

# **Closing the Gender Gap: the present and the Future**

**WAVE Conference – 2014**  
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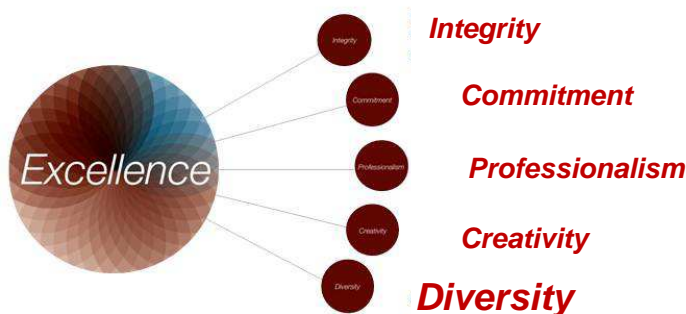


# Diversity at CERN

## CERN's Mission



- Push forward the frontiers of knowledge
- Develop new technologies for accelerators and detectors
- Train scientists and engineers of tomorrow
- Unite people from different countries and cultures



**Integrity**

**Commitment**

**Professionalism**

**Creativity**

**Diversity**

Appreciating differences, fostering equality and promoting collaboration



CERN's excellence derives from an environment in which the knowledge and perspectives of a diverse workforce are valued and dialogue is encouraged at all levels

# Gender representation – 20% W

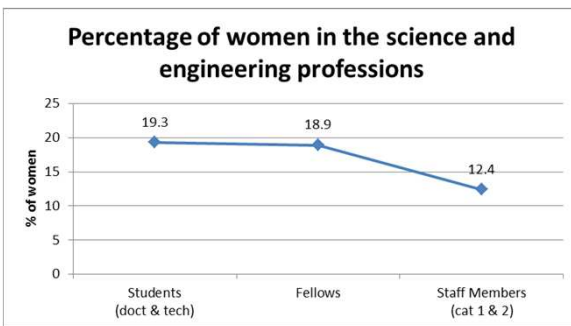


Evolution from 1995 to 2012 in the percentage of women in STEM & professional administration categories

Staff Members	Res Phys	Appl Phys	Computing	Engineer	Prof Admin
% W 1995	2.88	2.9	11.11	0.53	18.49
<b>% W 2012</b>	<b>10.13</b>	<b>12.94</b>	<b>10.82</b>	<b>13.95</b>	<b>51.61</b>

Challenge = maintain / improve progress

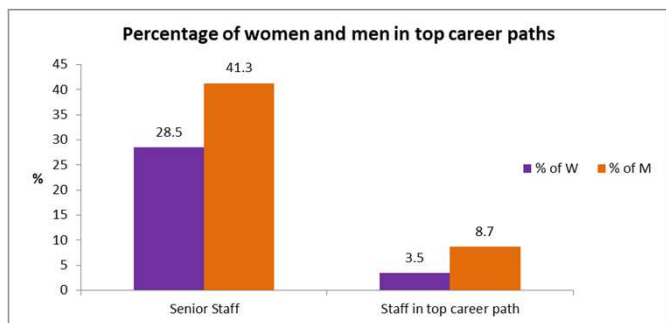
Source: CERN Personnel Statistics



Challenge = address the leaky pipeline effect

Positive Action  
Not  
Positive Discrimination

Source: CERN Personnel Statistics (31.12.2012)  
Staff Members categories 1 and 2: Research Physicists and Scientific and Engineering work  
Fellows and Students (excluding administrative category)



Challenge = overcome the glass ceiling effect that has accumulated over the years

Source: CERN Personnel Statistics (31.12.2012)

# Concretely...achieve **E**xcellence in diversity by...

- **E**ncouraging young girls and women to take up careers in science,
- **E**mploying them [...] we should address this through equitable processes
- **E**nabling them, i.e. creating an inclusive work environment that allows everybody to give of their best.

**Outreach:**  
e.g. **Teacher Training Programme**



- **Added value of differences**
- **Fair treatment**
- **Mutual respect & inclusiveness**

e.g. **Support structures**



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