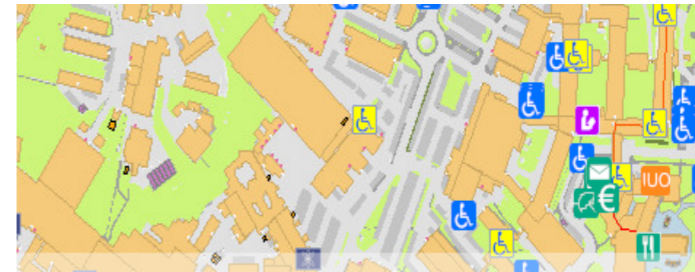
Accessibility



(Images: CERN)

✓ Accessibility referred to on the CERN GIS.

- ✓ > Facilities for persons with disabilities
- ✓ > Wheelchair accessible toilet
- ✓ > Accessible path from 33 to 500
- ✓ > Accessible parking place
- > Other Facilities



✓ Further support structures on cern.ch/diversity

Support Structures for people with disabilities

Disability is one of the five dimensions covered by CERN's diversity policy, embedded under "Individual Differences" address the special needs of people with reduced mobility, meaning access and equipment as needed as well as support appropriate for persons with temporary or permanent disabilities.

[Finding infrastructures for people with reduced mobility](#)

[Entrance Formalities for people with reduced mobility](#)

[Wheelchair accessible Hotel Rooms](#)

[Temporary "reduced mobility" parking permit](#)

[Remote work](#)

[Contact the Disability Network at CERN](#)

**EPS awarded project
to create
internship positions for
STEM students with
disabilities**

Human Resources
Diversity Office

CERN CODE OF CONDUCT



In effect since July 2010

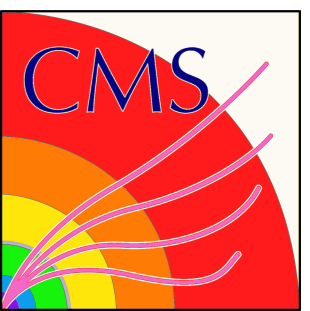
Regarding Diversity...

AS CERN CONTRIBUTORS, WE:

- **Respect** and value differences.
- Promote **inclusiveness** in the workplace.
- Demonstrate **team spirit** and invest in team building.
- Treat others with **tact, courtesy and respect**.
- Abstain from and actively **discourage discrimination**.
- **Avoid offending** others by exercising restraint, and are aware that may be perceived as such even unintentionally.
- **Refrain from unpleasant or disparaging remarks or actions**, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, disability, or family situation.



AT CERN'S COLLABORATIONS



➤ ATLAS Diversity & Inclusion

<https://twiki.cern.ch/twiki/bin/viewauth/Atlas/DiversityInclusion>

- Has its own code of conduct for meetings! (follow the CERN CoC)
- Presented their demographic study in ICHEP 2016

➤ LHCb Early Career Gender & Diversity

http://lhcb.web.cern.ch/lhcb/ECGD_Office/ECGD-intro.html

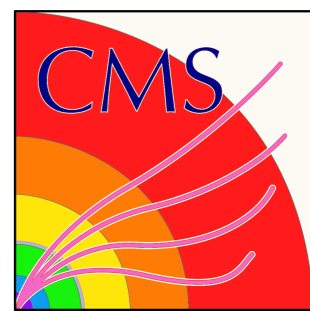
- Discussion session every LHCb week
- Liaison with external EC/G/D groups
- Advice to management as needed
- Confidential listening & advice to individuals

AND CMS?



- CMS Diversity Office in place since ~September 2017:
 - *The goal of a CMS Diversity Office is to foster a **working environment** where all members of the Collaboration can **thrive and bring in their talents**, irrespective of age, career status, employment situation, institutional affiliation, geographical location, nationality, gender, ethnicity, family situation, sexual orientation, or disabilities.*
- 2 DO chairs, plus 9 members from different minorities + CB chair and SP ex-officio.
- <https://twiki.cern.ch/twiki/bin/viewauth/CMS/CMSDiversityOffice>
- The mandate of the Diversity Office is to:
 - **advise management and individuals** on diversity related matters
 - **propose actions to promote diversity** and create awareness
 - **monitor and record statistical information** related to diversity
 - **actively listen to Collaboration members' concerns**
 - **report regularly** to the Collaboration about diversity related issues
 - **collaborate with diversity related bodies outside CMS**

