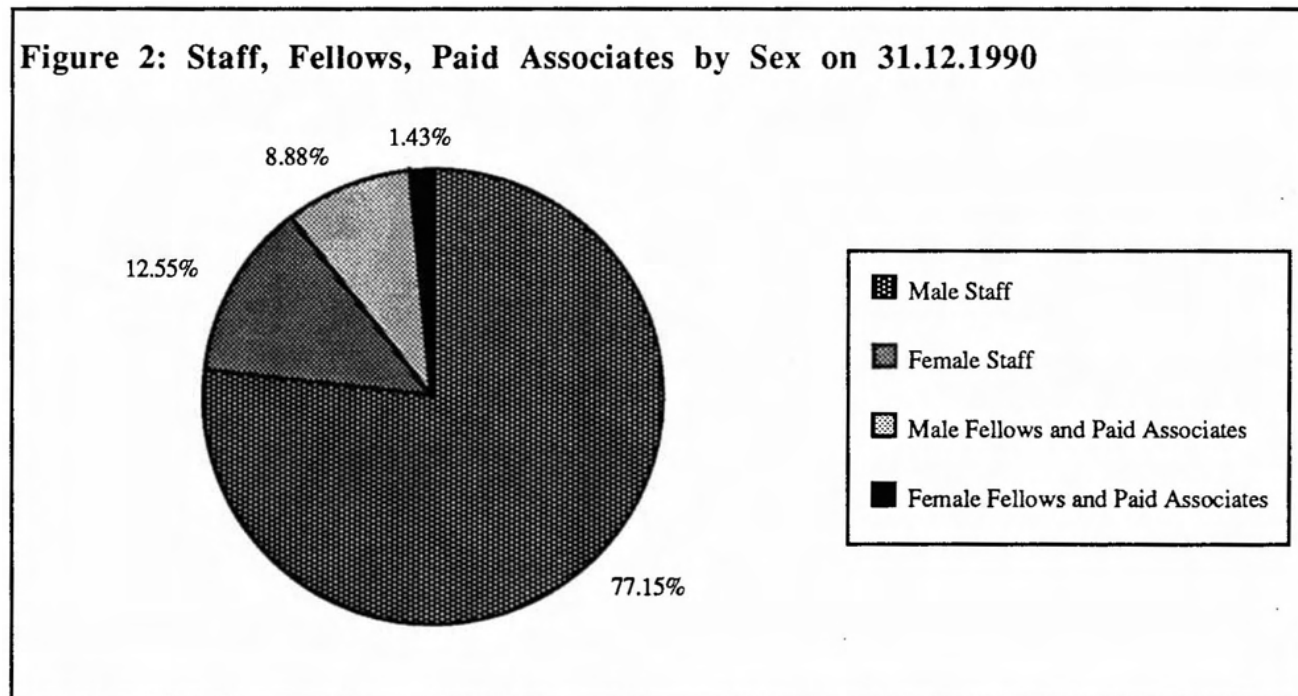


Slides for WIT

Fraction of women at CERN in 1990

- Staff, fellows and associates (latter two categories combined)
 - 14% of 3203 staff and 14% of 368 fellows & associates were women in 1990



