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## **Promoting Diversity at CERN and within CMS - the work of the Diversity Office**

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The mandate of the diversity office (DO) of CERN and within the LHC experiments is to promote the diversity of gender, geographical regions and ethnicities, orientation, and minorities in general. The CMS DO was established in August 2017.

Activities on international women's day to bring awareness to female colleagues and participating in the first LGBTQ in STEM day are some of the actions taken by the DO.

The DO also monitors the diversity dataset within the collaboration with periodic analyses of the distribution of age, gender and region of the members, and contributes in avoiding instances of harassment or discrimination of collaboration members (micro-aggressions or biased behaviour during meetings, bad-tasted humour in talks given on behalf of the collaboration, etc.) by working on establishing a code of conduct and channels for safe reporting of misconduct at conferences, for example.

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