ACTIVITIES IN 2018



IWD 8 March

► CMS women













CMS Photos / Collaboration

CMS-PHO-COLLAB-2018-003

CMS women - Postdoctoral researchers

Conditions of Use © 2018 CERN, for the benefit of the CMS Collaboration

Total images: 27

					
CMS-PHO-COLLAB-2018-003-26 Small, Medium, Large, Original	CMS-PHO-COLLAB-2018-003-2 Small, Medium, Large, Original	CMS-PHO-COLLAB-2018-003-9 Small, Medium, Large, Original	CMS-PHO-COLLAB-2018-003-5 Small, Medium, Large, Original	CMS-PHO-COLLAB-2018-003-11 Small, Medium, Large, Original	CMS-PHO-COLLAB-2018-003-1 Small, Medium, Large, Original
Dr. ... Postdoc	Rebeca Gonzalez Suarez.	Dr. Christine McLean. Postdoc	Dr. Anastasia Karavdina. Postdoc	Dr. ... at	Patricia Rebello Teles. Postdoc
					

LGBTQ+ in STEM day 5 July

- Social networks to support <https://prideinstem.org/lgbtstemday/>
- Rainbow logo
- Awareness!

ACTIVITIES IN 2018



IWD 8 March

► CMS women

CMS Photos / Collaboration

CMS women - Postdoctoral researchers

Conditions of Use © 2018 CERN, for the benefit of the CMS Collaboration

Total images: 27

CMS-PHO-COLLAB-2018-003

CMS Photos / Collaboration

CMS women - Senior scientists

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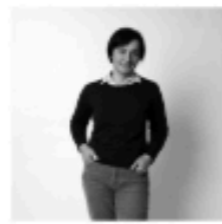
Total images: 41



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CMS-PHO-COLLAB-2018-006-14
Small, Medium, Large, Original



CMS-PHO-COLLAB-2018-006-47
Small, Medium, Large, Original



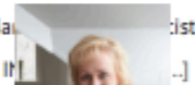
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CMS-PHO-COLLAB-2018-006-11
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CMS-PHO-COLLAB-2018-006-43
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CMS-PHO-COLLAB-2018-003-1
Small, Medium, Large, Original
Patricia Rebello Teles. Postdoc