Number of staff by profession

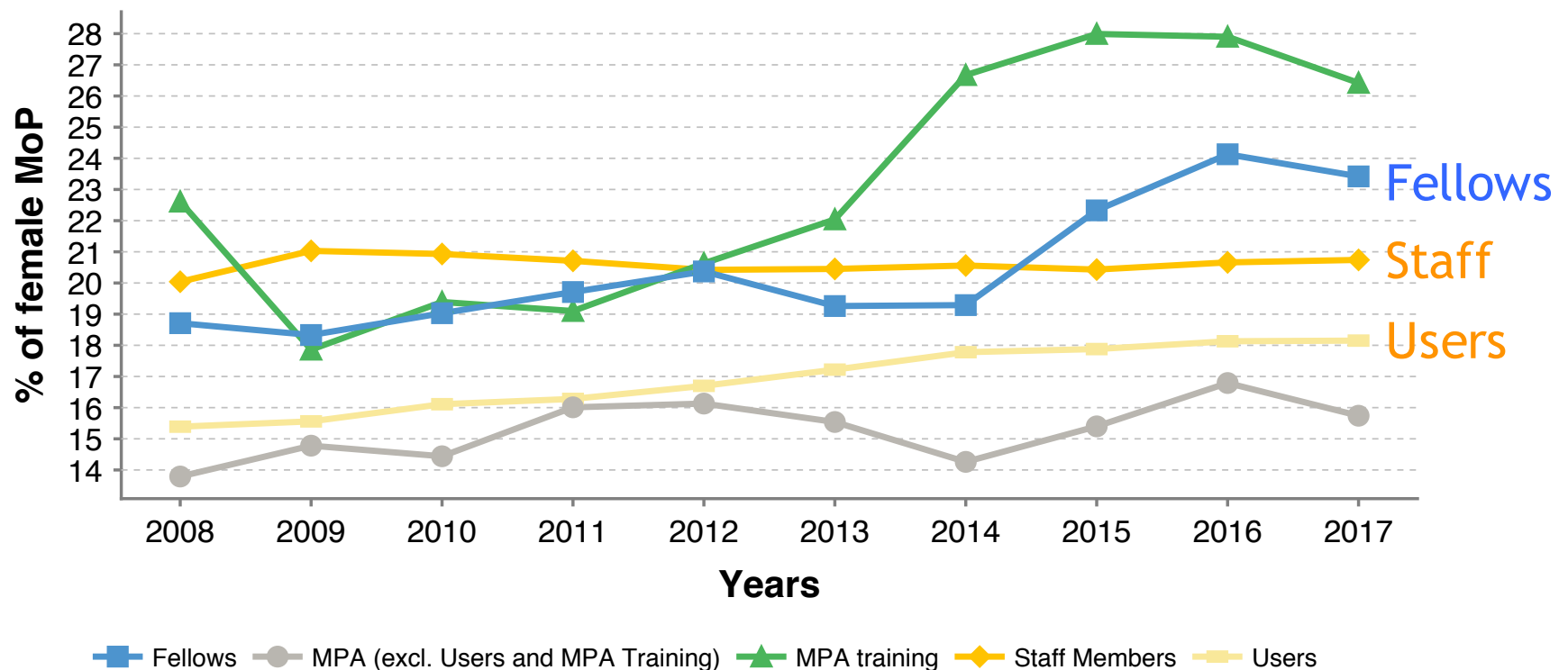
- Number of women, total, and fraction of women
 - (from CERN Annual Personnel Statistics)

	1997			2017		
Category	F.	All	%	F.	All	%
Research physicist	7	100	7.0	8	86	9.3
Scientific & Engineering	48	864	5.6	137	1143	12.0
Technical work	37	1001	3.7	58	890	6.5
Manual work	20	370	5.4	5	57	8.8
Professional admin.	28	118	23.7	92	175	52.6
Office & admin. work	288	366	78.7	246	282	87.2
Total	428	2819	15.2	546	2633	20.7

