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

Figure 2: Staff, Fellows, Paid Associates by Sex on 31.12.1990
Number of staff by profession

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

<table>
<thead>
<tr>
<th>Category</th>
<th>1997</th>
<th></th>
<th>2017</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>F.</td>
<td>All</td>
<td>%</td>
<td>F.</td>
</tr>
<tr>
<td>Research physicist</td>
<td>7</td>
<td>100</td>
<td>7.0</td>
<td>8</td>
</tr>
<tr>
<td>Scientific &amp; Engineering</td>
<td>48</td>
<td>864</td>
<td>5.6</td>
<td>137</td>
</tr>
<tr>
<td>Technical work</td>
<td>37</td>
<td>1001</td>
<td>3.7</td>
<td>58</td>
</tr>
<tr>
<td>Manual work</td>
<td>20</td>
<td>370</td>
<td>5.4</td>
<td>5</td>
</tr>
<tr>
<td>Professional admin.</td>
<td>28</td>
<td>118</td>
<td>23.7</td>
<td>92</td>
</tr>
<tr>
<td>Office &amp; admin. work</td>
<td>288</td>
<td>366</td>
<td>78.7</td>
<td>246</td>
</tr>
<tr>
<td>Total</td>
<td>428</td>
<td>2819</td>
<td>15.2</td>
<td>546</td>
</tr>
</tbody>
</table>
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)

Pippa Wells, CERN
Women in ATLAS

• Fraction of women in the collaboration by age, and by region
Women in ATLAS

- Fraction of women with positions of responsibility

![Graph showing fraction of women with positions of responsibility in ATLAS]

*ATLAS Preliminary July 2018*

- Positions ending after December 2015
- Average membership
- Average membership older than 35 years

Pippa Wells, CERN
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

- Mixed
  - girls: 1.8%
  - boys: 4.3%
- Single-sex
  - girls: 7.2%
  - boys: 10.6%

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

Pippa Wells, CERN
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)