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ACTIVITIES IN 2018



IWD 8 March

➤ CMS women

CMS Photos / Collaboration

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CMS-PHO-COLLAB-2018-003

CMS Photos / Collaboration

CMS women - Senior scientists

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CMS-PHO-COLLAB-2018-006



CMS-PHO-COLLAB-2018-005

CMS Photos / Collaboration

CMS women - Junior scientists

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Total images: 13

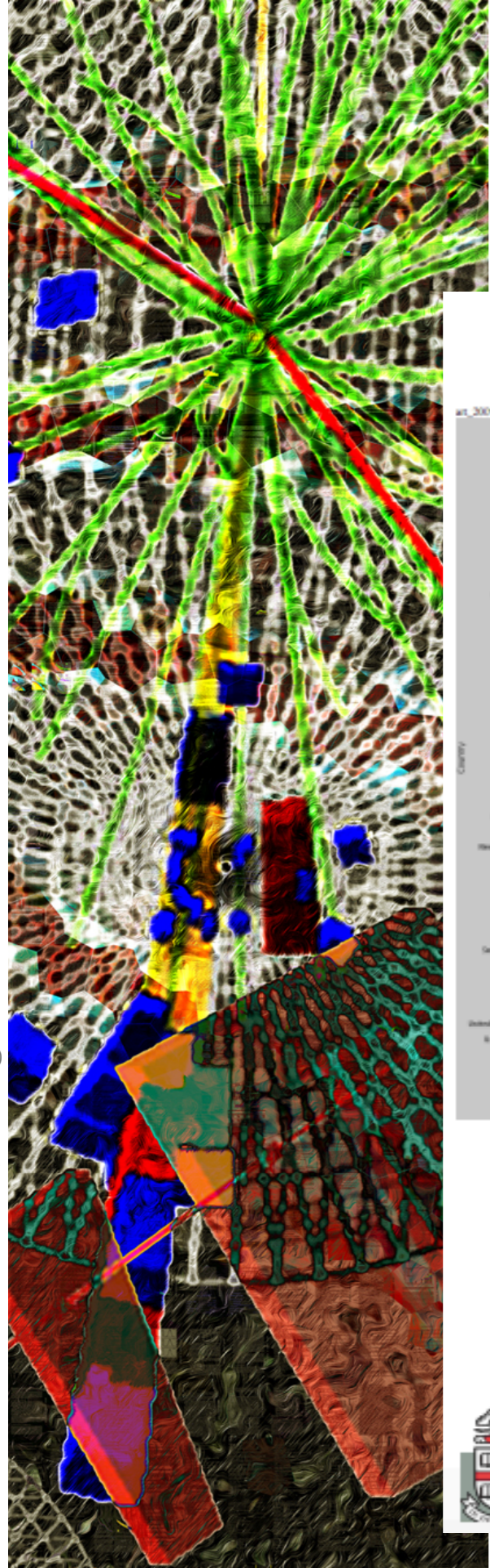


CMS-PHO-COL
Small, Medium
Patrizia Azzi C



LGBTQ+ in STEM day 5 July

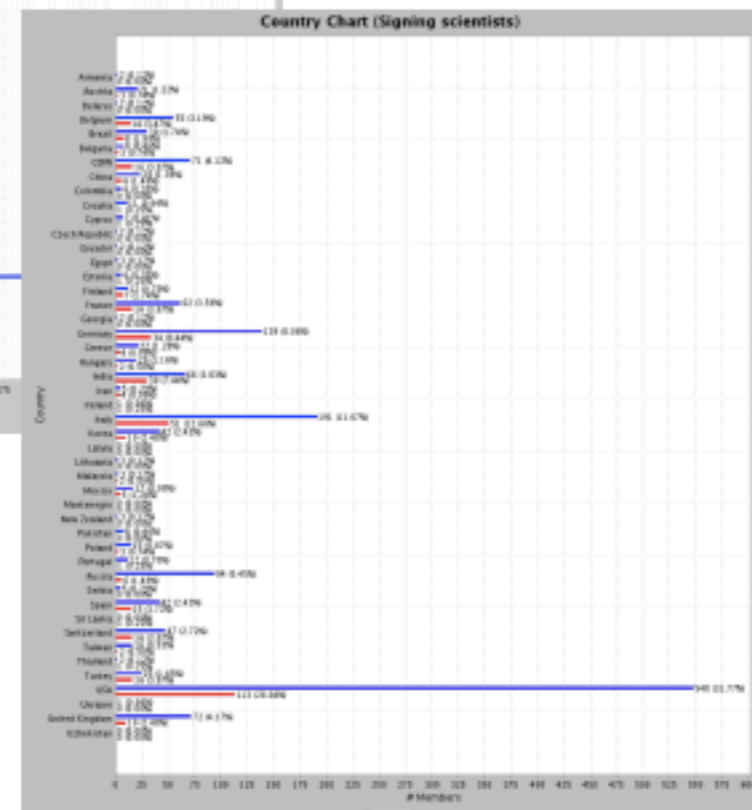
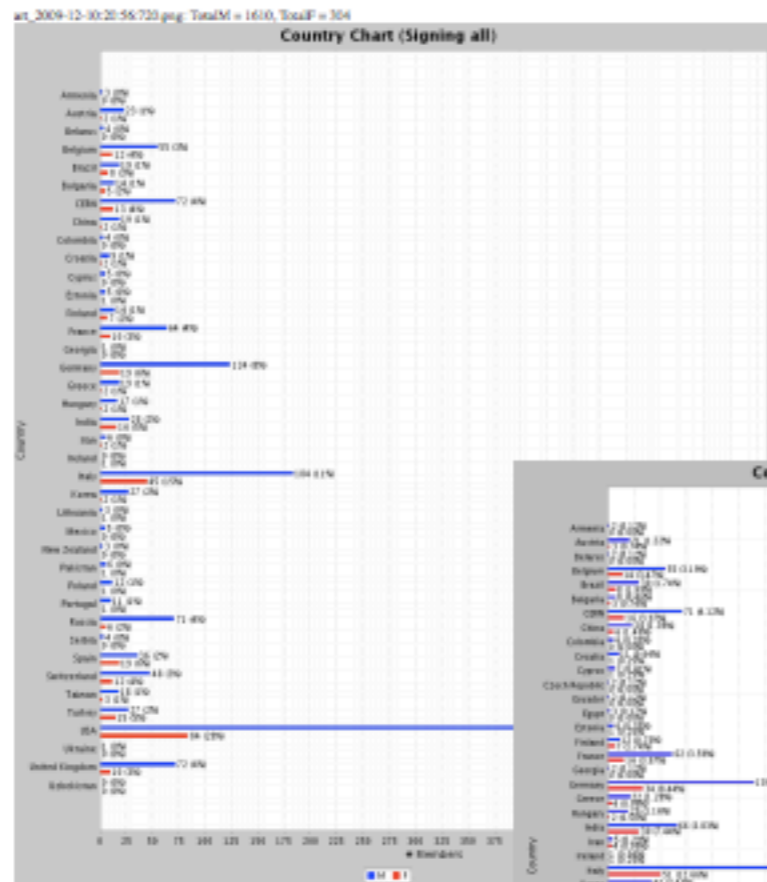
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- Rainbow logo
- Awareness!