Percentage of women over last 10 years

- Employed and associated members of the personnel

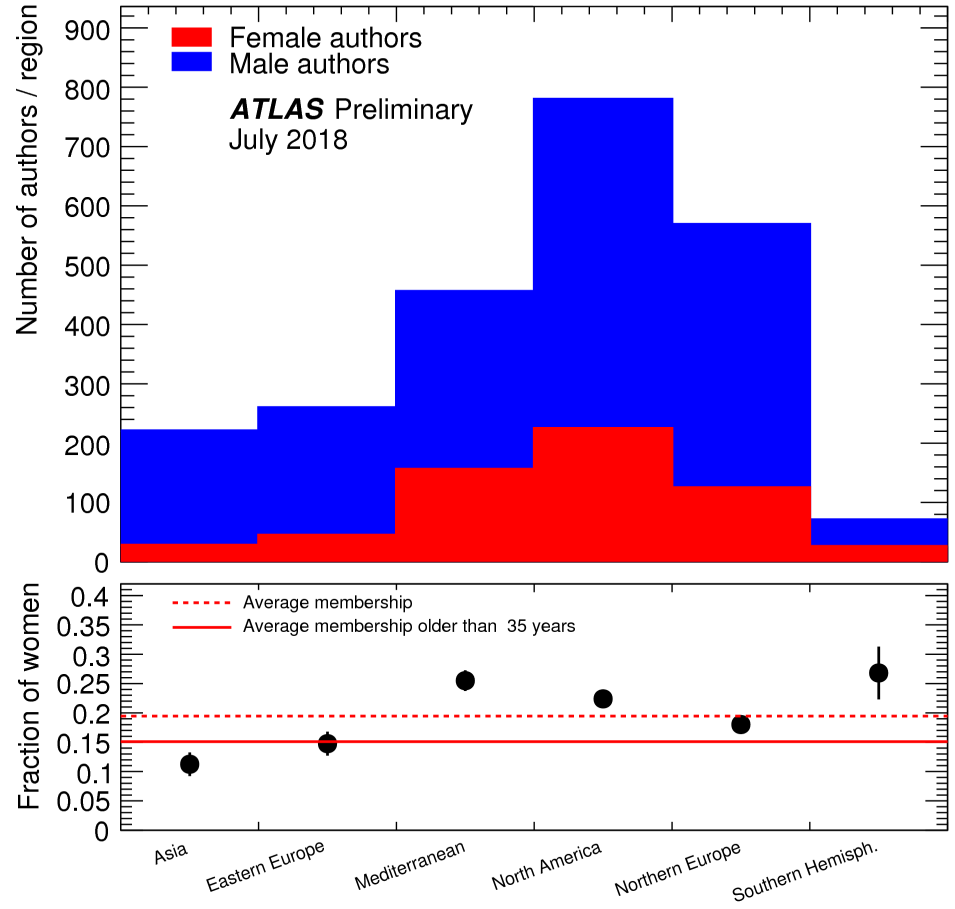
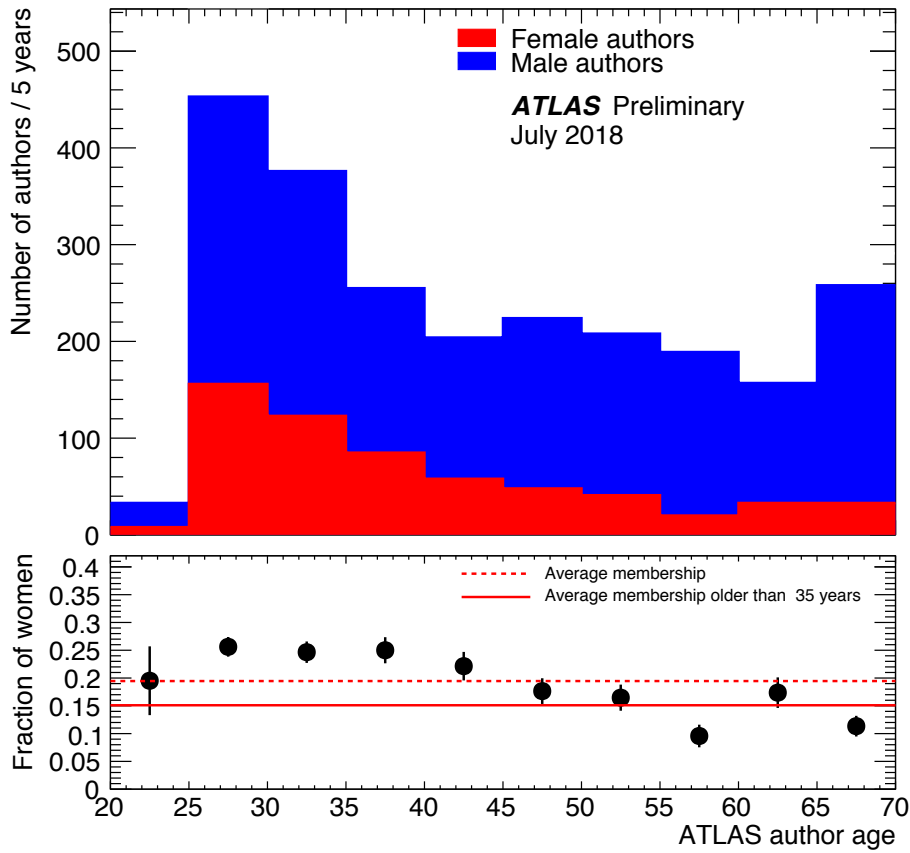
Figure 3. Evolution in the Percentage of Female Members of the Personnel over the last 10 years



- (Some jumps are artifacts due to changes of definitions)

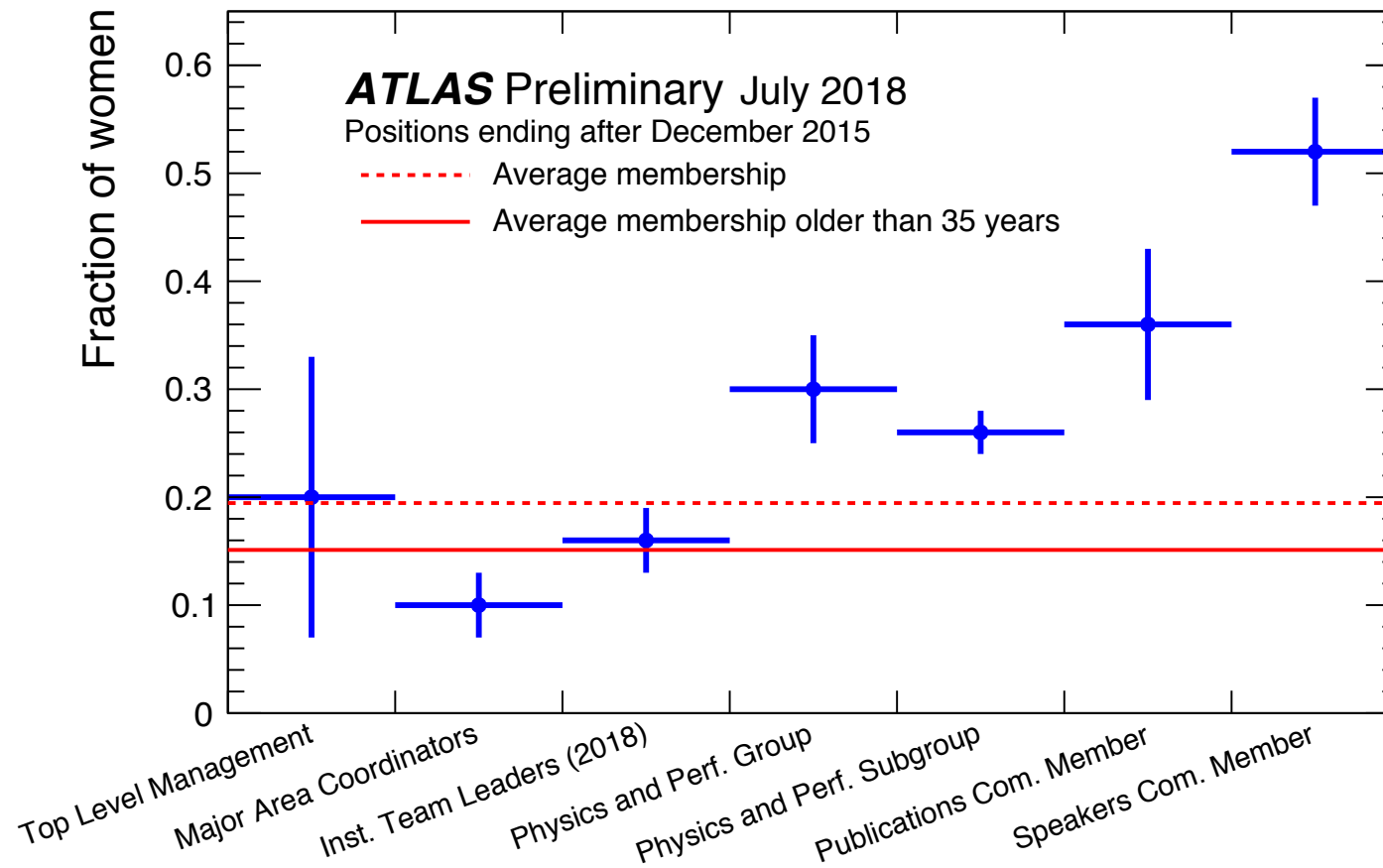
Women in ATLAS

- Fraction of women in the collaboration by age, and by region



Women in ATLAS

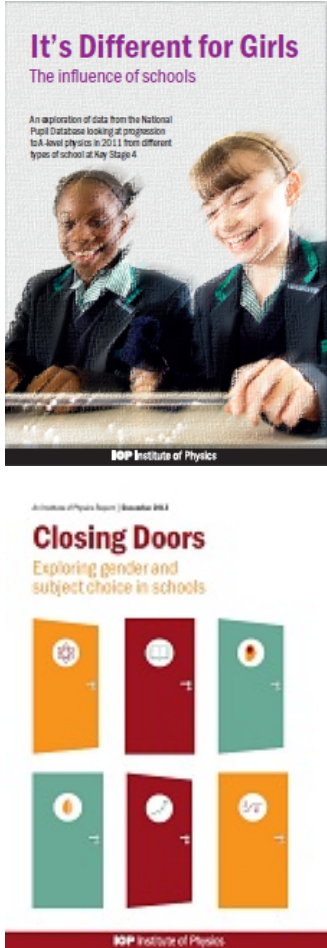
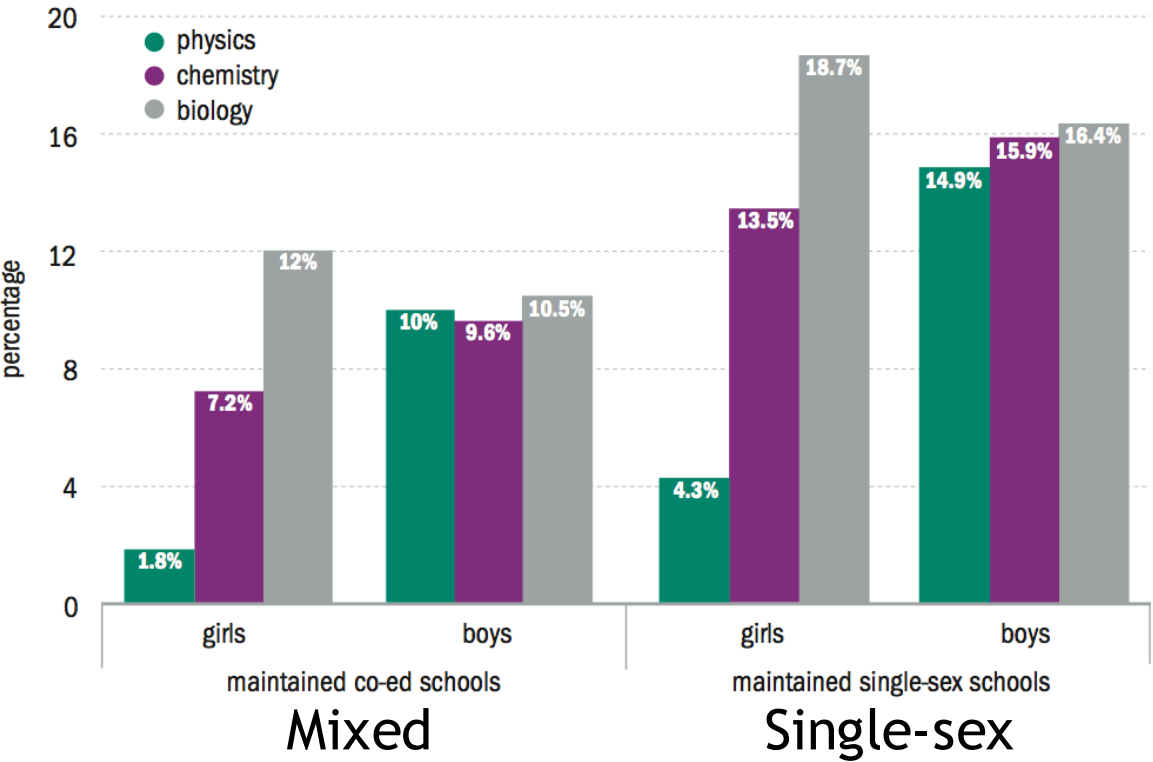
- Fraction of women with positions of responsibility



Why don't girls do physics?

- Example - reports from the UK Institute of Physics

Figure 4: Percentages of girls and boys who went on to take science A-levels in 2011 from maintained co-ed and single-sex schools



- More recent studies suggest a “whole school” approach is needed to reduce bias

ATLAS contacts for diversity & inclusion

- <https://twiki.cern.ch/twiki/bin/view/Atlas/DiversityInclusion>
- Mandate:
 - Act as contact for ATLAS members to discuss concerns related to diversity and inclusion (D&I)
 - Any information treated confidentially
 - No action unless agreed with person
 - Maintain contacts with other diversity contacts in HEP/CERN
 - Maintain list of resources related to D&I
 - Evaluate possibilities of training courses
 - Compile regular report on the composition of the collaboration
 - Report periodically to the collaboration (CB matters session)