CMS DIVERSITY DATA



Gender distribution by country (2009 vs 2018)



% of females for some countries:

Country	2018	2009	delta
Austria	12.5%	8.0%	56%
belgium	20.3%	17.9%	13%
brazil	21.1%	29.6%	-29%
CERN	18.4%	15.3%	20%
China	20.0%	9.5%	111%
Finland	36.8%	33.3%	11%
France	20.5%	21.5%	-5%
Germany	19.7%	13.3%	48%
India	31.3%	36.4%	-14%
Italy	21.1%	19.7%	7%
Korea	19.2%	6.9%	179%
Poland	16.7%	8.3%	101%
Portugal	7.7%	8.3%	-7%
Russia	6.0%	7.8%	-23%
Spain	26.3%	34.5%	-24%
Switzerland	25.4%	20.0%	27%
Taiwan	11.1%	14.3%	-22%
turkey	39.0%	35.7%	9%
UK	12.2%	12.2%	0%
USA	17.1%	12.7%	35%

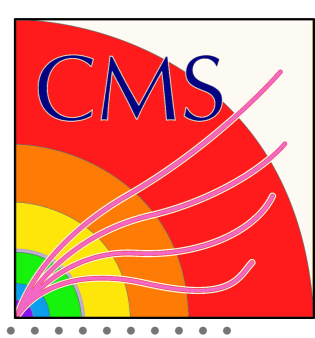
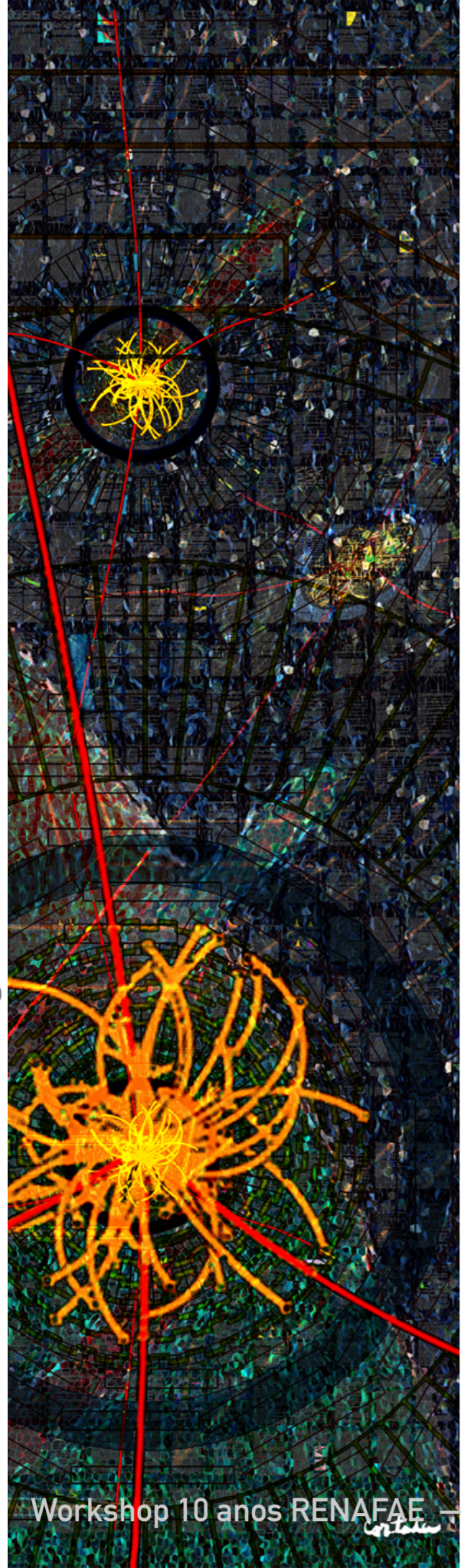


https://indico.cern.ch/event/737005/contributions/3049516/attachments/1675294/2689424/Narain_CMS-DO-Stats-June2018.pdf

RESOURCES



- ▶ CERN Ombudsperson
 - ▶ <https://ombuds.web.cern.ch/>
- ▶ CMS D.O. anonymous message box
https://twiki.cern.ch/twiki/bin/viewauth/CMS/CMSDiversityOffice#Anonymous_Message_Box_Click_on_L
- ▶ CERN WIT community <http://women-in-technology.web.cern.ch/>
- ▶ Videos <http://diversity.web.cern.ch/videos>
- ▶ GENERA <http://diversity.web.cern.ch/genera>
- ▶ Nationality networks http://diversity.web.cern.ch/informal_network/Nationality
- ▶ Disability network http://diversity.web.cern.ch/informal_network/Disability



REFERENCES

- Why diversity matters? (McKinsey 2015) <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
- Diversity and performance (McKinsey 2018) <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>
- CERN code of conduct in CDS <https://cds.cern.ch/record/2240689/>
- CERN Diversity Policy document <http://cds.cern.ch/record/2001016/files/DiversityPolicy.pdf>